

The Institute of Health Systems. Director's Report, 2002-03.

Tenth Annual General Body Meeting, 27 January, 2004

Ladies and Gentlemen,

On behalf of the faculty and staff of the Institute, I welcome all of you to this tenth annual general body meeting. As some of you may be aware, I assumed charge on 20th of August 2003, from Dr. Prasanta Mahapatra , who completed his five-year deputation to this Institute and returned to government service. During his tenure as the Director of IHS, the Institute, registered phenomenal growth, received tremendous boost in its visibility at the national and international levels, and was able to carve a niche for itself in public health research, training and health informatics. Founder and President of the IHS, his visionary zeal and enterprise continues to steer this Institute. On all our behalf, I extend our heartfelt gratitude to Dr. Mahapatra, for his continuing services to this Institute.

I have structured my report as follows:

1. Faculty and Staff.
2. Reporting year (2002-2003) events and activities.
3. Current year (2003-2004) events and activities till date.
4. Taking stock of the Institutes progress so far.

I. Faculty and Staff:

As on date we have a total of 44 persons in various categories as shown here.

Table-1: IHS Personnel Position, 27 Jan 2004.

Category of Personnel	Persons
Full Time Faculty	5
Visiting Faculty	4
Research Associates	3
Research Assistants	6
Investigators	0
Software Developers	1
System Administration	3
General Support: Executives and Staff	11
FIA - Fellows, Interns & Apprentices	11
All	44

Annex-1 provides more details about the current faculty and personnel profile of the Institute. Our faculty participated in many workshops, seminars and conferences both domestic and international. Annex-2 lists details of IHS faculty participation in training programs, workshops, seminars and conferences. A list of outgoing faculty and personnel is given in Annex - 3.



The Institute is contributing towards development of national health systems through active involvement of its representatives in national level decision making bodies such as the following.

National Level Bodies	IHS Representative
Insurance Regulatory and Development Authority: Health Insurance Working Group	Dr. Prasanta Mahapatra, President, IHS
Government of India: National Nutrition Mission	Dr. Prasanta Mahapatra, President Dr. V. Raman Kutty, Charter Member
Indian Council of Medical Research (ICMR): Scientific Advisory Group	Dr. Prasanta Mahapatra, President, IHS
Government of India: Prime Minister's Office (PMO): Task Force on Public Private Partnership	Dr. Prasanta Mahapatra, President, IHS

II. Reporting Year (2002-2003) Events and Activities:

A. Completion of Research and Consultancy Projects Reported Earlier:

Following studies, already reported in detail in the previous years report were completed during the year under report i.e. 2002-2003.

1. Maharashtra Hospital Data Validation and Performance Analysis:

Government of Maharashtra is implementing a project titled "Maharashtra Health Systems Development (MHSDP)". The project covers 136 hospitals at the district and sub-district level. The Institute was selected by the MHSDP through a National Competitive Bidding Process. The Institute's task was to estimate validity of statistics reported by the project hospitals. For this the MHSDP hospital statistics was analysed for its consistency and based on the performance indicators, outlier hospitals are identified. Internal consistency of data was analyzed using a set of consistency indicators and by expert appreciation of the figures. A sub set of hospitals were identified each month for field visit to understand the potential sources of poor performance and to provide on job training to the hospital data complication personnel. Work started in May, 2002 and final report given by November, 2002.

2. Health Insurance and Family Health Protection Plans for India:

The Institute has developed community health insurance based family health protection plans for consideration by the government of India. An income line for health and housing higher than the poverty line has been recommended, for purposes of administration of state financing of health insurance coverage to families. The benefit package in the proposed family health protection plans include comprehensive ambulatory primary care, and access to first referral hospital services. The plans would mostly use private clinics for the ambulatory care and public or nonprofit providers for hospital services. Minimum quality of service standard have been recommended for clinics. The plans will provide better access to public hospitals and help improve their utilisation. Nonprofit mutual health organisations are envisaged to underwrite the health care coverage risk and administer the plans. The task was assigned by the GOI - Department of Family Welfare. The Ministry of Health, GOI have decided to take up pilot projects to assess the feasibility and appropriateness of the proposed system. Project started in July, 2002. Final report was presented to the government by end of March, 2003.

3. Medium Term Financing Strategy for Health in Andhra Pradesh (MTFSH):

As was mentioned in last year's report, the Institute had collaborated with the International Health System Group (IHSG) based at the Harvard School of Public Health, to assist the Department of Health, Medical, and Family Welfare, Government of Andhra Pradesh (GoAP) to develop a medium term financing strategy for health in AP. The IHSG submitted its report of the medium term strategy to GoAP in July 2003. A workshop was organized by the DoHMF, Government of Andhra Pradesh on 17-18 December 2003, where the findings in broad strategy areas of public service delivery, governance and decentralization reforms, enhancing public private partnership in health care financing and delivery, were presented before a wide arena of stakeholders. Based on discussions at the workshop, an Action Plan has been prepared, for taking the medium term strategy for health forward.

B. New and Continuing Projects:

1. Integrated Environmental Strategies (IES) Hyderabad, India Project. Health Effects Analysis & Economic Valuation of Health Effects:

2. Developing State Health Accounts for Andhra Pradesh

The above projects are continuing in the current year and are described in the next section.

C. Academic Programs:

1. Advanced Studies in Public Health:

Continuing its efforts to build capacity in various areas of public health, the Institute has developed a certificate of Advanced Studies in Public Health (APH) program. The program aims to equip students with essential public health competencies in such areas as research methods, policy analysis and management. The curriculum promotes an interdisciplinary and comprehensive approach to issues related to health, development and provision of health services. The program is designed to provide multiple opportunities for students to practice public health skills and foster critical thinking about issues addressed by them. Students are drawn from a broad range of medical, allied health, technical, humanities, physical and social science disciplines. The program requires four semesters of full time course work and two inter semester field placements. The first batch started in January 2003 with four students each coming from different parts of the country (Jammu & Kashmir, Gujarat, Andhra Pradesh, and Orissa). The Government of Gujarat sanctioned sponsorship for two candidates in the first year.

2. Institutional Capacity Building:

The Ford Foundation has provided a grant towards expanding institutional capacity for the APH program and to setting up a public health laboratory. Three faculty chairs in Public Health, Nutrition, Environmental Health, and Public Health Lab Sciences are being supported by this grant. Capital expenses and operating expenses of the Public Health Laboratory are currently met from this grant. To sustain the activities of these chairs and further build capacity of the Institute, we have sought funding from other philanthropic organizations and funding agencies such as the Sir Dorabji Tata Trust and the Sir Ratan Tata Trust.

D. Training Services:

During the year 2002-2003, 130 persons were trained by the Institute

Table-2: IHS Training Services Delivered During the Financial Year 2002-03.

Dates		Program Title	No. of Students
From	To		
01-07-02	05-11-02	HCSD2002: Health Care Software Development Phase-2	5
05-08-02	26-12-02	CHISA2002: Certificate Course in Health Intranet System Administration Phase - 2	24
26-08-02	28-08-02	MH Central Software Familiarisation Workshop	2
03-12-02	06-12-02	BDAP Independent Study Programme	1
16-12-02	21-12-02	Verbal Autopsy Skills for the SRS	38
01-01-03	07-01-03	Verbal Autopsy Skills for the SRS	38
10-02-03	11-02-03	Safe Biomedical Waste Management	22
April, 02	March, 03	All Programs Total	130

E. Public Services:

1. Library:

The IHS has made concerted efforts to build its library services to support the Institutes academic programmes and serve the wider community with state of the art literature on various aspects of public health. People are gradually recognising the bibliographic niche being cultivated by the IHS library. Although the IHS library is small, it has some collections in the area of health economics, health system research etc. not easily available elsewhere in Hyderabad. The library is building up a collection of official documents (ODC) relevant to public health and related sectors. The Institute library strives to stay in touch with various institutions in India and abroad who are known to be working on any aspect of the health systems in India and collects copies of reports, working papers, workshop, conference proceedings, project reports, evaluation documents, that may not be available through regular bibliographic distribution channels. As of August, 2003, the IHS Library holdings consist of 3382 Books, 1295 Reports, 1543 Journal Articles, 310 CD-Audio-Video materials, and another 830 miscellaneous bibliographic materials.

Our Library mission is to serve the Institute's Academic Community, Extramural Academic Community and the General Public with bibliographic resources for the study and of various aspects of health systems, public health and all related knowledge areas. To meet the needs of this varied clientele we are following a flexible bibliographic acquisition process. Acquisition of books are usually initiated to meet the needs of (a) a research project, (b) training programmes, (c) academic courses, and (d) library user needs. Principal Investigators and Project Coordinators can ask the librarian to acquire bibliographic resources required for their projects. Training course coordinators and directors notify the library about the bibliographic material to be made available for reference by participants of respective training programmes. Similarly academic programme coordinators, principal faculty teaching the courses offered under various programmes order for books and journal articles required by them. Given the financial constraints faced by the IHS Library, the scope for proactive acquisition of bibliographic resources has been limited. However, efforts are made in this direction to fulfill user needs within the Institutes limited resources. Thus the librarian and the Communications and Services Officer discuss from time to time with and the Institute Director about unmet requests from library users and together they try to find

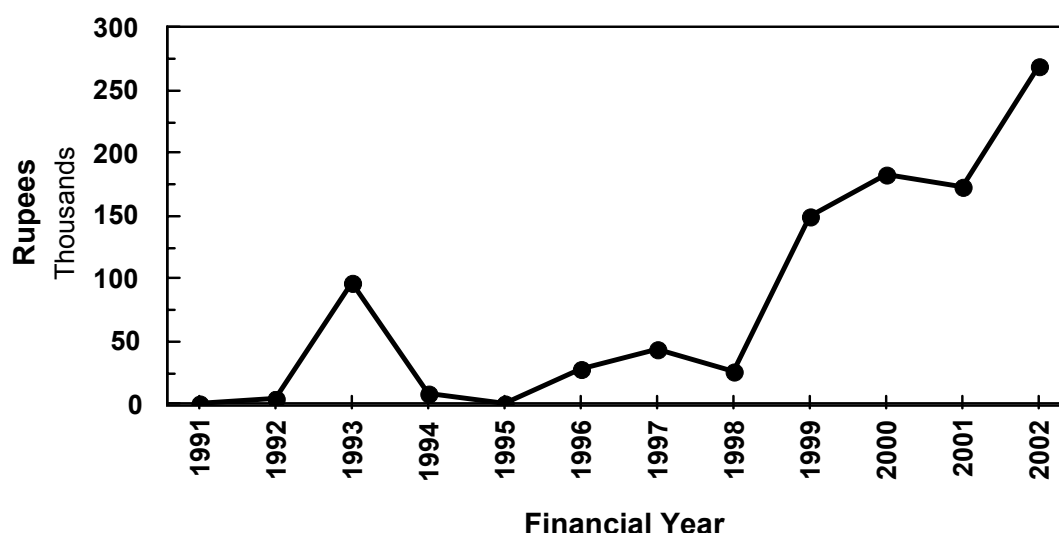
what ever funds are available to meet as much of the user expectation as is feasible. In addition each faculty is given the responsibility to work with the librarian to build up bibliographic resources in their respective field of work. Limited funds are met available from the Institute overheads to meet these demands. Library book acquisition mater is also discussed by the Institute's Faculty Committee during their meetings. As the Library finances improve and substantive funds for development of the library become available, the Faculty Committee will be expected to devote required time towards selection of books and sourcing of bibliographic resources for the Library.

Table-3: IHS Library Users in August, 2003.

User Group	Numbers (Approx.)
IHS Faculty and Staff	50
Students	60
Training Program Participants	140
PG Students, Ph.D. Scholars and Researchers from Other Institutions.	20
Health Care and Service Professionals	10
Journalists, and other Members of Public	10

The IHS Library is used by (a) the Faculty and Personnel of the Institute, (b) Students, (c) Participants of Training Programmes at the IHS, and (d) Postgraduate students, Ph.D. Scholars and Researchers from other institutions at Hyderabad, (e) Health Care and Service Professionals, (f) Journalists, and other Members of Public. This figure will go up as the recently developed Advanced Studies in Public Health Programme takes root.

Figure-1: Expenditure on library books, by IHS, since inception.



1991 means Financial Year 1990-1991, and so on.

As can be seen from the figure-1, the Institute has been striving to allocate more funds for the library. Immediately after its establishment, the Institute received a small foundation grant from the Ford Foundation. The IHS Library built up its first collection with the help of

a part of this grant. The rise in library expenditure in the financial year 1992-93 is explained by the utilisation of the Ford Foundation grant. Thereafter the Institute has been dependent upon allocations made by various research and consultancy projects for bibliographic resources.

However, the Institute's limited finances mainly dependent on research project linked funding does not allow for adequate investment for development the IHS library services to meet the growing student needs and gradually increasing number of people with interest in health system research and various other areas of public health. Development of the IHS library is a critical gap that needs to be filled to support the Institutes ambitious programmes for development of public health manpower. Hence the need for philanthropic support for building of the IHS Library.

2. AP Health Institutions Database (APHIDB):

We continued to maintain the database of Health Care Institutions (HCIs) in AP. Currently the database contains basic identifying information about 19,824 HCIs in the public, private for profit and nonprofit sector. To help enforce Biomedical Waste Regulation, the AP Pollution Control Board utilized the database service for district wise inventorisation of HCI's.

III. Current Year (2003-04) Events and Activities:

A. New and Ongoing Projects:

1. Burden of Disease and Socioeconomic Impact of HIV/AIDS:

The National AIDS Control Organization (NACO), United Nations Development Program (UNDP), Indian Council of Medical Research (ICMR), National Council of Applied Economic Research (NCAER), and the Institute of Health Systems (IHS) are collaborating to conduct a study on burden of disease and socioeconomic impact of HIV/AIDS in 6 high prevalence states of the country; viz Maharashtra, Karnataka, Andhra Pradesh, Tamil Nadu, Manipur and Nagaland. The Institute will be responsible for developing the study design for estimation of burden of disease due to HIV/AIDS and conducting the study in Andhra Pradesh and Karnataka. The scope of work of the study includes: analysis of surveillance data; estimation of incidence of HIV/AIDS; estimation of morbidity and mortality on account of HIV/AIDS in the select states including future scenarios. The IHS organized a workshop on 2nd and 3rd of December, 2003, towards developing reliable estimates of burden of disease and socioeconomic impact of HIV/AIDS within the country. In addition to representatives from partner organizations, other professionals with expertise relevant to the study participated in the workshop.

2. Integrated Environmental Strategies (IES) Hyderabad, India Project. Health Effects Analysis & Economic Valuation of Health Effects:

As mentioned in the last year's report, the IHS has been selected as the lead agency by the United States Environmental Protection Agency (US EPA), for carrying out the "Health Effects Analysis & Economic Valuation of Health Effects" components of the IES, India Project. The major objective of this study is to develop an initial estimation of health impacts due to ambient air pollution in Hyderabad city and their social costs based on available secondary data. To compute total exposure in the business as usual scenario (BUA), demographic, mortality and morbidity data collection has been completed. The base rates for the selected health endpoints have been computed, which will be inputs for Health Effects

Analysis. We are currently working with Air Pollution Health Effects Benefit Analysis (APHEBA) model for estimation of ambient air quality health effects for BAU and mitigation scenarios. The study will be completed by June 2004.

3. Developing State Health Accounts for Andhra Pradesh:

National health accounts (NHA) document total health care financing and expenditure within a particular health system. Health expenditure consists of financial outlays that service the health system. NHA trace the resources invested and consumed in the production of health and facilitates further research and meaningful policy analysis. In the Indian context, state level studies are at least as important as overall national analyses. In some respect, state health accounts (SHA) are more important, because many of the major policy decisions concerning resource allocation to health and social sector are made at the state level. The Institute is currently developing more comprehensive State Health Accounts for Andhra Pradesh. Secondary data pertaining to health expenditure was collected from various state government departments and central ministries, CGHS and ESIS, private insurance companies, local bodies, etc. Primary surveys were done to estimate health expenditure by NGO's, voluntary and charitable organizations, public and private sector firms. Data entry has been completed and analysis is being done. The work started in March 2003 and is funded by the Department for International Development (DfID), Government of U.K.

B. Project Proposals Under Consideration:

1. Frontiers Prevention Program (FPP) Outcome Evaluation:

Frontiers Prevention Program (FPP) aims to support the delivery of a comprehensive package of interventions on targeting populations, who are seen as key to HIV/AIDS epidemic dynamics: sex workers, men who have sex with men, and people living with HIV/AIDS. These interventions occur within specific geographic sites that are seen as potential high HIV-transmission areas. The outcome evaluation will measure the effect of the interventions. The study aims to evaluate: whether the FPP empowerment for prevention approach increases the level of social capital (community trust, reliance, responsibility and civic participation) among key populations actively involved in the interventions and wider key populations exposed to the interventions; and whether increased social capital lead to increasing empowerment for prevention, actual reduction in risk behaviours and changes in knowledge attitudes and behaviour. The study also seeks to evaluate whether the FPP approach lead to an enabling environment in which stigma and discrimination are reduced; the relationship between an enabling environment and social capital; to what extent are NGOs / CBOs and the services they provide participatory, client - centered and community based, and how does this change over time as a result of capacity building and other inputs. The HIV/AIDS Alliance has approved the proposal and the study is expected to begin by third week of March.

