



# Family Physician *Acceleration Program*

A 2 year Certificate program to help Family Physicians setup and succeed in their own Family Practice Clinic

Presented by  
Ross Clinics and FamPhy  
Gurgaon, India 122001

Applications for 2019-20 Session now open!  
Application Deadline: Saturday Nov 10th, 2018

Free Online Interactive Session :

Online Application: <https://goo.gl/forms/m8Bb1AM8pjUucrda2>  
<https://www.facebook.com/events/2148988862032093/>



## Overview

At Ross and FamPhy, we believe in **empowering Family Physicians** and creating Family Practice as a viable career choice for young doctors.

We are establishing a chain of Family Physician-led Clinics providing **high quality patient-centred primary care** to Indian families, all over India.

We believe that with the help of young, motivated, skilled doctors like you, we will be able to achieve our mission of **transforming the healthcare scenario of India**.

## Why this Program?

*What if you could have a life you've always dreamed of?*

- ★ Love and respect of patients
- ★ Excellent working environment
- ★ Opportunity for Continuous Learning and Self-Growth
- ★ A Financially Satisfying Career
- ★ Making a Difference in the world, every day

*Yes! It is possible as an independent Family Physician running your own Clinic!*

Healthcare in India, especially primary care, is undergoing a very unique challenge. On one hand there is a big need for a **qualified, competent Family Doctor** in every community. On the other hand there are very few doctors who are taking up Family Practice as a career. One of the major reasons for this reluctance, we feel, is a paucity of mentors who can support young doctors in making the leap into private practice. We strongly believe that **with due mentorship and support**, independent Family Physicians can and will be the catalyst for change in their respective communities, and transform India's healthcare scenario.

This acceleration program aims to help a doctor to start his/her practice by equipping him/her with all the **essential skills needed to succeed** in private practice. We believe that any doctor can start and succeed at private practice - we're only going to **accelerate** your pace! Through close mentorship and support in clinical, communication and business dimensions, we are going to help doctors start their clinics, and become self-sustaining very fast, while maintaining the highest standards of quality care and business ethics!

**This program fills an essential gap in the current medical training - we turn Doctors into Value-Based Entrepreneurs!**

## Program Essentials

### 3 Dimensions

1. Competent Clinic Care
2. Captivating Communication Skills
3. Value-based Entrepreneurship

### 2-Year Program

- ★ 300+ Hours of Continuing Medical Education
- ★ 300+ Hours of One-on-One Mentorship
- ★ Work as Family Physician in existing clinics for 1 year, till we plan, design and build your Ross Clinic
- ★ Minimum Stipend of Rs 50,000 per month for Year 1
- ★ Establish your Ross and FamPhy practice and become self-sustaining in Year 2
- ★ Guaranteed minimum income of Rs 85,000 per month in Year 2.
- ★ Fellowship Completion Certificate
- ★ During Years 3-5 and beyond, you continue to grow your Ross and FamPhy practice taking on management and leadership roles, and become part of Ross and FamPhy Family for life

### What We Expect

- ★ Uncompromising Ethics
- ★ Eagerness to Learn and Grow
- ★ Investment of Rs 10 Lakh
- ★ Willingness to Relocate to Gurgaon
- ★ Commitment to Family Practice

### Eligibility

- ★ MBBS with 3+ years of experience

### No of seats

- ★ Presently we have 2 seats for Gurgaon Location.

## Application Process

- ★ Please fill the Application Form here: <https://goo.gl/forms/m8Bb1AM8pjUucrda2>
- ★ Upload your CV, MBBS Certificate, Medical Council Registration, Experience Certificates, and Video SOP in the Application Form
- ★ Shortlisted Candidates will appear for Clinical Aptitude Test, Written Test, Group Discussions and Interview in Gurgaon

## Deadlines

- ★ Call for Applications goes out Oct 25th, 2018
- ★ Online Interactive Session Sunday Nov 4th, 2018 (See below)
- ★ **Application Deadline: Saturday Nov 10th, 2018**
- ★ Test and Interview: Sunday Nov 18th, 2018 in Gurgaon
- ★ Fellowship Starts: Dec 1st, 2018