2. Air Pollution and Cause of Deaths in Hyderabad:

A study has been designed to estimate the cause of death pattern in Hyderabad city and identify death due to causes attributable to air pollution. The study will also help strengthen the medical certification of cause of deaths and reporting of cause of death statistics in the city of Hyderabad. This proposal has been approved by the Environmental Health Project Appraisal and Evaluation Committee, Ministry of Environment, Government of India, as well as the AP Pollution Control Board and is awaiting release of funds.

3. Public Private Partnership in drinking water quality monitoring, in Hyderabad:

In Hyderabad, The Hyderabad Metropolitan Water Supply and Sewerage Board (HMWSSB), provides piped water supply that caters to the drinking water needs of about 55.33 lakh persons. Currently the number of microbiological tests done by the HMWSSB annually for routine monitoring of water quality is less than the minimum number of samples prescribed by the WHO. There is also scope for improving sample design and increasing sample frequency. However, existing mechanisms for drinking water quality testing in public sector may not be enough to meet the challenge of such a large city. A proposal for a Public Private Partnership (P3) model to supplement routine testing done by the HMWSSB and improve drinking water quality monitoring in the city, with IHS as the private partner, is under active consideration of the HMWSSB.

4. Development of the Public - Health Laboratory Services at the IHS:

Public health laboratories are vital for assessing, investigating, and analyzing the health needs, effects, and community health status. Public-health laboratories provide, what economists call, public goods to the community by way of outbreak investigation, epidemic surveillance, or epidemiologic research. This is the major reason why public-health laboratories have developed largely in the public sector. However various developments in economic instruments, social, political concepts and expanding knowledge of organisational behaviour, have opened up the potential for synergistic contributions by civil society organisations to the health sector. Civil society organisations (CSOs) reach population groups some times poorly served by the state. CSOs provide social mobilisation required to change or implement public health policies and campaigns. CSOs enhance the involvement of communities in health services and make services more accountable to the public. CSOs test new directions in health action. The principal role of the Public Health Laboratory being set up by the IHS, will be to provide appropriate support for people's action towards improvement of people's health. Another important role of the laboratory will be to provide practical training facilities for the students of various public health courses being developed at the IHS including the Advanced Studies in Public Health Program. Public-health laboratory infrastructure require massive investments. Hence the need for philanthropic support for development of the Public-Health Laboratory Services at the IHS. In this regard we have submitted proposals for development of laboratory services over a five year time period, to the Sir Ratan Tata Trust and the Sir Dorabji Tata Trust. The proposal is under active consideration of the Sir Dorabji Tata Trust. Ms. Jasmine Pavri, Senior Programme Officer of the Trust visited the Institute on 22/12/03 in this regard. The Sir Ratan Tata Trust has informed that though they appreciate the significance of our request, they will not be able to consider our appeal for funds.

5. Maternal Mortality Surveillance System:

Maternal mortality reflects the risk to mothers during pregnancy and child birth and is an useful indicator of maternal health. Unfortunately, accurate estimates of maternal mortality rate (MMR) is not feasible in the absence of a regular source of relevant data. A study to develop a prospective surveillance system of estimating MMR has been designed for this purpose. A proposal has been submitted to the Department of Family Welfare, Government of India for funding.

6. Development of Library Resources at the IHS to Support Health System Research and Development of Human Resources for Public Health:

It is well known that libraries have a major role to play in knowledge economy and information society. Library services and bibliographic resources are fundamental to any human resource development activity. Since academic programmes for public health areas like health system studies, health economics, health and social work, health policy did not exist in India, library facilities and bibliographic resources are also very scarce. The IHS has made concerted efforts to build its library services to support the Institutes academic programmes and serve the wider community with state of the art literature on various aspects of public health. However, the Institute's limited finances mainly dependent on research project linked funding does not allow for adequate investment for development the IHS library services to meet the growing student needs and gradually increasing number of people with interest in health system research and various other areas of public health. Development of the IHS library is a critical gap that needs to be filled to support the Institutes ambitious programmes for development of public health manpower. Hence the need for philanthropic support for building of the IHS Library. In this regard we have submitted proposals for development of library resources over a five year time period, to the Sir Ratan Tata Trust and the Sir Dorabji Tata Trust. The Sir Ratan Tata Trust has informed that though they appreciate the significance of our request, they will not be able to consider our appeal for funds. The Sir Dorabji Tata Trust has indicated that they will be considering only one proposal from the Institute. As they are already considering our public health laboratory proposal, they will not be able to consider our proposal for development of the library. We are now looking for alternate funding sources to develop the library.

7. Others

The following proposals reported last year, are also being followed up.

- i. Epidemiology of Road Traffic Accidents in Hyderabad-Deccan, Andhra Pradesh
- ii. Yellow Fever Health Check System at International Airports in the Country
- iii. Social Marketing Study for Universal Iodisation Salt

C. Project Proposals Under Development:

1. Impact of Long Absence from Home on HIV/AIDS risk in trucking community:

A project proposal entitled "Impact of Long absence from home on HIV/AIDS risk in trucking community" is under preparation to be sent to Indian Council for Medical Research, for extramural funding under the ad-hoc research scheme grant.

D. Academic Programs:

1. The Advanced Studies in Public Health (APH) Programme:

As part of our continued efforts to build capacity in various areas of public health, the IHS has developed an Advanced Studies in Public Health (APH) programme. The first batch of the APH programme began this year with four students. Prospectus for the 2004 batch has been released. The Institute has applied to the NTR University of Health Sciences for sought affiliation of the programme. The University's Inspection Committee visited the Institute on 13th August 2003, examined facilities at the Institute, studied syllabus of the course, examination pattern etc., and have submitted their report. We are awaiting further directions from the University, in this regard. The second batch, originally scheduled to start from

January 2004, has been rescheduled to start from September 2004, in order to allow time for the University affiliation process to fructify.

2. The Advanced Diploma in Health System Informatics (ADHSI) Programme:

Recognizing the success of the Institute's Certificate in Health Intranet System Administration program, the State Board of Technical Education and Training (SBTET) have accredited the IHS for an Advanced Diploma course in Health System Informatics (ADHSI). This is a full time, 18 months course. The course consists of three semesters, two semesters each of 3 months duration and third semester comprising of an internship of one year. The third semester is devoted to a stipendiary internship and guided on the job training in appropriate organizations. Per batch intake will be 30 students. The course will commence from mid-May, 2004.

E. Health Informatic Solutions:

We continued to develop the following software solutions to meet research and operational needs of health care institutions and public health authorities.

1. BDAP (Burden of Disease Analysis Project):

The BDAP software is being developed to meet the computation needs of Global Burden of Disease Estimations, so that researchers are free to concentrate on more serious issues regarding data accuracy, consistency and analysis of results.

2. HIMAN 2000 (Health Information Manager-2000):

This is being designed for hospitals and health care institutions. So far progress on this has been slow due to lack of funding. At present the software allows a hospital to gather statistics and send them electronically to a central site making use of a wide area network connection.

3. HIDB (Health Institutions Data Base):

The HIDB, is a database design to hold the information of Health Care Institutions (HCI) located in any geographical region of the country.

F. Training services:

1. Managing Primary Health Care in Remote Areas:

This two week training program has been designed by the IHS to develop technical and managerial skills of PHC medical officers and other staff working in tribal and remote areas. Coverage includes primary health care organisation, program management, monitoring and evaluation, working in tribal communities and remote areas, accounting & financial management, disciplinary procedures and conduct rules, office procedures, specific disease control programmes and use of computers in health management. 280 medical officers from tribal areas will be trained in 9 training programmes this year, commencing from 9th of February, 2004.

2. Delivering Primary Health Care in Remote Areas:

This two week training program has been designed by the IHS to bring participants updated with practice guidelines, service delivery standards, health and disease control programmes. The course has been specifically designed as a "Continuing Medical Education" programme for Health Care Delivery personnel working in Remote, Rural & Tribal Areas. 280 medical officers from tribal areas will be trained in 9 training programmes this year.

3. Environment and Health Workshops

A proposal to conduct Environment and Health Workshops at the IHS is under consideration of the Ministry of Environment and Forests, Government of India. This workshop has been designed to provide a structured forum for continuing education and updating of professionals dealing with various aspects of the environment and health issues and brainstorm about possible directions for future action in their respective fields. The workshops aim to introduce participants to the field of Environmental Health; to understand the major tools and concepts used to describe, assess, control and make decisions about environmental health issues, to provide a basic understanding of: Environmental processes that affect human health, and current and future environmental concerns

G. Public Health Symposium:

The IHS symposia are an effort to address broad issues in Public Health. Symposia provide the platform for generation and sharing of ideas among representatives from the Government, Administrators, Policy makers, Public Health experts, Researchers, and the Media. A topic of current importance is chosen, and many experts are invited to present on various aspects of that topic. Symposia last the whole day, and include poster presentations, a book exhibition, an inaugural session, speaker presentations, a question & answer interaction, and a valedictory session. A report of the proceedings is published along with a review of literature concerning the topic. This year the topic of the Public Health Symposium was **“Shielding our Children from Accidents”**. Three top risk factors responsible for accidents in Indian children were identified - falls, fires, and road traffic accidents. Covering these three top risk factors the symposium brought together top paediatricians and injury experts in deliberations to shield our children from accidents.

H. Public Health Lectures:

In the year 2003 the Institute organised two Public Health Lectures.

Date	Title	Speakers
18 Aug 2003	The Epidemic of Corruption in Health Services	Dr. Hanumappa Sudarshan, Vigilance Director, Karnataka Lokayukta (Health)
06 June 2003	The Future of Primary Health Care	Prof. Susan Beth Rifkin, London School of Hygiene, London

I. Public Health Laboratory: Water Quality Testing Services

In pursuance of our public service, teaching and research goals, we are setting up a Public Health Laboratory. A Public Health Laboratory- Advisory Committee (PHLAC) has been constituted to advise about appropriateness of the technical services, laboratory design, equipment, staffing, consumables etc., and to review laboratory process, documentation, quality assurance procedures, and customer service. In the initial phase, facilities for Water Quality Testing Services are being set up. Smt. G. Shyamala, retired Chief Water Analyst, the Institute of Preventive Medicine, Government of Andhra Pradesh is heading the Water Quality Testing Services at the Institute. In addition, the laboratory is staffed by a microbiologist, biochemist and a lab attendant. The initial process for recruiting additional manpower has been completed and four lab technicians are short listed for second round of

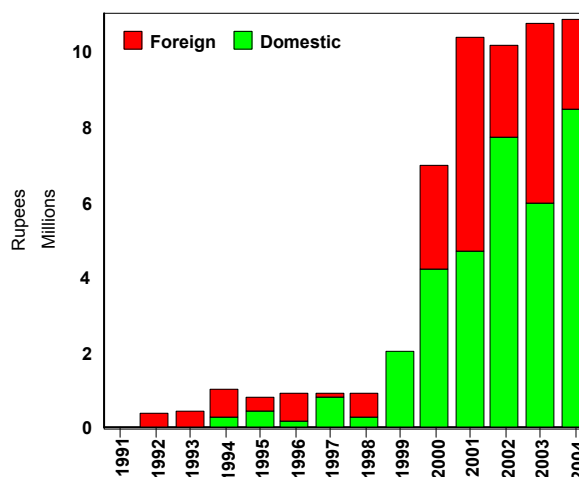
tests and interviews. The laboratory is now equipped with the necessary instruments, glassware, reagents and paraphernalia required for conducting physio-chemical analysis, biological analysis and bacteriological analysis of water. Currently preparations for trial run of the laboratory is underway. It is expected that the laboratory will be fully functional by the first week of February 2004.

IV. Taking stock of the Institute's progress so far:

As mentioned in the previous year report, the Institute has appointed M/s. Prasad & Prasad to audit the Institute's accounts, from financial year 2002-03. They have given valuable suggestions with regard to streamlining of our accounting systems and improving the accounting practices of the Institute.

Narrative report of our activities have been made available to you through previous reports to the general body. Here I will summarise the gross revenue generated by the Institute from the date of its inception. We have sustained the level of revenue achieved last year. The share of domestic revenue has steadily increased over the years. In the Financial Year 2003-04, about 80% of revenue is expected to come from domestic sources.

Financial Year	IHS gross revenue in rupees			Figure-2: IHS Gross Revenue Trend Since Inception
	Domestic	Foreign	Total	
1991	43905	0	43905	
1992	0	424088	424088	
1993	50000	380000	430000	
1994	275042	774568	1049610	
1995	445517	403604	849121	
1996	160186	768447	928633	
1997	835250	103612	938862	
1998	305100	599266	904366	
1999	2066525	0	2066525	
2000	4249243	2720925	6970168	
2001	4717788	5668363	10386151	
2002	7733308	2451095	10184403	
2003	5981260	4784857	10766117	
2004*	8485405	2367200	10852605	

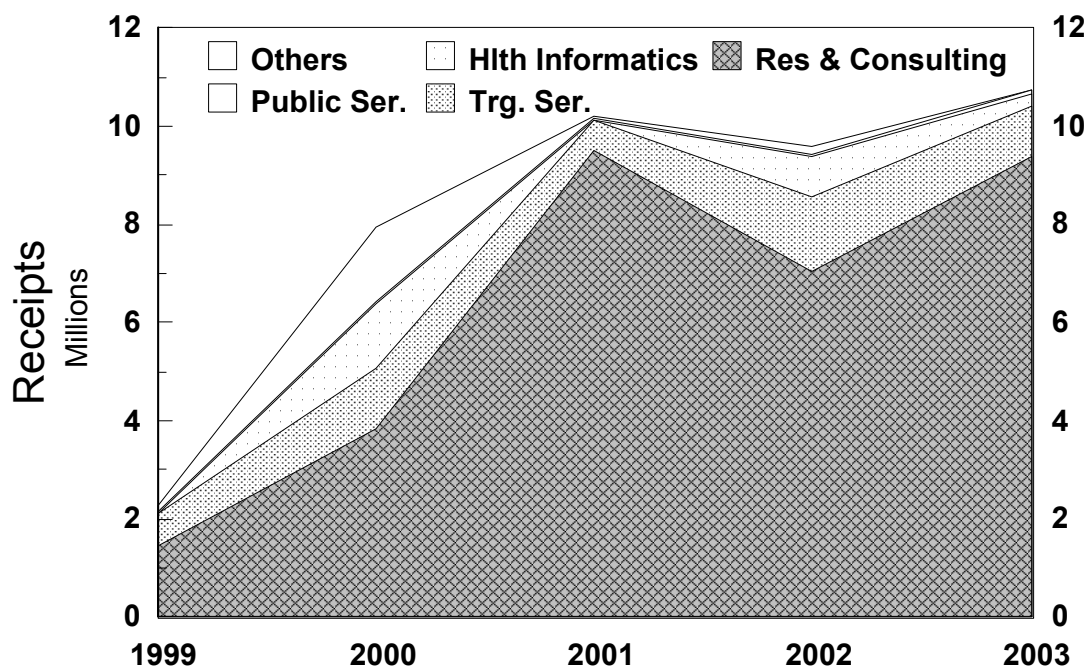


¹ Institute's financial years are from April to March. Here each financial year is represented by the calendar year in which the financial year ends.

² 2004 revenue includes receipts till date (Rs. 6468995) and estimated revenue (Rs. 4383610)

As is evident, significant proportion of our revenue has been contributed by Research and Consultancy. We are making concerted efforts to generate revenue from other areas, particularly training and water quality testing services. As I had mentioned earlier, we have developed new training programmes and are exploring ways to generate revenue from laboratory services. By focussing on such key areas, we are working towards a model of revenue generation that is sustainable in the long run.

Figure-3: The IHS receipts since inception by broad area of activities



V. Accounts and Audit Report:

The audited accounts of the Institute have been enclosed. I now request you to consider the same and give your approval with suggestions if any.

Finally I thank you for having spared the time to participate in this meeting. Your presence is a great inspiration to me, and my colleagues.

I would now request you to consider this report and give your valuable advise and guidance for further development of the Institute. We would like to assure you that we will do our best to translate your ideas and suggestions into action.

Date: 27th of January, 2004

Dr. C K George
Director

Annex-1

Faculty and Personnel Profile

Full Time Faculty:

C K George

Dr. C K George, Acting Director and Faculty in Health Policy holds a masters degree in Community Health (MCH) from the Centre for Social Medicine and Community Health, the Jawaharlal Nehru University, New Delhi. He graduated in Medicine and Surgery (MBBS) from Government Medical College, Trivandrum, the University of Kerala. He has served as a Public Health Consultant to the Indian Medical Association (IMA), Kerala State and was responsible for coordinating the drafting of a health policy for the State. Prior to that he served in the rural areas of Kerala as a general practitioner. Dr. George's primary area of focus is on health care delivery and financing mechanisms. He is also interested in policy issues related to decentralization strategies for the delivery of health services and the epidemiology of communicable diseases. He has done an extensive study on the structure and utilization of district health service system of Trivandrum district in Kerala. He has presented papers on Epidemiology of Hepatitis B Virus in India, Tuberculosis control in India and the Structure and utilization of Health Services in Kerala State, India. Dr. George is currently coordinating the Advanced Study in Public Health Programme at the IHS. His current research activities include developing a medium term financing strategy for health in Andhra Pradesh and preparation of state health accounts for Andhra Pradesh.

J Anjaneyulu

Mr. Anjaneyulu, Faculty in Statistics, holds a post graduate degree in Statistics from the Nagarjuna University. He was awarded the University Second Rank from Department of Statistics during the academic years 1996-1998. He has received training on "Burden of Disease and Cost Effectiveness Study" from the World Health Organization (WHO) and Harvard School of Public Health (HSPH), in a workshop held in South Africa. He has attended the training on "Computer Application to Hospitals and Health Care" conducted by Indian Society of Health Administrators (ISHA), Bangalore. In his current position as Faculty, he works in areas such as Health Systems Performance Assessment (HSPA) and Burden of Disease (BOD) estimation. He was a Project Coordinator for Andhra Pradesh Vidya Vidhana Parishad (APVVP) Hospital Performance Analysis (HPA) study. This study was, to carry out detailed performance analysis of the hospitals and their outliers, to understand the nature of data inaccuracy and reporting problems, to ensure timely flow of hospital data, to check the consistency of data, and to identify potential sources of data inaccuracy. He has worked as a statistician and team leader in Patient Satisfaction Survey (PSS) study, the main aim of which was to obtain feedback from the patients of public hospitals who were inpatients for more than three days. In case the patient could not be interviewed, the experiences of the attendant were recorded. He was a Demographer in District Health and Family Survey (DFHS) study, which was undertaken to estimate sensitive indicators of population health, such as Infant Mortality Rate, Maternal Mortality Rate & Fertility Rates at the district and sub-district levels, useful for monitoring effectiveness of public health programs. He teaches biostatistics and supports the Institutes database and bibliographic resources on mortality, population census, etc. His areas of interest include

biostatistics, demography, health system performance assessment, and burden of disease studies.

K Satish Kumar

Dr. K Satish Kumar, Faculty in Environmental Health, holds a Ph.D. in Zoology with Environmental Biology as specialisation from the Osmania University. He worked as a Research Assistant in the Forestry & Ecology Division of National Remote Sensing Agency, Dept. of Space, Govt. of India. He was a recipient of the Senior Research Fellowship, sponsored by CSIR, New Delhi. He was awarded a Gold Medal for best scientific paper presentation entitled "Respiratory Effects of Air Pollution" at the 24th AP State TB & Chest Diseases Worker's Conference in 1997. He also worked as a part-time lecturer at the PG level, at the Department of Zoology, the Osmania University. Dr. Satish's primary research interests include environmental health, epidemiology of respiratory diseases & traffic injuries, and burden of disease estimation studies. He coordinated a District Family Health Survey, undertaken to estimate IMR, MMR & Fertility Rates at the district and sub district levels. This study was designed to gather evidence for small area mortality analysis and area specific planning. He was Co-investigator in the "Indoor Air Pollution Exposure Atlas" (IAPEA) study, designed to develop a methodology for predicting quantitative exposures to IAP from qualitative information on fuel use and housing characteristics to construct an exposure atlas. This study was done in collaboration with the Center for Occupational & Environmental Health, the University of California, Berkeley and Sree Ramachandra Medical College & Research Institute, Chennai. He is currently Principal Investigator for the "Health Effects Analysis & Economic Valuation" components of the Integrated Environmental Strategies (IES) India Project, initiated by the US AID & US EPA. This study is being done in collaboration with the Environment Protection Training & Research Institute, Hyderabad and aims at achieving multiple - economic, public health & environmental benefits. He attended a special workshop on "International Air Pollution & Energy Climate Policy Collaboration" held during the Joint 12th ISEE / ISEA Conference at the University of British Columbia, Vancouver, Canada in August 2002. He was the chief rapporteur of the IHS 2003 public health symposium on "Shielding Our Children from Accidents". He supports the Institute's resources on use of EpiInfo, the WHO-CDC software for epidemiological data analysis and teaches epidemiology. His research interests include environmental health, burden of disease studies with respect to environmental risk factors, road traffic accidents, etc.

Shweta Upadhyay

Dr. Shweta Upadhyay, Faculty, Maternal and Child Health holds a Ph.D. in Human Nutrition from the Govind Ballab Pant University of Agriculture and Technology, Pantnagar, Uttaranchal. She worked as lecturer for one year at Amrapali Institute, the Kumaun University. She has worked in ICAR ad hoc project "Nutrition Education and Communication Support in Hill Areas of UP". The project was aimed to find out the prevalence of micronutrient deficiency among vulnerable section of society i.e. women, adolescent girls and children and how problems could be solved through communication media.

G Syamala

Ms. G Syamala, Chief Water Analyst is a science graduate from the Osmania University. She holds a post graduate diploma in Environment Management from the Hyderabad Central University and a junior diploma in Russian Language. Worked in the

Department of Anti Cholera Vaccine Manufacturing Unit, Water Analysis Department and Clinical Pathology. Has experience in water and waste water analysis. Secured first prize for the presentation of paper on "Domestic defluoridation process" in the national symposium on water. Delivered lectures to the engineering staff of Metro Board regarding the monitoring and maintenance of water quality. Organised a training programme to 20,000 paramedical and village secretaries regarding the monitoring maintenance and treatment of water in 22 districts of Andhra Pradesh. Submitted a project report on "severely affected water ways of Musi, Patancheru & Kukatpally Nallah. Imparted training to medical post graduates, undergraduates, public health engineers and paramedical staff regarding water analysis and treatment. Conducted a successful water quality monitoring programme in seven districts during Godavari Pushkarams, 2003 where not even a single case of diarrhoea was reported due to water contamination.

Visiting Faculty:

Prasanta Mahapatra

Dr. Prasanta Mahapatra, President of the Institute is a physician civil servant. He is a Takemi Fellow in International Health and has a Ph.D. in International Health and Economics from the Harvard School of Public Health. He is currently the Principal Secretary to Government of Andhra Pradesh, Women Development, Child and Disabled Welfare Department. Dr. Mahapatra established, for government of AP, the first University of Health Sciences (APUHS) in India, at Vijayawada and became its first Registrar. As Registrar of the APUHS and Director Medical Education, he was responsible for state wide co-ordination and management of tertiary hospitals and medical education services. He was Commissioner, Commissionerate of Medical Services (AP Vaidya Vidhana Parishad), Joint/Addl Secretary Health in Govt. of AP. The health system development projects in various states funded by the World Bank based on the work done by Dr. Mahapatra in Andhra Pradesh. As collector of Nellore, he introduced a collectors office manual, streamlined the public grievance redressal system, conceived and implemented land development projects integrating cadastral survey with soil conservation concepts. He has experience in disaster distress relief management, rural development, general administration and information technology applications in government. Between 1991-1993 he was an International Health Policy Program Fellow and a Takemi Fellow at the Harvard School of Public Health. His research work, during this period, included measurement of public hospital performance, accreditation systems for health care organisations, traditional and herbal medicine etc. Dr. Mahapatra has been a member of the Harvard Burden of Disease Unit from its inception and contributed to the Global Burden of Disease estimates published in the World Bank's World Development Report, 1993. As a faculty in the Administrative Staff College of India, he started a study to estimate burden of disease in AP. He has written books and published articles in research journals. His work include, the book on Estimating National Burden of Diseases, Structure and Dynamics of Private Health Sector, Malaria and GE Manuals, research papers on Cause of Death Reporting System, Health State Valuation, Summary Measures of Population Levels, Health Systems Performance Assessment, Patient Satisfaction Survey etc. He teaches, mathematics, biostatistics, epidemiology, research methodology, health care management, and health informatics. His research interests include, burden of disease and cost-effectiveness studies, health care financing, health sector reform, health system performance assessment, health care quality assurance etc.

V Raman Kutty

Dr. V Raman Kutty, holds a Masters in Public Health from the Harvard University (1988), another Masters in Applied Economics from the JNU (1987) and MD in Paediatrics. He has been a member of the ICMR-ICSSR joint panel on health from 1993, Task force of the Kerala state planning board on health (1987, 1996). He has been a consultant to the World Bank, Govt. Of India Ministry of Health, the DFID-India, and the European Commission, Dryefus Foundation New York, Kerala Research Program for Local level development, on various public health issues. He was formerly, Associate Professor in Achutha Menon Centre for Health Science Studies, at the Sree Chitra Tirunal Institute for Medical Sciences and Technology (SCTIMST), Trivandrum. Dr. Raman Kutty has conducted a wide range of public health research and has published many journal articles. His research works cover; epidemiology of non communicable diseases, communicable diseases, socioeconomic determinants of health and mortality, health seeking behaviour, reproductive and child health programs, and health sector reform. Dr. Raman Kutty is currently the Executive Director of Health Action by People (HAP), which is a nonprofit organisation conducting original research in areas of public health. HAP is linked to the Dreyfus Health Foundation, New York, and facilitates health information access and diffusion among professionals, organises workshops and seminars on research methodology and intervention programs in health. It networks with NGOs for initiating action programs and actively participates in policy debates in health. Dr. Raman Kutty has taught epidemiology at the IHS.

Sundeep K Naik

Mr. Sundeep K Nayak is a distinguished civil servant from the Jammu and Kashmir cadre of the Indian Administrative Service and an accomplished academician. A gold medalist from IIT, Kharagpur with a Masters in Science. He holds additional Masters Degree on Population and Development from the London School of Economics, and yet another Masters in International Policy Studies from the Monterey Institute of International Studies, USA. He has attended The Maxwell School of Citizenship (Syracuse University, USA) program on teaching and writing public policy cases, the Executive Management Program on Infrastructure Development and Financing at the IIM, Ahmedabad and many other programs on public administration and training technology. He taught Public Administration to Indian Administrative Service Officers, at the LBS National Academy of Administration and has directed many courses for civil servants. He was instrumental in strengthening of State Training Institutions by developing a module on negotiations for the GOI-UNDP project. His areas of interest include demography, population policy, negotiation, gender studies, and empowerment of women. He is contributing as an expert, in the area of gender, health, population and development, for preparation of the Jammu and Kashmir State Development report by the Planning Commission of India. Mr. Naik has volunteered his time at the IHS and has taught demography and population policy in the Advanced Studies in Public Health Program. He is currently posted as Secretary to the Chairman, National Commission for the Youth.

Amar Jesani

Dr. Amar Jesani is a medical graduate from the Baroda Medical College, Vadodara, Gujarat, and has been doing social science research in health since 1979. He has been involved in research (19 major projects so far) and teaching/training in Health and Development, Bio-Ethics, Ethics in Social Sciences, Health and Human Rights, Health Policies in India and Gender and Medical Education. Presently he is associated with Achutha Menon Centre for Health Science Studies, Trivandrum, Department of Politics and Civics,

Mumbai University, Indian Council of Medical Research, New Delhi, Samraksha/Samuha, Bangalore, UP Social and Philosophy Research Foundation, Philippines, SAKHI, Trivandrum and Institute of Health Systems, Hyderabad as a faculty or a visiting faculty and/or a resource person and consultant in the above subjects of his interest. He began his career in 1979 in the research secretariat of ICMR/ICSSR joint committee that drafted "Health for all: An Alternative Strategy", at the Foundation for Research in Community Health, Mumbai where he thereafter continued to work for 15 years. He founded the Centre for Enquiry into Health and Allied Themes (CEHAT), Mumbai in 1994 and was its founding Director/Coordinator (1994-99). In 1998-2000, he coordinated a national committee to formulate for the first time in India the "Ethical Guidelines for Social Science Research in Health". He was awarded the Ford Foundation fellowship in 2000. He is also one of the founders of the Forum for Medical Ethics Society and its journal - the only journal on medical ethics in India - Issues in Medical Ethics (IME) in 1992 and presently he is on its editorial board. From December 2001 to June 2003, he served as Programme Coordinator of the Achutha Menon Centre for Health Science Studies at the Sree Chitra Tirunal Institute of Medical Sciences and Technology, Trivandrum, Kerala.

He has worked as member of various official and other committees, including "Working group on health system research and biomedical research and development" of the Planning Commission, Government of India and "The Task Force to Study the Technology forecast for the Year 2020" appointed by the Department of Science and Technology, Government of India. He is associated with International Federation of Health and Human Rights Organizations since 1996 and served as a member of the Human Rights Steering Group of the British Medical Association that produced, in 2001, the volume, "The Medical Profession and Human Rights: A handbook for a changing agenda". He is also a member of the selection committee of the MacArthur Foundation's "Fellowships for the Leadership Development Programme". He has published two books, edited two other books, published over a dozen study reports, seven human rights violation investigative reports and many papers in journals and books and has also contributed extensively in popular magazines and magazines / newsletters / bulletins of health groups. He has taught on medical and health care ethics at the IHS.

Research Fellows:

Vandana Tripathy

Ms. Vandana Tripathy, holds a masters degree in Sociology from SNDT Women's University, Mumbai and an Epidemiology masters degree from the Tamil Nadu Dr. MGR University. She also has a post graduate diploma in Community Health Management from CMC, Vellore. For the past thirteen years she is working in different capacities with NGO's in Maharashtra and Orissa in the area of rural and tribal development with emphasis on women development. She worked with UNDP as an United Nations Volunteer in Bangladesh. Her area of interest include women and child health, environmental health and socio economic issues of women.

Anil Chandran

Dr. Anil Chandran, holds a Ph.D in Demography from the University of Kerala. Worked in a project titled " Kerala Migration Survey" funded by IDPAD at Centre for Development Studies by providing statistical support. Worked in estimation of Infant and Child Mortality using 1991 census, the results of which were published in two volumes of Economic and Political Weekly, May 2000. Also gave statistical support in the ICMR project

titled "Recent trends in the role of diet and drinking water in Urolithiasis". He presented papers in different workshops and published papers and articles in mortality, fertility and ageing in reputed journals.

Lalatendu Mohanty

Mr. Lalatendu Mohanty, holds a masters degree in Psychology with specialisation in Organisational Behavior from the Utkal University, a PG Diploma in Business Administration with specialisation in HRM from the Institute of Management Education and Research and a degree in Law. He worked in a Reproductive Health Project for 3 years in Orissa. His area of operation was HIV/AIDS Intervention Programmes, IEC Planning and executing, Research and Analysis in Reproductive Health Intervention Programmes, Promotion of NSV (No-Scalpel Vasectomy) in Orissa and Counselling on Psycho - sexual Problems and Behavior Change Communication etc. At IHS he is working in the field of "Health and Social Behavior" and "Organisational Behavior". He has developed test batteries on the IHS General Guide . At present he is working with developing the course curriculum for APH programmes.

Kavitha Krishna

Dr. B S Kavita holds a Ph D in Clinical Psychology from the Andhra University and a Professional Diploma in Network Centered Computing from NIIT. She has three years work experience as Faculty in the Department of Psychology, VMCMVP Degree College, Visakhapatnam and one year experience as Computer Faculty in NIIT, Visakhapatnam. She also has experience in counseling for behavioural and academic problems and worked as a psychologist in Nalanda Talent School, Visakhapatnam for one year. She has participated in various workshops organized by the Department of Psychology, Andhra University and has a paper published to her credit.

Research Associates:

Radha Krishna Raju

Mr Radha Krishna Raju K has a masters degree in Biochemistry from the Kakatiya University. He has a PG Diploma in Plastics and also a diploma in Computer applications.

Bhagirath Gop

Mr. Bhagirath Gop has a masters degree in Social Work with specialisation in medical and psychiatric social work from the Osmania University. He has work experience as psychiatric social work trainee in Niloufer Hospital, medico social work trainee in Apollo Hospital , junior consultant in Taru Leading Edge and as investigator in AusAid and APPCB project. He has extensive filed experience. He has done a study on 'the doctors perception towards medical social workers'.

N Srinivasa Reddy

Mr. N Srinivasa Reddy, post graduate degree holder in Physical Anthropology with specialisation in population genetics and demography from the SV University. Earlier worked as seminar research fellow in Anthropological Survey of India. He has fellowship project titled 'assessment of nutritional and health status of sickle cell trozygotes and G-6-pd deficient among Maria and Halba tribes of Bastar district".

B L Srikanthi

Ms. B L Srikanthi holds a masters degree in Food Science and Nutrition from the Sri Sathya Sai Institute of Higher Learning with distinction. She has received medal for securing the highest percentage marks in the University during her graduation. She has both teaching and training experience on nutrition and health (reproductive, maternal and neonatal). She has earlier worked with CARE, an International NGO and was involved in promoting their Supplementary Nutrition Program in Visakhapatnam district by way of monitoring the food supply, liaising with Women development and Child Welfare Department and Health Department for promoting convergence, conducting periodical trainings and review meetings with the departments to assess the performance of the program. She also worked with an NGO called Academy for Nursing studies and was completely involved in the reproductive health program for adolescent girls in 3 mandals of Rangareddy district. She gained hands on experience in conducting focus group discussions, trainings, developing monitoring tools and also counselling. She has keen interest in public health, epidemiology, clinical research with special reference to reproductive health.