## More Info About the Program

- ★ Watch Introductory Video to the Program here: <https://youtu.be/H6D0FScfXTA>
- ★ Join us for an interactive session on **Sunday Nov 4th, 2018, 3-4 pm, "Value-Based Entrepreneurship - Learning and Earning in Private Family Practice"**. Dr Devashish Saini, Founder of Ross Clinics, and Dr Soumik Kalita, Founder of FamPhy will talk about their journeys as successful Private Family Physicians, and answer any questions about the program. Register for this free session here: <https://www.facebook.com/events/2148988862032093/>
- ★ Go through our websites [www.rossclinics.com](http://www.rossclinics.com) and [www.famphy.com](http://www.famphy.com)
- ★ Feel free to come meet us in our practices in Gurgaon
- ★ Call or message us at 9990505859 and 9871455291
- ★ Email us at [devashish@rossclinics.com](mailto:devashish@rossclinics.com) and [soumik.kalita@famphy.com](mailto:soumik.kalita@famphy.com)

## Program Objectives

At the end of the 2-year Fellowship, the participant doctors will be confident and competent in the following dimensions:

### I. Competent Clinical Care

- Be able to take a **Focused history and examination** for common illnesses
- Understand the concept of **red flags**, and be able to enumerate red flags for common illnesses
- Develop **essential procedural skills** for a GP
- Conduct brief **examination of specific systems**
- Be able to **develop differential diagnoses** for common symptom complexes
- Understand and apply the Family Medicine approach to **Management of common illnesses**
- Understand and be able to use common investigations rationally
- Understand and apply the principles of **Evidence-Based Medicine**

### II. Captivating Communication Skills

- Understand and be able to apply the **Calgary-Cambridge Model of Consultation**
- Develop and be able to effectively utilise **Verbal and Non-verbal Communication Skills**
- Understand **3-stage assessment** and be able to create a note with 3-stage assessment after a patient encounter
- Be knowledgeable about and counsel patients and families regarding **Vaccines**
- Be knowledgeable about and counsel patients and families regarding **Preventive health checkups**
- Be knowledgeable about and counsel patients and families regarding **Diet and Exercise**
- Be able to **Develop a Relationship with Families** based on Mutual Trust and Respect - Continuity of Care
- Be able to **teach patients specific skills**

- ❑ Be able to **Deal with uncertainty**, giving bad news, “difficult” patients, ICE - Ideas, Concerns, Expectations

### III. Value-Based Entrepreneurship

- ❑ Understand the **relevance of Family Practice** in the health system, and the unique roles and responsibilities of a Family Doctor
- ❑ Be able to deliver services that make Family Practice **unique and valuable** - Especially Home Visits
- ❑ Develop essential **leadership and management skills** - Strategic Thinking, IT, Finance, HR, Marketing, Operations, Quality, etc
- ❑ Develop essential skills to **foster innovations** - generate new ideas, develop and execute them, implement them in the whole organisation
- ❑ Develop **research** skills to conduct meaningful research within resource and time constraints
- ❑ Understand the benefits of **Problem-Based Approach** vs Disease-Based Approach and effectively manage patients using Problem List
- ❑ Be able to apply above learnings as applicable to **specific age groups and contexts** - infants, children, pregnancy, elderly, end-of-life
- ❑ Develop skills for **Lifelong learning**
- ❑ Understand **Ethical and legal issues** in Family Practice
- ❑ Understand how to **Set up a Family Practice** - Value-Based Approach, Strategic Thinking, Management, Leadership
- ❑ Putting it all Together - **Person-Centred Care** in the Context of the Family and the Community

## Teaching Methods

The Family Practice Acceleration Program at Ross Clinics is a Residential Program spread over 2 years. Participants will spend **8-10 hours every day 6 days a week in close proximity with established Family Physicians**, and gradually develop their own independent practice.

Teaching methods include **shadowing established family physicians**, case discussions, role plays, knowledge sharing sessions, reflective learning, etc

There will be **3 Assessments**: Pre-program, Mid-Program and End-Program Assessment, which will help to identify areas of focus.