Research Assistants:

Dhanraj

Mr. Dhanraj, holds a Masters degree in Zoology from the Gulbarga University, Gulbarga. He has worked as an office assistant in district NRDMS (Natural Resource Data Management System) centre, Gulbarga- a DST sponsored project involving computerised data management of district Natural Resources. He also worked as a part time lecturer at the PG level , in department of Zoology, Gulbarga University.

G Srinivasulu

Mr Sreenivasulu has a masters degree in Business Management with specialisation in Marketing and Personnel Management from the SKD University, Ananthapur. He also has a diploma in computer applications from BDPS Kurnool. He has done a project titled "A study of market segmentation" with special reference to Panyam Cements and Mineral Industries, Hyderabad. In the IHS, he worked in different projects like APHSR, APFRHS, MHSDP etc.

N Mary Nancy

Ms. Mary Nancy has a masters degree in Human Development and Family Studies from the Sri Padmavati Mahila University, Tirupati. During her masters course she has done a project on "Knowledge of Anganwadi Workers in Identification of Different Disabilities". She also worked as Project intern at the IHS for APHSR project.

Manda Vijay Anand K Rao

Mr. Vijay Anand, holds a masters degree in Business Management (MBA, Marketing) from the M S University of Baroda (MSU), Vadodara. He also has a masters degree in Physics from the Bhavnagar University. He has done a project titled " Strategy for marketing of technologies and technical services to the drug Industries " for Indian Institute of Chemical Technology (IICT, CSIR). He has also done a project titled "Strategy for Marketing of Software Products of Bit Mappers (TATA INFOTECH)". He is currently involved in the project "Environmental Health Effect Analysis (EHEA)".

G S Pattnaik

Mr. G S Pattnaik holds a masters degree in Economics with specialization in Labor, Industrial Relation and Social Welfare from the Berhampur University, Orissa. Has done Bcom (Hons) from the Berhampur University, Orissa and Diploma in Business Management (DBM) from the ICFAI University, Hyderabad and Hons Diploma in Computer Science (HDCCS) from LCC, Jeypore, Orissa. Previously he worked as a Lecturer in Economics in Panchayat Samiti College, Raighar, Dist Nowarangpur, Orissa and has participated in Tribal Developmental Programs and Activities in Koraput District, Orissa.

Saritha K

Ms. Saritha K holds masters degree in Microbiology from the Bangalore University. Did a project survey on Microbial Quality of few Selected Market Samples as part of her masters degree in the National Institute of Nutrition, Hyderabad. She has a PG diploma in Computer Applications from ICSS Hyderabad. Worked as medical transcriptionist for one and half year and as faculty. Participated in different workshops and seminars on food science.

System Administration:

V Bhaskar

Mr. V Bhaskar, Associate Systems Administrator has a degree in Commerce, post graduate diploma in computer applications, a certificate course in Health Intranet System Administration, a certificate in Administering and Implementing Windows NT Network, a certificate in Administering Sun Solaris 2.7. He has work experience in languages like C, operating systems like MSDOS, Windows NT, Linux, Solaris etc. He is currently working on maintenance of File Servers, Linux Mail Server, Internet Gateway, RAS Services, LAN Services apart from teaching and co-ordinating CHISA Students.

G B N Surya Kumar

Mr. GBN Surya Kumar, Associate System Administrator has a degree in Computer Science and Post Graduate Diploma in Management Information Systems from the Osmania University. He has work experience in PC Hardware trouble shooting, Windows NT, LAN Services, operating systems like MSDOS, Windows, UNIX and languages like C, C++ etc. He is currently working on maintenance of the IHS web site, SQL Server and design web pages apart from teaching CHISA Students.

A Sumana

Ms. A Sumana, Associate System Administrator has an engineering degree in Electrical and Electronics from the Nagarjuna University. She has a computer application certificate from APTECH and Certificate in Health Intranet System Administration from the Institute of Health Systems, Hyderabad. She also has a certificate in administering and implementing Windows NT from SBTET, Hyderabad. She has knowledge in languages like C, C++, Java and operating systems like MS-DOS, Windows NT, Windows 95/98 etc. Presently she is working on maintenance of PC Workstation Support, File Servers, LAN Services apart from teaching CHISA students.

Software Developer:

P Vijay Karthik

Mr. Vijay Karthik, Software Developer holds a masters degree in Financial Management from the Pondicerry University, certificate in French from the Osmania University. He also has a diploma in Oracle, VB from BDPS, PGDCA certificate in Broad Vision 5.0 from Hewlett Packard, Healthcare Software Development certificate from the Institute of Health Systems. He has development skills in Oracle, VB, Siebel and operating systems like MSDOS and Windows.

Interns:

Jogi Naidu

Mr. Jogi Naidu, System Administration Intern has a degree in Bachelor of Arts from the Andhra University, Visakhapatnam. He has 2 years of experience as Hardware Engineer. He has a Diploma in Computer Applications (D.C.A), Certificate in Health Intranet System Administration (CHISA) from the Institute of Health Systems (IHS) and he also has a Certificate in Administering and Implementing Windows NT from SBTET. He has knowledge in operating systems like Windows NT, Windows 95/98 etc. He is working for AP Bhavan on deputation.

T Kiran Kumar

Mr. T Kiran Kumar, System Administration Intern has a civil engineering degree from JNTU College of Engineering, Hyd. He has higher diploma in Software Engg from APTECH and done a certificate course in Health Intranet System Administration from the Institute of Health Systems. He has one and half year experience working at EPTRI.

Vidya Sagar

Mr. N Vidya Sagar, System Administration Intern has a degree in Commerce and Computer Applications from the Osmania University. He has done a certificate course in Health Intranet System Administration from the Institute of Health Systems and also has a SBTET Certificate in Administering and Implementing Windows NT. Has experience in PC Hardware Trouble Shooting, WindowsNT, LAN Service.

Sangeetha Lakshmi

Ms. B Sangeetha Lakshmi, System Administration Intern has a degree in Commerce from the Osmania University. She has done a certificate course in Health Intranet System Administration from the Institute of Health Systems.

Manjula

Ms. Manjula, System Administration Intern has a degree in Commerce from the Osmania University and a higher diploma in software engineering from APTECH. She also has done a certificate course in Health Intranet System Administration from the Institute of Health Systems.

G V R Ambethkar

Mr. GVR Ambethkar, System Administration Intern has a masters degree in Computer Applications from the Osmania University. He has done a certificate course in Health Intranet System Administration from the Institute of Health Systems.

Chinni Krishna

Mr. Y Chenna Krishna, System Administration Intern has a degree in Commerce the from the S K University, Anantapur. He has done an advanced computer e-commerce programme from the APTECH and a certificate course in Health Intranet System Administration from the Institute of Health Systems. He also has a certificate in certificate in implementing and administering Windows NT Network from SBTET. He worked for AP Bhavan supporting the system administration facilities.

General Support - Executives:

Vijaya Lakshmi Tadi

Ms Vijaya Lakshmi Tadi has a masters degree in Public Administration from the Osmania University. She has about ten years of experience in the areas of administration, coordinating, liaisoning, event management, human resources management, publications and teaching. Earlier worked as liaison officer in SIIF (Stroke Institute of India Foundation) for four years and also worked as customer care executive for Softalia Private Ltd, Hyderabad.

A Padmaja

Ms. A Padmaja, Training Services Officer holds a post graduate diploma in financial management and graduate degree in arts from the Osmania University. She had worked as an executive secretary in Nagarjuna Finance Limited for eight years and dealt with office administration works and training programmes.

GSL Vanama Raju

Mr. Vanama Raju, Secretary has a degree in Commerce from the Andhra University. He has about five years of experience and worked for reputed organisations like Software Technology Park Limited and Softpro Solutions Limited.

General Support - Assistants and Staff

Name	Qualifications	Designation
Kumar Parida		Camp Attender
Chandra Kala		Sanitary Worker
Manemma		Sanitary Worker
Pavan Kumar	ITI - Electrical	Technical Assistant
Koteswara Rao K	BCom & DCCP	Accountant
Kavitha B	B LiSc	Librarian
Ajay Kumar Sindhe	BCom, PGD - PMIR	General Assistant
Mallaji	SSC	Maintenance Worker

Date: 27 January, 2004

Director

Annex-2

IHS Participation in Training Programs, Workshops, Seminars and Conferences from the last AGM. (24-12-2002 to 27-01-2004)

Dates	Event & Place	Person(s)
12 Dec 2002	State of Environment (SOE) Workshop, organised by EPTRI at MCRHRD Institute Hyderabad	Dr. Satish Kumar
8-9 Jan 2003	Problem Solving for Better Health (PSBH) Workshop organised by HAP at DCMS, Hyderabad	Dr. Satish Kumar
16-18 Jan 2003	Hospitality Trade Exhibition held at Mumbai	Ms. Vijaya L Tadi Ms. A Padmaja Mr. Ajay Kumar Shinde
29-30 Jan 2003	Workshop on Primary Registers being organized by MHSDP, Mumbai at Public Health Institution, Mata Kacheri, Sadanand Peth, Nagpur	Dr. Prasanta Mahapatra Mr. Anjaneyulu, Ms Vandana Tripathy
3 Feb 2003	Meeting on Public & Private Partnership at Prime Minister's Office, New Delhi.	Dr. Prasanta Mahapatra
11-12 Feb 2003	Seminar on Economic Reforms and Health Sector in India organised by CMDR, Dharwad	Dr. C K George
13-14 Feb 2003	12th Meeting of Scientific Advisory Committee at ICMR Headquarters, New Delhi	Dr. Prasanta Mahapatra
10 Mar 2003	Workshop on Medium Term Strategy and Expenditure Framework organised by DoMHFW, Government of Andhra Pradesh	Dr. C K George
10-11 Mar 2003	ICMR First Meeting on Strategies to Reduce the Burden of Acute Lower Respiratory Infection in India at New Delhi	Ms. Samatha Reddy
22 Mar 2003	Workshop on Studies on Health Insurance in Pilot District, organised by MOHFW, New Delhi	Dr. C K George
22 Mar 2003	Workshop on National Health Information Collaboration (NHIS) held at IIIT, Bangalore	Ms. Vijaya L Tadi
29 Mar 2003	Talk on Disease Burden - Estimates at RMRC Foundation Day Bhubaneswar	Dr. Prasanta Mahapatra
3-5 Apl 2003	Cause of Death Conference, Chennai	Dr. Prasanta Mahapatra Ms. S Srilatha
2-20 Jun 2003	Summer Training Programme on Large Scale Survey Research: Theory & Practical organised by IIPS, Mumbai	Mr. Anjaneyulu

Dates	Event & Place	Person(s)
8 Jul 2003	State Plan of Action for Children - Chairpersons of the Sub-Groups at A P Secretariat, Hyderabad	Dr. C K George
17 - 19 July, 2003	Financial Management of Non Profit Organisations	Mr. K Koteswara Rao
27 Aug 2003	Discussions on National Strategies for Sustainable Development at India International Centre organised by TERI, New Delhi	Dr. Prasanta Mahapatra
2 Sep 2003	Health Insurance Working Group at IRDA Office, New Delhi	Dr. Prasanta Mahapatra
8-12 Sep 2003	In Country Capacity Building Workshop on National Health Accounts organised by WHO & MOHFW, New Delhi	Dr. C. K. George
17-18 Sep 2003	Workshop "Emerging Demographic & Health Scenario in India: Exploration from NFHS-2, organised by CESS at Hyderabad	Dr. Anil Chandran
22-26 Sep 2003	International Symposium on Socioeconomic Factors and Air Pollution Health effects at Hyatt Regency Hotel Perth, Australia.	Dr. Satish Kumar
6-8 Oct 2003	ICMR-WHO workshop on NCD. Keynote Address.	Dr. Prasanta Mahapatra
10-14 Nov 2003	Training session on Air Pollution and Public Health & Two day workshop on Co-benefits Analysis at Beijing (Peking) University, Beijing	Dr. Satish Kumar
17-18 Dec 2003	Two-day Workshop on Taking Forward the Medium Term Strategy and Expenditure Framework for Health In Andhra Pradesh held at Dr MCRHRD organised by Govt. of Andhra Pradesh	Dr. C K George
21 Jan 2004	Presentation to Health Insurance Working Group at IRDA Office, New Delhi	Dr. Prasanta Mahapatra

Date: 27 January, 2004

Director

Annex - 3

List of Outgoing Faculty and Personnel After the Last AGM (23/12/02 to 26/1/04).

Faculty:

Name	Designation	Join date	Leave date	Remarks
Pushpa Lath K M	Faculty in H&SB	24/08/2000	03/03/2003	Resignation
Sai Kumar	Faculty	09/04/2001	15/04/2003	Resignation
Srilatha Sivalenka	Faculty in Quality Assurance	21/05/1994	31/05/2003	Resignation
G Kalyan Ram	Faculty in Health Informatics	02/12/2002	30/06/2003	Resignation
Shasank Kalyan B P	Faculty in HSP	15/03/2002	18/07/2003	Resignation
Vijaya S	Faculty in Community Health	12/05/2003	24/07/2003	Resignation
Samatha Reddy P R	Faculty in MCH	01/10/2000	13/08/2003	Term Complete
E Srinath	Faculty	12/11/2001	30/09/2003	Resignation

Research Associates:

Name	Designation	Join date	Leave date	Remarks
Madhu G	Research Associate	15/05/2000	19/09/2002	Resignation
Neelima S	Research Associate	04/12/2000	01/04/2003	Resignation
S Srinivasa Rao	Research Associate	17/10/2001	18/11/2003	Resignation
J Rambabu	Research Associate	09/08/1999	02/01/2003	Resignation
Goverdhan	Research Associate	20/12/2000	26/12/2003	Completed Term

Research Assistants:

Name	Designation	Join date	Leave date	Remarks
Joshua Jeevan J	Research Assistant	30/12/2000	31/01/2003	Resignation
R Pushpa	Research Assistant	23/06/2003	08/08/2003	Resignation
K Vanisree	Research Assistant	26/05/2003	18/08/2003	Resignation

General Support Personnel:

Name	Designation	Join date	Leave date	Remarks
Uma Kanta Padhi	General Assistant	20/12/2000	17/12/2002	Termination
Bala Koteswara Rao	Accounts Officer	29/06/2002	02/01/2003	Resignation
Radhika Kaushal	Program Associate	09/07/2003	04/08/2003	Resignation
Srilatha Kulkarni	Sr. Secretarial Assistant	21/09/2002	06/08/2003	Resignation
Md. Sumiuddin	Driver-cum-Attender	12/09/2002	13/08/2003	Termination
Rajamallu	Secretarial Assistant	08/03/2001	12/01/2004	Resignation
Phani Kumar J	Secretarial Assistant	05/06/2000	23/01/2004	Resignation

Health Informatics Group:

Name	Designation	Join date	Leave date	Remarks
Mohan Lal K	Assoc. System Adm.	28/02/2001	07/02/2003	Resignation
John Paul Ch.	Software Developer	24/01/2001	13/05/2003	Resignation
Santhi Krishna G	Software Developer	17/11/2001	09/12/2003	Resignation

Fellows, Interns and Apprentices:

Name	Designation	Join date	Leave date	Remarks
Ravindra Kumar Ch	Research Fellow	12/08/2002	20/11/2002	Termination
Gurmeet Kour	Research Fellow	18/06/2003	11/08/2003	Resignation
Prakash Ranjan Roy K	System Adm. Intern	17/01/2002	16/01/2003	Completed
Sarala Rani J	System Adm. Intern	29/04/2002	15/02/2003	Resignation
Ghanshyam K H	System Adm. Intern	16/03/2002	15/03/2003	Completed
Stalin Babu	System Adm. Intern	21/02/2002	20/03/2003	Completed
Madhavi D	System Adm. Intern	01/07/2002	30/04/2003	Completed
Anitha M	System Adm. Intern	06/05/2002	05/05/2003	Completed
Amarnath V	System Adm. Intern	01/03/2003	08/05/2003	Resignation
Naga Ramadevi K	HCS D Intern	16/01/2003	16/05/2003	Resignation
Gopi Krishna S	System Adm. Intern	10/03/2003	26/05/2003	Resignation
Hanumantha Rao	System Adm. Intern	03/06/2003	06/06/2003	Termination
Surya Prakash	System Adm. Intern	27/03/2003	24/06/2003	Termination
Sreedhar Ch	System Adm. Intern	05/07/2002	04/07/2003	Internship Completed
Muneswari S	System Adm. Intern	06/07/2002	05/07/2003	Completed
Shruthi Misra	Research Fellow	17/06/2003	15/07/2003	Completed
Abraham Sudheer	System Adm. Intern	20/05/2003	10/08/2003	Extramural Internship
Siva Kumar	System Adm. Intern	10/03/2003	10/08/2003	Extramural Internship
Gopal B	HCS D Intern	07/01/2003	30/09/2003	Terminated
Anil Kumar P	HCS D Intern	17/02/2003	03/12/2003	Resignation
Mani Kumari	HCS D Intern	07/01/2003	06/01/2004	Completed
Vijay Karthik	HCS D Intern	07/01/2003	06/01/2004	Completed

Date: 27 January, 2004

Director

The Institute of Health Systems. Director's Report, 2002-03.

Tenth Annual General Body Meeting, 27 January, 2004

Ladies and Gentlemen,

On behalf of the faculty and staff of the Institute, I welcome all of you to this tenth annual general body meeting. As some of you may be aware, I assumed charge on 20th of August 2003, from Dr. Prasanta Mahapatra, who completed his five-year deputation to this Institute and returned to government service. During his tenure as the Director of IHS, the Institute, registered phenomenal growth, received tremendous boost in its visibility at the national and international levels, and was able to carve a niche for itself in public health research, training and health informatics. Founder and President of the IHS, his visionary zeal and enterprise continues to steer this Institute. On all our behalf, I extend our heartfelt gratitude to Dr. Mahapatra, for his continuing services to this Institute.

I have structured my report as follows:

1. Faculty and Staff.
2. Reporting year (2002-2003) events and activities.
3. Current year (2003-2004) events and activities till date.
4. Taking stock of the Institutes progress so far.

I. Faculty and Staff:

As on date we have a total of 44 persons in various categories as shown here.

Table-1: IHS Personnel Position, 27 Jan 2004.

Category of Personnel	Persons
Full Time Faculty	5
Visiting Faculty	4
Research Associates	3
Research Assistants	6
Investigators	0
Software Developers	1
System Administration	3
General Support: Executives and Staff	11
FIA - Fellows, Interns & Apprentices	11
All	44

Annex-1 provides more details about the current faculty and personnel profile of the Institute. Our faculty participated in many workshops, seminars and conferences both domestic and international. Annex-2 lists details of IHS faculty participation in training programs, workshops, seminars and conferences. A list of outgoing faculty and personnel is given in Annex - 3.



The Institute is contributing towards development of national health systems through active involvement of its representatives in national level decision making bodies such as the following.

National Level Bodies	IHS Representative
Insurance Regulatory and Development Authority: Health Insurance Working Group	Dr. Prasanta Mahapatra, President, IHS
Government of India: National Nutrition Mission	Dr. Prasanta Mahapatra, President Dr. V. Raman Kutty, Charter Member
Indian Council of Medical Research (ICMR): Scientific Advisory Group	Dr. Prasanta Mahapatra, President, IHS
Government of India: Prime Minister's Office (PMO): Task Force on Public Private Partnership	Dr. Prasanta Mahapatra, President, IHS

II. Reporting Year (2002-2003) Events and Activities:

A. Completion of Research and Consultancy Projects Reported Earlier:

Following studies, already reported in detail in the previous years report were completed during the year under report i.e. 2002-2003.

1. Maharashtra Hospital Data Validation and Performance Analysis:

Government of Maharashtra is implementing a project titled "Maharashtra Health Systems Development (MHSDP)". The project covers 136 hospitals at the district and sub-district level. The Institute was selected by the MHSDP through a National Competitive Bidding Process. The Institute's task was to estimate validity of statistics reported by the project hospitals. For this the MHSDP hospital statistics was analysed for its consistency and based on the performance indicators, outlier hospitals are identified. Internal consistency of data was analyzed using a set of consistency indicators and by expert appreciation of the figures. A sub set of hospitals were identified each month for field visit to understand the potential sources of poor performance and to provide on job training to the hospital data complication personnel. Work started in May, 2002 and final report given by November, 2002.

2. Health Insurance and Family Health Protection Plans for India:

The Institute has developed community health insurance based family health protection plans for consideration by the government of India. An income line for health and housing higher than the poverty line has been recommended, for purposes of administration of state financing of health insurance coverage to families. The benefit package in the proposed family health protection plans include comprehensive ambulatory primary care, and access to first referral hospital services. The plans would mostly use private clinics for the ambulatory care and public or nonprofit providers for hospital services. Minimum quality of service standard have been recommended for clinics. The plans will provide better access to public hospitals and help improve their utilisation. Nonprofit mutual health organisations are envisaged to underwrite the health care coverage risk and administer the plans. The task was assigned by the GOI - Department of Family Welfare. The Ministry of Health, GOI have decided to take up pilot projects to assess the feasibility and appropriateness of the proposed system. Project started in July, 2002. Final report was presented to the government by end of March, 2003.

3. Medium Term Financing Strategy for Health in Andhra Pradesh (MTFSH):

As was mentioned in last year's report, the Institute had collaborated with the International Health System Group (IHSG) based at the Harvard School of Public Health, to assist the Department of Health, Medical, and Family Welfare, Government of Andhra Pradesh (GoAP) to develop a medium term financing strategy for health in AP. The IHSG submitted its report of the medium term strategy to GoAP in July 2003. A workshop was organized by the DoHMF, Government of Andhra Pradesh on 17-18 December 2003, where the findings in broad strategy areas of public service delivery, governance and decentralization reforms, enhancing public private partnership in health care financing and delivery, were presented before a wide arena of stakeholders. Based on discussions at the workshop, an Action Plan has been prepared, for taking the medium term strategy for health forward.

B. New and Continuing Projects:

1. Integrated Environmental Strategies (IES) Hyderabad, India Project. Health Effects Analysis & Economic Valuation of Health Effects:

2. Developing State Health Accounts for Andhra Pradesh

The above projects are continuing in the current year and are described in the next section.

C. Academic Programs:

1. Advanced Studies in Public Health:

Continuing its efforts to build capacity in various areas of public health, the Institute has developed a certificate of Advanced Studies in Public Health (APH) program. The program aims to equip students with essential public health competencies in such areas as research methods, policy analysis and management. The curriculum promotes an interdisciplinary and comprehensive approach to issues related to health, development and provision of health services. The program is designed to provide multiple opportunities for students to practice public health skills and foster critical thinking about issues addressed by them. Students are drawn from a broad range of medical, allied health, technical, humanities, physical and social science disciplines. The program requires four semesters of full time course work and two inter semester field placements. The first batch started in January 2003 with four students each coming from different parts of the country (Jammu & Kashmir, Gujarat, Andhra Pradesh, and Orissa). The Government of Gujarat sanctioned sponsorship for two candidates in the first year.

2. Institutional Capacity Building:

The Ford Foundation has provided a grant towards expanding institutional capacity for the APH program and to setting up a public health laboratory. Three faculty chairs in Public Health, Nutrition, Environmental Health, and Public Health Lab Sciences are being supported by this grant. Capital expenses and operating expenses of the Public Health Laboratory are currently met from this grant. To sustain the activities of these chairs and further build capacity of the Institute, we have sought funding from other philanthropic organizations and funding agencies such as the Sir Dorabji Tata Trust and the Sir Ratan Tata Trust.

D. Training Services:

During the year 2002-2003, 130 persons were trained by the Institute

Table-2: IHS Training Services Delivered During the Financial Year 2002-03.

Dates		Program Title	No. of Students
From	To		
01-07-02	05-11-02	HCSD2002: Health Care Software Development Phase-2	5
05-08-02	26-12-02	CHISA2002: Certificate Course in Health Intranet System Administration Phase - 2	24
26-08-02	28-08-02	MH Central Software Familiarisation Workshop	2
03-12-02	06-12-02	BDAP Independent Study Programme	1
16-12-02	21-12-02	Verbal Autopsy Skills for the SRS	38
01-01-03	07-01-03	Verbal Autopsy Skills for the SRS	38
10-02-03	11-02-03	Safe Biomedical Waste Management	22
April, 02	March, 03	All Programs Total	130

E. Public Services:

1. Library:

The IHS has made concerted efforts to build its library services to support the Institutes academic programmes and serve the wider community with state of the art literature on various aspects of public health. People are gradually recognising the bibliographic niche being cultivated by the IHS library. Although the IHS library is small, it has some collections in the area of health economics, health system research etc. not easily available elsewhere in Hyderabad. The library is building up a collection of official documents (ODC) relevant to public health and related sectors. The Institute library strives to stay in touch with various institutions in India and abroad who are known to be working on any aspect of the health systems in India and collects copies of reports, working papers, workshop, conference proceedings, project reports, evaluation documents, that may not be available through regular bibliographic distribution channels. As of August, 2003, the IHS Library holdings consist of 3382 Books, 1295 Reports, 1543 Journal Articles, 310 CD-Audio-Video materials, and another 830 miscellaneous bibliographic materials.

Our Library mission is to serve the Institute's Academic Community, Extramural Academic Community and the General Public with bibliographic resources for the study and of various aspects of health systems, public health and all related knowledge areas. To meet the needs of this varied clientele we are following a flexible bibliographic acquisition process. Acquisition of books are usually initiated to meet the needs of (a) a research project, (b) training programmes, (c) academic courses, and (d) library user needs. Principal Investigators and Project Coordinators can ask the librarian to acquire bibliographic resources required for their projects. Training course coordinators and directors notify the library about the bibliographic material to be made available for reference by participants of respective training programmes. Similarly academic programme coordinators, principal faculty teaching the courses offered under various programmes order for books and journal articles required by them. Given the financial constraints faced by the IHS Library, the scope for proactive acquisition of bibliographic resources has been limited. However, efforts are made in this direction to fulfill user needs within the Institutes limited resources. Thus the librarian and the Communications and Services Officer discuss from time to time with and the Institute Director about unmet requests from library users and together they try to find

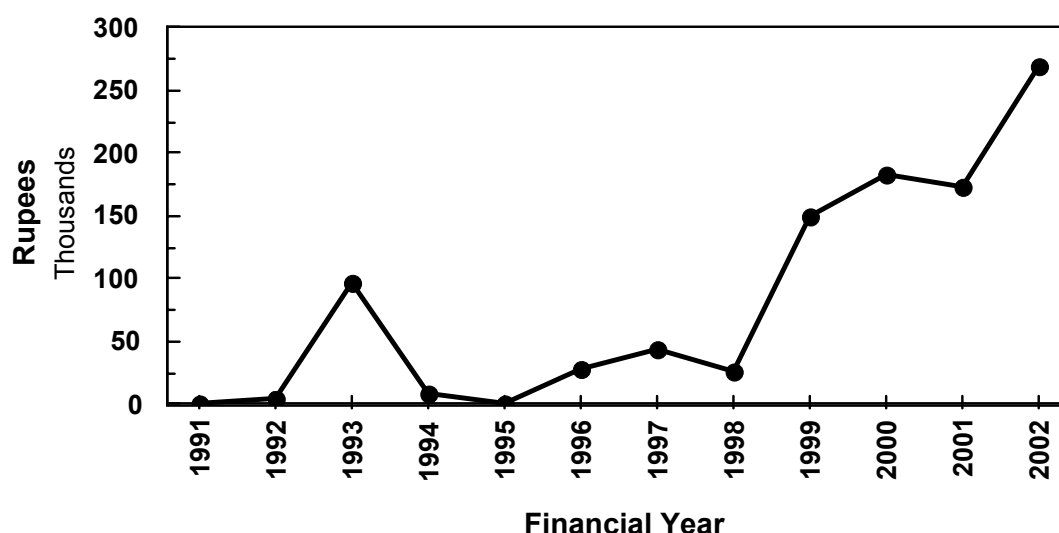
what ever funds are available to meet as much of the user expectation as is feasible. In addition each faculty is given the responsibility to work with the librarian to build up bibliographic resources in their respective field of work. Limited funds are met available from the Institute overheads to meet these demands. Library book acquisition mater is also discussed by the Institute's Faculty Committee during their meetings. As the Library finances improve and substantive funds for development of the library become available, the Faculty Committee will be expected to devote required time towards selection of books and sourcing of bibliographic resources for the Library.

Table-3: IHS Library Users in August, 2003.

User Group	Numbers (Approx.)
IHS Faculty and Staff	50
Students	60
Training Program Participants	140
PG Students, Ph.D. Scholars and Researchers from Other Institutions.	20
Health Care and Service Professionals	10
Journalists, and other Members of Public	10

The IHS Library is used by (a) the Faculty and Personnel of the Institute, (b) Students, (c) Participants of Training Programmes at the IHS, and (d) Postgraduate students, Ph.D. Scholars and Researchers from other institutions at Hyderabad, (e) Health Care and Service Professionals, (f) Journalists, and other Members of Public. This figure will go up as the recently developed Advanced Studies in Public Health Programme takes root.

Figure-1: Expenditure on library books, by IHS, since inception.



1991 means Financial Year 1990-1991, and so on.

As can be seen from the figure-1, the Institute has been striving to allocate more funds for the library. Immediately after its establishment, the Institute received a small foundation grant from the Ford Foundation. The IHS Library built up its first collection with the help of

a part of this grant. The rise in library expenditure in the financial year 1992-93 is explained by the utilisation of the Ford Foundation grant. Thereafter the Institute has been dependent upon allocations made by various research and consultancy projects for bibliographic resources.

However, the Institute's limited finances mainly dependent on research project linked funding does not allow for adequate investment for development the IHS library services to meet the growing student needs and gradually increasing number of people with interest in health system research and various other areas of public health. Development of the IHS library is a critical gap that needs to be filled to support the Institutes ambitious programmes for development of public health manpower. Hence the need for philanthropic support for building of the IHS Library.

2. AP Health Institutions Database (APHIDB):

We continued to maintain the database of Health Care Institutions (HCIs) in AP. Currently the database contains basic identifying information about 19,824 HCIs in the public, private for profit and nonprofit sector. To help enforce Biomedical Waste Regulation, the AP Pollution Control Board utilized the database service for district wise inventorisation of HCI's.

III. Current Year (2003-04) Events and Activities:

A. New and Ongoing Projects:

1. Burden of Disease and Socioeconomic Impact of HIV/AIDS:

The National AIDS Control Organization (NACO), United Nations Development Program (UNDP), Indian Council of Medical Research (ICMR), National Council of Applied Economic Research (NCAER), and the Institute of Health Systems (IHS) are collaborating to conduct a study on burden of disease and socioeconomic impact of HIV/AIDS in 6 high prevalence states of the country; viz Maharashtra, Karnataka, Andhra Pradesh, Tamil Nadu, Manipur and Nagaland. The Institute will be responsible for developing the study design for estimation of burden of disease due to HIV/AIDS and conducting the study in Andhra Pradesh and Karnataka. The scope of work of the study includes: analysis of surveillance data; estimation of incidence of HIV/AIDS; estimation of morbidity and mortality on account of HIV/AIDS in the select states including future scenarios. The IHS organized a workshop on 2nd and 3rd of December, 2003, towards developing reliable estimates of burden of disease and socioeconomic impact of HIV/AIDS within the country. In addition to representatives from partner organizations, other professionals with expertise relevant to the study participated in the workshop.

2. Integrated Environmental Strategies (IES) Hyderabad, India Project. Health Effects Analysis & Economic Valuation of Health Effects:

As mentioned in the last year's report, the IHS has been selected as the lead agency by the United States Environmental Protection Agency (US EPA), for carrying out the "Health Effects Analysis & Economic Valuation of Health Effects" components of the IES, India Project. The major objective of this study is to develop an initial estimation of health impacts due to ambient air pollution in Hyderabad city and their social costs based on available secondary data. To compute total exposure in the business as usual scenario (BUA), demographic, mortality and morbidity data collection has been completed. The base rates for the selected health endpoints have been computed, which will be inputs for Health Effects

Analysis. We are currently working with Air Pollution Health Effects Benefit Analysis (APHEBA) model for estimation of ambient air quality health effects for BAU and mitigation scenarios. The study will be completed by June 2004.

3. Developing State Health Accounts for Andhra Pradesh:

National health accounts (NHA) document total health care financing and expenditure within a particular health system. Health expenditure consists of financial outlays that service the health system. NHA trace the resources invested and consumed in the production of health and facilitates further research and meaningful policy analysis. In the Indian context, state level studies are at least as important as overall national analyses. In some respect, state health accounts (SHA) are more important, because many of the major policy decisions concerning resource allocation to health and social sector are made at the state level. The Institute is currently developing more comprehensive State Health Accounts for Andhra Pradesh. Secondary data pertaining to health expenditure was collected from various state government departments and central ministries, CGHS and ESIS, private insurance companies, local bodies, etc. Primary surveys were done to estimate health expenditure by NGO's, voluntary and charitable organizations, public and private sector firms. Data entry has been completed and analysis is being done. The work started in March 2003 and is funded by the Department for International Development (DfID), Government of U.K.

B. Project Proposals Under Consideration:

1. Frontiers Prevention Program (FPP) Outcome Evaluation:

Frontiers Prevention Program (FPP) aims to support the delivery of a comprehensive package of interventions on targeting populations, who are seen as key to HIV/AIDS epidemic dynamics: sex workers, men who have sex with men, and people living with HIV/AIDS. These interventions occur within specific geographic sites that are seen as potential high HIV-transmission areas. The outcome evaluation will measure the effect of the interventions. The study aims to evaluate: whether the FPP empowerment for prevention approach increases the level of social capital (community trust, reliance, responsibility and civic participation) among key populations actively involved in the interventions and wider key populations exposed to the interventions; and whether increased social capital lead to increasing empowerment for prevention, actual reduction in risk behaviours and changes in knowledge attitudes and behaviour. The study also seeks to evaluate whether the FPP approach lead to an enabling environment in which stigma and discrimination are reduced; the relationship between an enabling environment and social capital; to what extent are NGOs / CBOs and the services they provide participatory, client - centered and community based, and how does this change over time as a result of capacity building and other inputs. The HIV/AIDS Alliance has approved the proposal and the study is expected to begin by third week of March.

2. Air Pollution and Cause of Deaths in Hyderabad:

A study has been designed to estimate the cause of death pattern in Hyderabad city and identify death due to causes attributable to air pollution. The study will also help strengthen the medical certification of cause of deaths and reporting of cause of death statistics in the city of Hyderabad. This proposal has been approved by the Environmental Health Project Appraisal and Evaluation Committee, Ministry of Environment, Government of India, as well as the AP Pollution Control Board and is awaiting release of funds.

3. Public Private Partnership in drinking water quality monitoring, in Hyderabad:

In Hyderabad, The Hyderabad Metropolitan Water Supply and Sewerage Board (HMWSSB), provides piped water supply that caters to the drinking water needs of about 55.33 lakh persons. Currently the number of microbiological tests done by the HMWSSB annually for routine monitoring of water quality is less than the minimum number of samples prescribed by the WHO. There is also scope for improving sample design and increasing sample frequency. However, existing mechanisms for drinking water quality testing in public sector may not be enough to meet the challenge of such a large city. A proposal for a Public Private Partnership (P3) model to supplement routine testing done by the HMWSSB and improve drinking water quality monitoring in the city, with IHS as the private partner, is under active consideration of the HMWSSB.

4. Development of the Public - Health Laboratory Services at the IHS:

Public health laboratories are vital for assessing, investigating, and analyzing the health needs, effects, and community health status. Public-health laboratories provide, what economists call, public goods to the community by way of outbreak investigation, epidemic surveillance, or epidemiologic research. This is the major reason why public-health laboratories have developed largely in the public sector. However various developments in economic instruments, social, political concepts and expanding knowledge of organisational behaviour, have opened up the potential for synergistic contributions by civil society organisations to the health sector. Civil society organisations (CSOs) reach population groups some times poorly served by the state. CSOs provide social mobilisation required to change or implement public health policies and campaigns. CSOs enhance the involvement of communities in health services and make services more accountable to the public. CSOs test new directions in health action. The principal role of the Public Health Laboratory being set up by the IHS, will be to provide appropriate support for people's action towards improvement of people's health. Another important role of the laboratory will be to provide practical training facilities for the students of various public health courses being developed at the IHS including the Advanced Studies in Public Health Program. Public-health laboratory infrastructure require massive investments. Hence the need for philanthropic support for development of the Public-Health Laboratory Services at the IHS. In this regard we have submitted proposals for development of laboratory services over a five year time period, to the Sir Ratan Tata Trust and the Sir Dorabji Tata Trust. The proposal is under active consideration of the Sir Dorabji Tata Trust. Ms. Jasmine Pavri, Senior Programme Officer of the Trust visited the Institute on 22/12/03 in this regard. The Sir Ratan Tata Trust has informed that though they appreciate the significance of our request, they will not be able to consider our appeal for funds.

5. Maternal Mortality Surveillance System:

Maternal mortality reflects the risk to mothers during pregnancy and child birth and is an useful indicator of maternal health. Unfortunately, accurate estimates of maternal mortality rate (MMR) is not feasible in the absence of a regular source of relevant data. A study to develop a prospective surveillance system of estimating MMR has been designed for this purpose. A proposal has been submitted to the Department of Family Welfare, Government of India for funding.

6. Development of Library Resources at the IHS to Support Health System Research and Development of Human Resources for Public Health:

It is well known that libraries have a major role to play in knowledge economy and information society. Library services and bibliographic resources are fundamental to any human resource development activity. Since academic programmes for public health areas like health system studies, health economics, health and social work, health policy did not exist in India, library facilities and bibliographic resources are also very scarce. The IHS has made concerted efforts to build its library services to support the Institutes academic programmes and serve the wider community with state of the art literature on various aspects of public health. However, the Institute's limited finances mainly dependent on research project linked funding does not allow for adequate investment for development the IHS library services to meet the growing student needs and gradually increasing number of people with interest in health system research and various other areas of public health. Development of the IHS library is a critical gap that needs to be filled to support the Institutes ambitious programmes for development of public health manpower. Hence the need for philanthropic support for building of the IHS Library. In this regard we have submitted proposals for development of library resources over a five year time period, to the Sir Ratan Tata Trust and the Sir Dorabji Tata Trust. The Sir Ratan Tata Trust has informed that though they appreciate the significance of our request, they will not be able to consider our appeal for funds. The Sir Dorabji Tata Trust has indicated that they will be considering only one proposal from the Institute. As they are already considering our public health laboratory proposal, they will not be able to consider our proposal for development of the library. We are now looking for alternate funding sources to develop the library.

7. Others

The following proposals reported last year, are also being followed up.

- i. Epidemiology of Road Traffic Accidents in Hyderabad-Deccan, Andhra Pradesh
- ii. Yellow Fever Health Check System at International Airports in the Country
- iii. Social Marketing Study for Universal Iodisation Salt

C. Project Proposals Under Development:

1. Impact of Long Absence from Home on HIV/AIDS risk in trucking community:

A project proposal entitled "Impact of Long absence from home on HIV/AIDS risk in trucking community" is under preparation to be sent to Indian Council for Medical Research, for extramural funding under the ad-hoc research scheme grant.

D. Academic Programs:

1. The Advanced Studies in Public Health (APH) Programme:

As part of our continued efforts to build capacity in various areas of public health, the IHS has developed an Advanced Studies in Public Health (APH) programme. The first batch of the APH programme began this year with four students. Prospectus for the 2004 batch has been released. The Institute has applied to the NTR University of Health Sciences for sought affiliation of the programme. The University's Inspection Committee visited the Institute on 13th August 2003, examined facilities at the Institute, studied syllabus of the course, examination pattern etc., and have submitted their report. We are awaiting further directions from the University, in this regard. The second batch, originally scheduled to start from

January 2004, has been rescheduled to start from September 2004, in order to allow time for the University affiliation process to fructify.

2. The Advanced Diploma in Health System Informatics (ADHSI) Programme:

Recognizing the success of the Institute's Certificate in Health Intranet System Administration program, the State Board of Technical Education and Training (SBTET) have accredited the IHS for an Advanced Diploma course in Health System Informatics (ADHSI). This is a full time, 18 months course. The course consists of three semesters, two semesters each of 3 months duration and third semester comprising of an internship of one year. The third semester is devoted to a stipendiary internship and guided on the job training in appropriate organizations. Per batch intake will be 30 students. The course will commence from mid-May, 2004.

E. Health Informatic Solutions:

We continued to develop the following software solutions to meet research and operational needs of health care institutions and public health authorities.

1. BDAP (Burden of Disease Analysis Project):

The BDAP software is being developed to meet the computation needs of Global Burden of Disease Estimations, so that researchers are free to concentrate on more serious issues regarding data accuracy, consistency and analysis of results.

2. HIMAN 2000 (Health Information Manager-2000):

This is being designed for hospitals and health care institutions. So far progress on this has been slow due to lack of funding. At present the software allows a hospital to gather statistics and send them electronically to a central site making use of a wide area network connection.

3. HIDB (Health Institutions Data Base):

The HIDB, is a database design to hold the information of Health Care Institutions (HCI) located in any geographical region of the country.

F. Training services:

1. Managing Primary Health Care in Remote Areas:

This two week training program has been designed by the IHS to develop technical and managerial skills of PHC medical officers and other staff working in tribal and remote areas. Coverage includes primary health care organisation, program management, monitoring and evaluation, working in tribal communities and remote areas, accounting & financial management, disciplinary procedures and conduct rules, office procedures, specific disease control programmes and use of computers in health management. 280 medical officers from tribal areas will be trained in 9 training programmes this year, commencing from 9th of February, 2004.

2. Delivering Primary Health Care in Remote Areas:

This two week training program has been designed by the IHS to bring participants updated with practice guidelines, service delivery standards, health and disease control programmes. The course has been specifically designed as a "Continuing Medical Education" programme for Health Care Delivery personnel working in Remote, Rural & Tribal Areas. 280 medical officers from tribal areas will be trained in 9 training programmes this year.

3. Environment and Health Workshops

A proposal to conduct Environment and Health Workshops at the IHS is under consideration of the Ministry of Environment and Forests, Government of India. This workshop has been designed to provide a structured forum for continuing education and updating of professionals dealing with various aspects of the environment and health issues and brainstorm about possible directions for future action in their respective fields. The workshops aim to introduce participants to the field of Environmental Health; to understand the major tools and concepts used to describe, assess, control and make decisions about environmental health issues, to provide a basic understanding of: Environmental processes that affect human health, and current and future environmental concerns

G. Public Health Symposium:

The IHS symposia are an effort to address broad issues in Public Health. Symposia provide the platform for generation and sharing of ideas among representatives from the Government, Administrators, Policy makers, Public Health experts, Researchers, and the Media. A topic of current importance is chosen, and many experts are invited to present on various aspects of that topic. Symposia last the whole day, and include poster presentations, a book exhibition, an inaugural session, speaker presentations, a question & answer interaction, and a valedictory session. A report of the proceedings is published along with a review of literature concerning the topic. This year the topic of the Public Health Symposium was **“Shielding our Children from Accidents”**. Three top risk factors responsible for accidents in Indian children were identified - falls, fires, and road traffic accidents. Covering these three top risk factors the symposium brought together top paediatricians and injury experts in deliberations to shield our children from accidents.

H. Public Health Lectures:

In the year 2003 the Institute organised two Public Health Lectures.

Date	Title	Speakers
18 Aug 2003	The Epidemic of Corruption in Health Services	Dr. Hanumappa Sudarshan, Vigilance Director, Karnataka Lokayukta (Health)
06 June 2003	The Future of Primary Health Care	Prof. Susan Beth Rifkin, London School of Hygeine, London

I. Public Health Laboratory: Water Quality Testing Services

In pursuance of our public service, teaching and research goals, we are setting up a Public Health Laboratory. A Public Health Laboratory- Advisory Committee (PHLAC) has been constituted to advise about appropriateness of the technical services, laboratory design, equipment, staffing, consumables etc., and to review laboratory process, documentation, quality assurance procedures, and customer service. In the initial phase, facilities for Water Quality Testing Services are being set up. Smt. G. Shyamala, retired Chief Water Analyst, the Institute of Preventive Medicine, Government of Andhra Pradesh is heading the Water Quality Testing Services at the Institute. In addition, the laboratory is staffed by a microbiologist, biochemist and a lab attendant. The initial process for recruiting additional manpower has been completed and four lab technicians are short listed for second round of

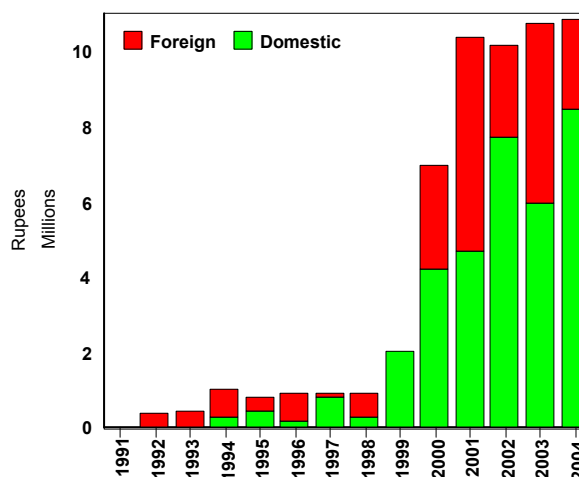
tests and interviews. The laboratory is now equipped with the necessary instruments, glassware, reagents and paraphernalia required for conducting physio-chemical analysis, biological analysis and bacteriological analysis of water. Currently preparations for trial run of the laboratory is underway. It is expected that the laboratory will be fully functional by the first week of February 2004.

IV. Taking stock of the Institute's progress so far:

As mentioned in the previous year report, the Institute has appointed M/s. Prasad & Prasad to audit the Institute's accounts, from financial year 2002-03. They have given valuable suggestions with regard to streamlining of our accounting systems and improving the accounting practices of the Institute.

Narrative report of our activities have been made available to you through previous reports to the general body. Here I will summarise the gross revenue generated by the Institute from the date of its inception. We have sustained the level of revenue achieved last year. The share of domestic revenue has steadily increased over the years. In the Financial Year 2003-04, about 80% of revenue is expected to come from domestic sources.

Financial Year	IHS gross revenue in rupees			Figure-2: IHS Gross Revenue Trend Since Inception
	Domestic	Foreign	Total	
1991	43905	0	43905	
1992	0	424088	424088	
1993	50000	380000	430000	
1994	275042	774568	1049610	
1995	445517	403604	849121	
1996	160186	768447	928633	
1997	835250	103612	938862	
1998	305100	599266	904366	
1999	2066525	0	2066525	
2000	4249243	2720925	6970168	
2001	4717788	5668363	10386151	
2002	7733308	2451095	10184403	
2003	5981260	4784857	10766117	
2004*	8485405	2367200	10852605	

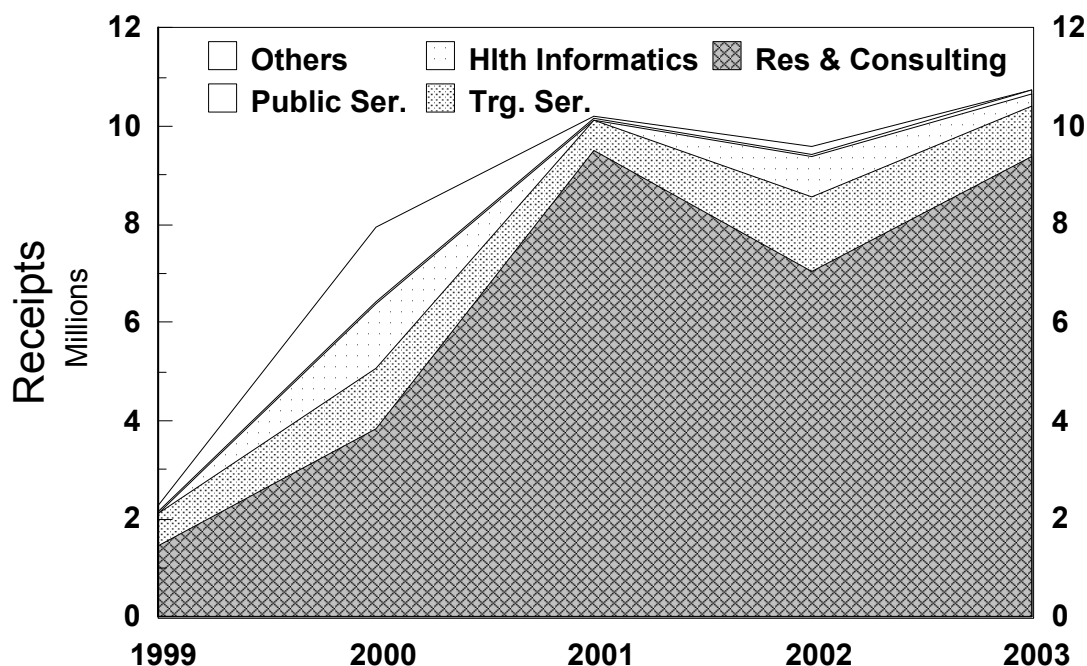


¹ Institute's financial years are from April to March. Here each financial year is represented by the calendar year in which the financial year ends.

² 2004 revenue includes receipts till date (Rs. 6468995) and estimated revenue (Rs. 4383610)

As is evident, significant proportion of our revenue has been contributed by Research and Consultancy. We are making concerted efforts to generate revenue from other areas, particularly training and water quality testing services. As I had mentioned earlier, we have developed new training programmes and are exploring ways to generate revenue from laboratory services. By focussing on such key areas, we are working towards a model of revenue generation that is sustainable in the long run.

Figure-3: The IHS receipts since inception by broad area of activities



V. Accounts and Audit Report:

The audited accounts of the Institute have been enclosed. I now request you to consider the same and give your approval with suggestions if any.

Finally I thank you for having spared the time to participate in this meeting. Your presence is a great inspiration to me, and my colleagues.

I would now request you to consider this report and give your valuable advise and guidance for further development of the Institute. We would like to assure you that we will do our best to translate your ideas and suggestions into action.

Date: 27th of January, 2004

Dr. C K George
Director

Annex-1

Faculty and Personnel Profile

Full Time Faculty:

C K George

Dr. C K George, Acting Director and Faculty in Health Policy holds a masters degree in Community Health (MCH) from the Centre for Social Medicine and Community Health, the Jawaharlal Nehru University, New Delhi. He graduated in Medicine and Surgery (MBBS) from Government Medical College, Trivandrum, the University of Kerala. He has served as a Public Health Consultant to the Indian Medical Association (IMA), Kerala State and was responsible for coordinating the drafting of a health policy for the State. Prior to that he served in the rural areas of Kerala as a general practitioner. Dr. George's primary area of focus is on health care delivery and financing mechanisms. He is also interested in policy issues related to decentralization strategies for the delivery of health services and the epidemiology of communicable diseases. He has done an extensive study on the structure and utilization of district health service system of Trivandrum district in Kerala. He has presented papers on Epidemiology of Hepatitis B Virus in India, Tuberculosis control in India and the Structure and utilization of Health Services in Kerala State, India. Dr. George is currently coordinating the Advanced Study in Public Health Programme at the IHS. His current research activities include developing a medium term financing strategy for health in Andhra Pradesh and preparation of state health accounts for Andhra Pradesh.

J Anjaneyulu

Mr. Anjaneyulu, Faculty in Statistics, holds a post graduate degree in Statistics from the Nagarjuna University. He was awarded the University Second Rank from Department of Statistics during the academic years 1996-1998. He has received training on "Burden of Disease and Cost Effectiveness Study" from the World Health Organization (WHO) and Harvard School of Public Health (HSPH), in a workshop held in South Africa. He has attended the training on "Computer Application to Hospitals and Health Care" conducted by Indian Society of Health Administrators (ISHA), Bangalore. In his current position as Faculty, he works in areas such as Health Systems Performance Assessment (HSPA) and Burden of Disease (BOD) estimation. He was a Project Coordinator for Andhra Pradesh Vidya Vidhana Parishad (APVVP) Hospital Performance Analysis (HPA) study. This study was, to carry out detailed performance analysis of the hospitals and their outliers, to understand the nature of data inaccuracy and reporting problems, to ensure timely flow of hospital data, to check the consistency of data, and to identify potential sources of data inaccuracy. He has worked as a statistician and team leader in Patient Satisfaction Survey (PSS) study, the main aim of which was to obtain feedback from the patients of public hospitals who were inpatients for more than three days. In case the patient could not be interviewed, the experiences of the attendant were recorded. He was a Demographer in District Health and Family Survey (DFHS) study, which was undertaken to estimate sensitive indicators of population health, such as Infant Mortality Rate, Maternal Mortality Rate & Fertility Rates at the district and sub-district levels, useful for monitoring effectiveness of public health programs. He teaches biostatistics and supports the Institutes database and bibliographic resources on mortality, population census, etc. His areas of interest include

biostatistics, demography, health system performance assessment, and burden of disease studies.

K Satish Kumar

Dr. K Satish Kumar, Faculty in Environmental Health, holds a Ph.D. in Zoology with Environmental Biology as specialisation from the Osmania University. He worked as a Research Assistant in the Forestry & Ecology Division of National Remote Sensing Agency, Dept. of Space, Govt. of India. He was a recipient of the Senior Research Fellowship, sponsored by CSIR, New Delhi. He was awarded a Gold Medal for best scientific paper presentation entitled "Respiratory Effects of Air Pollution" at the 24th AP State TB & Chest Diseases Worker's Conference in 1997. He also worked as a part-time lecturer at the PG level, at the Department of Zoology, the Osmania University. Dr. Satish's primary research interests include environmental health, epidemiology of respiratory diseases & traffic injuries, and burden of disease estimation studies. He coordinated a District Family Health Survey, undertaken to estimate IMR, MMR & Fertility Rates at the district and sub district levels. This study was designed to gather evidence for small area mortality analysis and area specific planning. He was Co-investigator in the "Indoor Air Pollution Exposure Atlas" (IAPEA) study, designed to develop a methodology for predicting quantitative exposures to IAP from qualitative information on fuel use and housing characteristics to construct an exposure atlas. This study was done in collaboration with the Center for Occupational & Environmental Health, the University of California, Berkeley and Sree Ramachandra Medical College & Research Institute, Chennai. He is currently Principal Investigator for the "Health Effects Analysis & Economic Valuation" components of the Integrated Environmental Strategies (IES) India Project, initiated by the US AID & US EPA. This study is being done in collaboration with the Environment Protection Training & Research Institute, Hyderabad and aims at achieving multiple - economic, public health & environmental benefits. He attended a special workshop on "International Air Pollution & Energy Climate Policy Collaboration" held during the Joint 12th ISEE / ISEA Conference at the University of British Columbia, Vancouver, Canada in August 2002. He was the chief rapporteur of the IHS 2003 public health symposium on "Shielding Our Children from Accidents". He supports the Institute's resources on use of EpiInfo, the WHO-CDC software for epidemiological data analysis and teaches epidemiology. His research interests include environmental health, burden of disease studies with respect to environmental risk factors, road traffic accidents, etc.

Shweta Upadhyay

Dr. Shweta Upadhyay, Faculty, Maternal and Child Health holds a Ph.D. in Human Nutrition from the Govind Ballab Pant University of Agriculture and Technology, Pantnagar, Uttaranchal. She worked as lecturer for one year at Amrapali Institute, the Kumaun University. She has worked in ICAR ad hoc project "Nutrition Education and Communication Support in Hill Areas of UP". The project was aimed to find out the prevalence of micronutrient deficiency among vulnerable section of society i.e. women, adolescent girls and children and how problems could be solved through communication media.

G Syamala

Ms. G Syamala, Chief Water Analyst is a science graduate from the Osmania University. She holds a post graduate diploma in Environment Management from the Hyderabad Central University and a junior diploma in Russian Language. Worked in the

Department of Anti Cholera Vaccine Manufacturing Unit, Water Analysis Department and Clinical Pathology. Has experience in water and waste water analysis. Secured first prize for the presentation of paper on "Domestic defluoridation process" in the national symposium on water. Delivered lectures to the engineering staff of Metro Board regarding the monitoring and maintenance of water quality. Organised a training programme to 20,000 paramedical and village secretaries regarding the monitoring maintenance and treatment of water in 22 districts of Andhra Pradesh. Submitted a project report on "severely affected water ways of Musi, Patancheru & Kukatpally Nallah. Imparted training to medical post graduates, undergraduates, public health engineers and paramedical staff regarding water analysis and treatment. Conducted a successful water quality monitoring programme in seven districts during Godavari Pushkarams, 2003 where not even a single case of diarrhoea was reported due to water contamination.

Visiting Faculty:

Prasanta Mahapatra

Dr. Prasanta Mahapatra, President of the Institute is a physician civil servant. He is a Takemi Fellow in International Health and has a Ph.D. in International Health and Economics from the Harvard School of Public Health. He is currently the Principal Secretary to Government of Andhra Pradesh, Women Development, Child and Disabled Welfare Department. Dr. Mahapatra established, for government of AP, the first University of Health Sciences (APUHS) in India, at Vijayawada and became its first Registrar. As Registrar of the APUHS and Director Medical Education, he was responsible for state wide co-ordination and management of tertiary hospitals and medical education services. He was Commissioner, Commissionerate of Medical Services (AP Vaidya Vidhana Parishad), Joint/Addl Secretary Health in Govt. of AP. The health system development projects in various states funded by the World Bank based on the work done by Dr. Mahapatra in Andhra Pradesh. As collector of Nellore, he introduced a collectors office manual, streamlined the public grievance redressal system, conceived and implemented land development projects integrating cadastral survey with soil conservation concepts. He has experience in disaster distress relief management, rural development, general administration and information technology applications in government. Between 1991-1993 he was an International Health Policy Program Fellow and a Takemi Fellow at the Harvard School of Public Health. His research work, during this period, included measurement of public hospital performance, accreditation systems for health care organisations, traditional and herbal medicine etc. Dr. Mahapatra has been a member of the Harvard Burden of Disease Unit from its inception and contributed to the Global Burden of Disease estimates published in the World Bank's World Development Report, 1993. As a faculty in the Administrative Staff College of India, he started a study to estimate burden of disease in AP. He has written books and published articles in research journals. His work include, the book on Estimating National Burden of Diseases, Structure and Dynamics of Private Health Sector, Malaria and GE Manuals, research papers on Cause of Death Reporting System, Health State Valuation, Summary Measures of Population Levels, Health Systems Performance Assessment, Patient Satisfaction Survey etc. He teaches, mathematics, biostatistics, epidemiology, research methodology, health care management, and health informatics. His research interests include, burden of disease and cost-effectiveness studies, health care financing, health sector reform, health system performance assessment, health care quality assurance etc.

V Raman Kutty

Dr. V Raman Kutty, holds a Masters in Public Health from the Harvard University (1988), another Masters in Applied Economics from the JNU (1987) and MD in Paediatrics. He has been a member of the ICMR-ICSSR joint panel on health from 1993, Task force of the Kerala state planning board on health (1987, 1996). He has been a consultant to the World Bank, Govt. Of India Ministry of Health, the DFID-India, and the European Commission, Dryefus Foundation New York, Kerala Research Program for Local level development, on various public health issues. He was formerly, Associate Professor in Achutha Menon Centre for Health Science Studies, at the Sree Chitra Tirunal Institute for Medical Sciences and Technology (SCTIMST), Trivandrum. Dr. Raman Kutty has conducted a wide range of public health research and has published many journal articles. His research works cover; epidemiology of non communicable diseases, communicable diseases, socioeconomic determinants of health and mortality, health seeking behaviour, reproductive and child health programs, and health sector reform. Dr. Raman Kutty is currently the Executive Director of Health Action by People (HAP), which is a nonprofit organisation conducting original research in areas of public health. HAP is linked to the Dreyfus Health Foundation, New York, and facilitates health information access and diffusion among professionals, organises workshops and seminars on research methodology and intervention programs in health. It networks with NGOs for initiating action programs and actively participates in policy debates in health. Dr. Raman Kutty has taught epidemiology at the IHS.

Sundeep K Naik

Mr. Sundeep K Nayak is a distinguished civil servant from the Jammu and Kashmir cadre of the Indian Administrative Service and an accomplished academician. A gold medalist from IIT, Kharagpur with a Masters in Science. He holds additional Masters Degree on Population and Development from the London School of Economics, and yet another Masters in International Policy Studies from the Monterey Institute of International Studies, USA. He has attended The Maxwell School of Citizenship (Syracuse University, USA) program on teaching and writing public policy cases, the Executive Management Program on Infrastructure Development and Financing at the IIM, Ahmedabad and many other programs on public administration and training technology. He taught Public Administration to Indian Administrative Service Officers, at the LBS National Academy of Administration and has directed many courses for civil servants. He was instrumental in strengthening of State Training Institutions by developing a module on negotiations for the GOI-UNDP project. His areas of interest include demography, population policy, negotiation, gender studies, and empowerment of women. He is contributing as an expert, in the area of gender, health, population and development, for preparation of the Jammu and Kashmir State Development report by the Planning Commission of India. Mr. Naik has volunteered his time at the IHS and has taught demography and population policy in the Advanced Studies in Public Health Program. He is currently posted as Secretary to the Chairman, National Commission for the Youth.

Amar Jesani

Dr. Amar Jesani is a medical graduate from the Baroda Medical College, Vadodara, Gujarat, and has been doing social science research in health since 1979. He has been involved in research (19 major projects so far) and teaching/training in Health and Development, Bio-Ethics, Ethics in Social Sciences, Health and Human Rights, Health Policies in India and Gender and Medical Education. Presently he is associated with Achutha Menon Centre for Health Science Studies, Trivandrum, Department of Politics and Civics,

Mumbai University, Indian Council of Medical Research, New Delhi, Samraksha/Samuha, Bangalore, UP Social and Philosophy Research Foundation, Philippines, SAKHI, Trivandrum and Institute of Health Systems, Hyderabad as a faculty or a visiting faculty and/or a resource person and consultant in the above subjects of his interest. He began his career in 1979 in the research secretariat of ICMR/ICSSR joint committee that drafted "Health for all: An Alternative Strategy", at the Foundation for Research in Community Health, Mumbai where he thereafter continued to work for 15 years. He founded the Centre for Enquiry into Health and Allied Themes (CEHAT), Mumbai in 1994 and was its founding Director/Coordinator (1994-99). In 1998-2000, he coordinated a national committee to formulate for the first time in India the "Ethical Guidelines for Social Science Research in Health". He was awarded the Ford Foundation fellowship in 2000. He is also one of the founders of the Forum for Medical Ethics Society and its journal - the only journal on medical ethics in India - Issues in Medical Ethics (IME) in 1992 and presently he is on its editorial board. From December 2001 to June 2003, he served as Programme Coordinator of the Achutha Menon Centre for Health Science Studies at the Sree Chitra Tirunal Institute of Medical Sciences and Technology, Trivandrum, Kerala.

He has worked as member of various official and other committees, including "Working group on health system research and biomedical research and development" of the Planning Commission, Government of India and "The Task Force to Study the Technology forecast for the Year 2020" appointed by the Department of Science and Technology, Government of India. He is associated with International Federation of Health and Human Rights Organizations since 1996 and served as a member of the Human Rights Steering Group of the British Medical Association that produced, in 2001, the volume, "The Medical Profession and Human Rights: A handbook for a changing agenda". He is also a member of the selection committee of the MacArthur Foundation's "Fellowships for the Leadership Development Programme". He has published two books, edited two other books, published over a dozen study reports, seven human rights violation investigative reports and many papers in journals and books and has also contributed extensively in popular magazines and magazines / newsletters / bulletins of health groups. He has taught on medical and health care ethics at the IHS.

Research Fellows:

Vandana Tripathy

Ms. Vandana Tripathy, holds a masters degree in Sociology from SNDT Women's University, Mumbai and an Epidemiology masters degree from the Tamil Nadu Dr. MGR University. She also has a post graduate diploma in Community Health Management from CMC, Vellore. For the past thirteen years she is working in different capacities with NGO's in Maharashtra and Orissa in the area of rural and tribal development with emphasis on women development. She worked with UNDP as an United Nations Volunteer in Bangladesh. Her area of interest include women and child health, environmental health and socio economic issues of women.

Anil Chandran

Dr. Anil Chandran, holds a Ph.D in Demography from the University of Kerala. Worked in a project titled " Kerala Migration Survey" funded by IDPAD at Centre for Development Studies by providing statistical support. Worked in estimation of Infant and Child Mortality using 1991 census, the results of which were published in two volumes of Economic and Political Weekly, May 2000. Also gave statistical support in the ICMR project

titled "Recent trends in the role of diet and drinking water in Urolithiasis". He presented papers in different workshops and published papers and articles in mortality, fertility and ageing in reputed journals.

Lalatendu Mohanty

Mr. Lalatendu Mohanty, holds a masters degree in Psychology with specialisation in Organisational Behavior from the Utkal University, a PG Diploma in Business Administration with specialisation in HRM from the Institute of Management Education and Research and a degree in Law. He worked in a Reproductive Health Project for 3 years in Orissa. His area of operation was HIV/AIDS Intervention Programmes, IEC Planning and executing, Research and Analysis in Reproductive Health Intervention Programmes, Promotion of NSV (No-Scalpel Vasectomy) in Orissa and Counselling on Psycho - sexual Problems and Behavior Change Communication etc. At IHS he is working in the field of "Health and Social Behavior" and "Organisational Behavior". He has developed test batteries on the IHS General Guide . At present he is working with developing the course curriculum for APH programmes.

Kavitha Krishna

Dr. B S Kavita holds a Ph D in Clinical Psychology from the Andhra University and a Professional Diploma in Network Centered Computing from NIIT. She has three years work experience as Faculty in the Department of Psychology, VMCMVP Degree College, Visakhapatnam and one year experience as Computer Faculty in NIIT, Visakhapatnam. She also has experience in counseling for behavioural and academic problems and worked as a psychologist in Nalanda Talent School, Visakhapatnam for one year. She has participated in various workshops organized by the Department of Psychology, Andhra University and has a paper published to her credit.

Research Associates:

Radha Krishna Raju

Mr Radha Krishna Raju K has a masters degree in Biochemistry from the Kakatiya University. He has a PG Diploma in Plastics and also a diploma in Computer applications.

Bhagirath Gop

Mr. Bhagirath Gop has a masters degree in Social Work with specialisation in medical and psychiatric social work from the Osmania University. He has work experience as psychiatric social work trainee in Niloufer Hospital, medico social work trainee in Apollo Hospital , junior consultant in Taru Leading Edge and as investigator in AusAid and APPCB project. He has extensive filed experience. He has done a study on 'the doctors perception towards medical social workers'.

N Srinivasa Reddy

Mr. N Srinivasa Reddy, post graduate degree holder in Physical Anthropology with specialisation in population genetics and demography from the SV University. Earlier worked as seminar research fellow in Anthropological Survey of India. He has fellowship project titled 'assessment of nutritional and health status of sickle cell trozygotes and G-6-pd deficient among Maria and Halba tribes of Bastar district".

B L Srikanthi

Ms. B L Srikanthi holds a masters degree in Food Science and Nutrition from the Sri Sathya Sai Institute of Higher Learning with distinction. She has received medal for securing the highest percentage marks in the University during her graduation. She has both teaching and training experience on nutrition and health (reproductive, maternal and neonatal). She has earlier worked with CARE, an International NGO and was involved in promoting their Supplementary Nutrition Program in Visakhapatnam district by way of monitoring the food supply, liasioning with Women development and Child Welfare Department and Health Department for promoting convergence, conducting periodical trainings and review meetings with the departments to assess the performance of the program. She also worked with an NGO called Academy for Nursing studies and was completely involved in the reproductive health program for adolescent girls in 3 mandals of Rangareddy district. She gained hands on experience in conducting focus group discussions, trainings, developing monitoring tools and also counselling. She has keen interest in public health, epidemiology, clinical research with special reference to reproductive health.

Research Assistants:

Dhanraj

Mr. Dhanraj, holds a Masters degree in Zoology from the Gulbarga University, Gulbarga. He has worked as an office assistant in district NRDMS (Natural Resource Data Management System) centre, Gulbarga- a DST sponsored project involving computerised data management of district Natural Resources. He also worked as a part time lecturer at the PG level , in department of Zoology, Gulbarga University.

G Srinivasulu

Mr Sreenivasulu has a masters degree in Business Management with specialisation in Marketing and Personnel Management from the SKD University, Ananthapur. He also has a diploma in computer applications from BDPS Kurnool. He has done a project titled "A study of market segmentation" with special reference to Panyam Cements and Mineral Industries, Hyderabad. In the IHS, he worked in different projects like APHSR, APFRHS, MHSDP etc.

N Mary Nancy

Ms. Mary Nancy has a masters degree in Human Development and Family Studies from the Sri Padmavati Mahila University, Tirupati. During her masters course she has done a project on "Knowledge of Anganwadi Workers in Identification of Different Disabilities". She also worked as Project intern at the IHS for APHSR project.

Manda Vijay Anand K Rao

Mr. Vijay Anand, holds a masters degree in Business Management (MBA, Marketing) from the M S University of Baroda (MSU), Vadodara. He also has a masters degree in Physics from the Bhavnagar University. He has done a project titled " Strategy for marketing of technologies and technical services to the drug Industries " for Indian Institute of Chemical Technology (IICT, CSIR). He has also done a project titled "Strategy for Marketing of Software Products of Bit Mappers (TATA INFOTECH)". He is currently involved in the project "Environmental Health Effect Analysis (EHEA)".

G S Pattnaik

Mr. G S Pattnaik holds a masters degree in Economics with specialization in Labor, Industrial Relation and Social Welfare from the Berhampur University, Orissa. Has done Bcom (Hons) from the Berhampur University, Orissa and Diploma in Business Management (DBM) from the ICFAI University, Hyderabad and Hons Diploma in Computer Science (HDSC) from LCC, Jeypore, Orissa. Previously he worked as a Lecturer in Economics in Panchayat Samiti College, Raighar, Dist Nowarangpur, Orissa and has participated in Tribal Developmental Programs and Activities in Koraput District, Orissa.

Saritha K

Ms. Saritha K holds masters degree in Microbiology from the Bangalore University. Did a project survey on Microbial Quality of few Selected Market Samples as part of her masters degree in the National Institute of Nutrition, Hyderabad. She has a PG diploma in Computer Applications from ICSS Hyderabad. Worked as medical transcriptionist for one and half year and as faculty. Participated in different workshops and seminars on food science.

System Administration:

V Bhaskar

Mr. V Bhaskar, Associate Systems Administrator has a degree in Commerce, post graduate diploma in computer applications, a certificate course in Health Intranet System Administration, a certificate in Administering and Implementing Windows NT Network, a certificate in Administering Sun Solaris 2.7. He has work experience in languages like C, operating systems like MSDOS, Windows NT, Linux, Solaris etc. He is currently working on maintenance of File Servers, Linux Mail Server, Internet Gateway, RAS Services, LAN Services apart from teaching and co-ordinating CHISA Students.

G B N Surya Kumar

Mr. GBN Surya Kumar, Associate System Administrator has a degree in Computer Science and Post Graduate Diploma in Management Information Systems from the Osmania University. He has work experience in PC Hardware trouble shooting, Windows NT, LAN Services, operating systems like MSDOS, Windows, UNIX and languages like C, C++ etc. He is currently working on maintenance of the IHS web site, SQL Server and design web pages apart from teaching CHISA Students.

A Sumana

Ms. A Sumana, Associate System Administrator has an engineering degree in Electrical and Electronics from the Nagarjuna University. She has a computer application certificate from APTECH and Certificate in Health Intranet System Administration from the Institute of Health Systems, Hyderabad. She also has a certificate in administering and implementing Windows NT from SBTET, Hyderabad. She has knowledge in languages like C, C++, Java and operating systems like MS-DOS, Windows NT, Windows 95/98 etc. Presently she is working on maintenance of PC Workstation Support, File Servers, LAN Services apart from teaching CHISA students.

Software Developer:

P Vijay Karthik

Mr. Vijay Karthik, Software Developer holds a masters degree in Financial Management from the Pondicerry University, certificate in French from the Osmania University. He also has a diploma in Oracle, VB from BDPS, PGDCA certificate in Broad Vision 5.0 from Hewlett Packard, Healthcare Software Development certificate from the Institute of Health Systems. He has development skills in Oracle, VB, Siebel and operating systems like MSDOS and Windows.

Interns:

Jogi Naidu

Mr. Jogi Naidu, System Administration Intern has a degree in Bachelor of Arts from the Andhra University, Visakhapatnam. He has 2 years of experience as Hardware Engineer. He has a Diploma in Computer Applications (D.C.A), Certificate in Health Intranet System Administration (CHISA) from the Institute of Health Systems (IHS) and he also has a Certificate in Administering and Implementing Windows NT from SBTET. He has knowledge in operating systems like Windows NT, Windows 95/98 etc. He is working for AP Bhavan on deputation.

T Kiran Kumar

Mr. T Kiran Kumar, System Administration Intern has a civil engineering degree from JNTU College of Engineering, Hyd. He has higher diploma in Software Engg from APTECH and done a certificate course in Health Intranet System Administration from the Institute of Health Systems. He has one and half year experience working at EPTRI.

Vidya Sagar

Mr. N Vidya Sagar, System Administration Intern has a degree in Commerce and Computer Applications from the Osmania University. He has done a certificate course in Health Intranet System Administration from the Institute of Health Systems and also has a SBTET Certificate in Administering and Implementing Windows NT. Has experience in PC Hardware Trouble Shooting, WindowsNT, LAN Service.

Sangeetha Lakshmi

Ms. B Sangeetha Lakshmi, System Administration Intern has a degree in Commerce from the Osmania University. She has done a certificate course in Health Intranet System Administration from the Institute of Health Systems.

Manjula

Ms. Manjula, System Administration Intern has a degree in Commerce from the Osmania University and a higher diploma in software engineering from APTECH. She also has done a certificate course in Health Intranet System Administration from the Institute of Health Systems.

G V R Ambethkar

Mr. GVR Ambethkar, System Administration Intern has a masters degree in Computer Applications from the Osmania University. He has done a certificate course in Health Intranet System Administration from the Institute of Health Systems.

Chinni Krishna

Mr. Y Chenna Krishna, System Administration Intern has a degree in Commerce the from the S K University, Anantapur. He has done an advanced computer e-commerce programme from the APTECH and a certificate course in Health Intranet System Administration from the Institute of Health Systems. He also has a certificate in certificate in implementing and administering Windows NT Network from SBTET. He worked for AP Bhavan supporting the system administration facilities.

General Support - Executives:

Vijaya Lakshmi Tadi

Ms Vijaya Lakshmi Tadi has a masters degree in Public Administration from the Osmania University. She has about ten years of experience in the areas of administration, coordinating, liaisoning, event management, human resources management, publications and teaching. Earlier worked as liaison officer in SIIF (Stroke Institute of India Foundation) for four years and also worked as customer care executive for Softalia Private Ltd, Hyderabad.

A Padmaja

Ms. A Padmaja, Training Services Officer holds a post graduate diploma in financial management and graduate degree in arts from the Osmania University. She had worked as an executive secretary in Nagarjuna Finance Limited for eight years and dealt with office administration works and training programmes.

GSL Vanama Raju

Mr. Vanama Raju, Secretary has a degree in Commerce from the Andhra University. He has about five years of experience and worked for reputed organisations like Software Technology Park Limited and Softpro Solutions Limited.

General Support - Assistants and Staff

Name	Qualifications	Designation
Kumar Parida		Camp Attender
Chandra Kala		Sanitary Worker
Manemma		Sanitary Worker
Pavan Kumar	ITI - Electrical	Technical Assistant
Koteswara Rao K	BCom & DCCP	Accountant
Kavitha B	B LiSc	Librarian
Ajay Kumar Sindhe	BCom, PGD - PMIR	General Assistant
Mallaji	SSC	Maintenance Worker

Date: 27 January, 2004

Director

Annex-2

IHS Participation in Training Programs, Workshops, Seminars and Conferences from the last AGM. (24-12-2002 to 27-01-2004)

Dates	Event & Place	Person(s)
12 Dec 2002	State of Environment (SOE) Workshop, organised by EPTRI at MCRHRD Institute Hyderabad	Dr. Satish Kumar
8-9 Jan 2003	Problem Solving for Better Health (PSBH) Workshop organised by HAP at DCMS, Hyderabad	Dr. Satish Kumar
16-18 Jan 2003	Hospitality Trade Exhibition held at Mumbai	Ms. Vijaya L Tadi Ms. A Padmaja Mr. Ajay Kumar Shinde
29-30 Jan 2003	Workshop on Primary Registers being organized by MHSDP, Mumbai at Public Health Institution, Mata Kacheri, Sadanand Peth, Nagpur	Dr. Prasanta Mahapatra Mr. Anjaneyulu, Ms Vandana Tripathy
3 Feb 2003	Meeting on Public & Private Partnership at Prime Minister's Office, New Delhi.	Dr. Prasanta Mahapatra
11-12 Feb 2003	Seminar on Economic Reforms and Health Sector in India organised by CMDR, Dharwad	Dr. C K George
13-14 Feb 2003	12th Meeting of Scientific Advisory Committee at ICMR Headquarters, New Delhi	Dr. Prasanta Mahapatra
10 Mar 2003	Workshop on Medium Term Strategy and Expenditure Framework organised by DoMHFW, Government of Andhra Pradesh	Dr. C K George
10-11 Mar 2003	ICMR First Meeting on Strategies to Reduce the Burden of Acute Lower Respiratory Infection in India at New Delhi	Ms. Samatha Reddy
22 Mar 2003	Workshop on Studies on Health Insurance in Pilot District, organised by MOHFW, New Delhi	Dr. C K George
22 Mar 2003	Workshop on National Health Information Collaboration (NHIS) held at IIIT, Bangalore	Ms. Vijaya L Tadi
29 Mar 2003	Talk on Disease Burden - Estimates at RMRC Foundation Day Bhubaneswar	Dr. Prasanta Mahapatra
3-5 Apl 2003	Cause of Death Conference, Chennai	Dr. Prasanta Mahapatra Ms. S Srilatha
2-20 Jun 2003	Summer Training Programme on Large Scale Survey Research: Theory & Practical organised by IIPS, Mumbai	Mr. Anjaneyulu

Dates	Event & Place	Person(s)
8 Jul 2003	State Plan of Action for Children - Chairpersons of the Sub-Groups at A P Secretariat, Hyderabad	Dr. C K George
17 - 19 July, 2003	Financial Management of Non Profit Organisations	Mr. K Koteswara Rao
27 Aug 2003	Discussions on National Strategies for Sustainable Development at India International Centre organised by TERI, New Delhi	Dr. Prasanta Mahapatra
2 Sep 2003	Health Insurance Working Group at IRDA Office, New Delhi	Dr. Prasanta Mahapatra
8-12 Sep 2003	In Country Capacity Building Workshop on National Health Accounts organised by WHO & MOHFW, New Delhi	Dr. C. K. George
17-18 Sep 2003	Workshop "Emerging Demographic & Health Scenario in India: Exploration from NFHS-2, organised by CESS at Hyderabad	Dr. Anil Chandran
22-26 Sep 2003	International Symposium on Socioeconomic Factors and Air Pollution Health effects at Hyatt Regency Hotel Perth, Australia.	Dr. Satish Kumar
6-8 Oct 2003	ICMR-WHO workshop on NCD. Keynote Address.	Dr. Prasanta Mahapatra
10-14 Nov 2003	Training session on Air Pollution and Public Health & Two day workshop on Co-benefits Analysis at Beijing (Peking) University, Beijing	Dr. Satish Kumar
17-18 Dec 2003	Two-day Workshop on Taking Forward the Medium Term Strategy and Expenditure Framework for Health In Andhra Pradesh held at Dr MCRHRD organised by Govt. of Andhra Pradesh	Dr. C K George
21 Jan 2004	Presentation to Health Insurance Working Group at IRDA Office, New Delhi	Dr. Prasanta Mahapatra

Date: 27 January, 2004

Director

Annex - 3

List of Outgoing Faculty and Personnel After the Last AGM (23/12/02 to 26/1/04).

Faculty:

Name	Designation	Join date	Leave date	Remarks
Pushpa Lath K M	Faculty in H&SB	24/08/2000	03/03/2003	Resignation
Sai Kumar	Faculty	09/04/2001	15/04/2003	Resignation
Srilatha Sivalenka	Faculty in Quality Assurance	21/05/1994	31/05/2003	Resignation
G Kalyan Ram	Faculty in Health Informatics	02/12/2002	30/06/2003	Resignation
Shasank Kalyan B P	Faculty in HSP	15/03/2002	18/07/2003	Resignation
Vijaya S	Faculty in Community Health	12/05/2003	24/07/2003	Resignation
Samatha Reddy P R	Faculty in MCH	01/10/2000	13/08/2003	Term Complete
E Srinath	Faculty	12/11/2001	30/09/2003	Resignation

Research Associates:

Name	Designation	Join date	Leave date	Remarks
Madhu G	Research Associate	15/05/2000	19/09/2002	Resignation
Neelima S	Research Associate	04/12/2000	01/04/2003	Resignation
S Srinivasa Rao	Research Associate	17/10/2001	18/11/2003	Resignation
J Rambabu	Research Associate	09/08/1999	02/01/2003	Resignation
Goverdhan	Research Associate	20/12/2000	26/12/2003	Completed Term

Research Assistants:

Name	Designation	Join date	Leave date	Remarks
Joshua Jeevan J	Research Assistant	30/12/2000	31/01/2003	Resignation
R Pushpa	Research Assistant	23/06/2003	08/08/2003	Resignation
K Vanisree	Research Assistant	26/05/2003	18/08/2003	Resignation

General Support Personnel:

Name	Designation	Join date	Leave date	Remarks
Uma Kanta Padhi	General Assistant	20/12/2000	17/12/2002	Termination
Bala Koteswara Rao	Accounts Officer	29/06/2002	02/01/2003	Resignation
Radhika Kaushal	Program Associate	09/07/2003	04/08/2003	Resignation
Srilatha Kulkarni	Sr. Secretarial Assistant	21/09/2002	06/08/2003	Resignation
Md. Sumiuddin	Driver-cum-Attender	12/09/2002	13/08/2003	Termination
Rajamallu	Secretarial Assistant	08/03/2001	12/01/2004	Resignation
Phani Kumar J	Secretarial Assistant	05/06/2000	23/01/2004	Resignation

Health Informatics Group:

Name	Designation	Join date	Leave date	Remarks
Mohan Lal K	Assoc. System Adm.	28/02/2001	07/02/2003	Resignation
John Paul Ch.	Software Developer	24/01/2001	13/05/2003	Resignation
Santhi Krishna G	Software Developer	17/11/2001	09/12/2003	Resignation

Fellows, Interns and Apprentices:

Name	Designation	Join date	Leave date	Remarks
Ravindra Kumar Ch	Research Fellow	12/08/2002	20/11/2002	Termination
Gurmeet Kour	Research Fellow	18/06/2003	11/08/2003	Resignation
Prakash Ranjan Roy K	System Adm. Intern	17/01/2002	16/01/2003	Completed
Sarala Rani J	System Adm. Intern	29/04/2002	15/02/2003	Resignation
Ghanshyam K H	System Adm. Intern	16/03/2002	15/03/2003	Completed
Stalin Babu	System Adm. Intern	21/02/2002	20/03/2003	Completed
Madhavi D	System Adm. Intern	01/07/2002	30/04/2003	Completed
Anitha M	System Adm. Intern	06/05/2002	05/05/2003	Completed
Amarnath V	System Adm. Intern	01/03/2003	08/05/2003	Resignation
Naga Ramadevi K	HCS D Intern	16/01/2003	16/05/2003	Resignation
Gopi Krishna S	System Adm. Intern	10/03/2003	26/05/2003	Resignation
Hanumantha Rao	System Adm. Intern	03/06/2003	06/06/2003	Termination
Surya Prakash	System Adm. Intern	27/03/2003	24/06/2003	Termination
Sreedhar Ch	System Adm. Intern	05/07/2002	04/07/2003	Internship Completed
Muneswari S	System Adm. Intern	06/07/2002	05/07/2003	Completed
Shruthi Misra	Research Fellow	17/06/2003	15/07/2003	Completed
Abraham Sudheer	System Adm. Intern	20/05/2003	10/08/2003	Extramural Internship
Siva Kumar	System Adm. Intern	10/03/2003	10/08/2003	Extramural Internship
Gopal B	HCS D Intern	07/01/2003	30/09/2003	Terminated
Anil Kumar P	HCS D Intern	17/02/2003	03/12/2003	Resignation
Mani Kumari	HCS D Intern	07/01/2003	06/01/2004	Completed
Vijay Karthik	HCS D Intern	07/01/2003	06/01/2004	Completed

Date: 27 January, 2004

Director