*During the First Month*, participants will mostly shadow established Family Physicians at Ross, observing and noting learning points, along with role plays.

*During the Second and Third Months*, the participants will be expected to work up patients, present to the mentors, and develop treatment plans in close monitoring of the mentors.

*During the Fourth to Sixth Months*, the participants will be expected to consult patients independently and bring problem patients to the mentors, and continue to learn and develop their practice style.

*Seventh Month onwards*, the participants will practice virtually independently, and discuss any complex cases as needed within the peer group. They will take up quality, training and management roles within the organisations.

*During the Second Year*, the participants themselves will be expected to act as mentors for new participants of the Acceleration Program.

## Organisation Profiles



**Ross Clinics** is a chain of Multi-Facility Health Clinics located in Delhi/NCR. With **Doctors, Dentists, Medicines, Lab Tests** and **Vaccines** under one roof, we take care of all day-to-day healthcare needs of a typical urban Indian family. Our mission is to **rejuvenate primary health care** in India, delivering promotive, preventive and curative services, and **making healthcare accessible and affordable** for Indian families and communities.

**Founded in 2011**, we have grown to 4 full-service clinics and 10 satellite clinics in **Gurgaon and Delhi**. We envision growing to 100 clinics by 2020. We have provided services to **50000+ unique people**, and conducted 350+ health outreach camps. **Ross Team** consists of experienced doctors, dentists, administrators, nurses, pharmacists, lab technicians, physiotherapists and dieticians.

We are part of the **Primary Care Learning Collaborative**, supported by the Center for Health Market Innovations. We were one of four Indian successful models showcased in the **Meet and Multiply** event in Mexico City. Our model has been **studied and showcased** by researchers from Access Health International, University of Toronto and Harvard. We have co-authored **The Primary Care Innovator's Handbook** and Primary Care Adaptation Handbook. We have presented **15+ research papers** in national and international conferences.

We have provided health services to **corporates** like **DLF, Google, flipkart, Hyatt, IBM, Make My Trip, Myntra** etc. We have **supported the growth** of Primary Care Clinics in India, as well as Kenya, South Africa, Bangladesh and Mexico.



**FamPhy: The Family Physician on Call** is bringing back the concept of the family doctor by building a **network of home visiting qualified doctors**, who are trained in evidence based medicine (EBM) especially in the urban context, to address a wide demand-supply gap in primary health care service. FamPhy was created to provide an additional income to family physicians and to encourage doctors to work as family physicians in India.

FamPhy started its operations in 2016 in the national capital region of Delhi, Gurgaon, Noida and Faridabad and in the 2 years of its existence has served **more than 10,000 unique patients**. FamPhy is expanding its services to the other metro cities in India, in the next 2 years.



## Mentor Profile



**Dr Devashish Saini MBBS (AIIMS , New Delhi), MSHI (USA), MMed Family Medicine (CMC Vellore)**

Dr Devashish Saini is a Family Physician, Tech Enthusiast and Serial Entrepreneur based in Gurgaon. He pursued his MBBS from AIIMS, New Delhi followed by M.S. in Health Informatics in the US and M.Med in Family Medicine from CMC Vellore. He has been setting up and managing Family Practice Clinics for the last 8 years, and mentored 20+ doctors and entrepreneurs in setting up their clinics. He is currently leading Ross Clinics in Gurgaon. He is passionate about transforming the broken health system of India and making primary care accessible and affordable to every Indian family.



**Dr Soumik Kalita MBBS ( GMC, Guwahati), MPH (Hebrew University , Israel), MMed Family Medicine (CMC Vellore), PGDHA, Fellow of International Society for CVD Epidemiology & Prevention**

Dr Soumik Kalita is a Family Physician, Public Health Expert, and Serial Entrepreneur based in Gurgaon. He has over 2 decades of experience, in rural and urban healthcare. Dr Soumik Kalita has been trained in Medicine, critical care and Family Medicine from India and has a Master's in Public Health from Israel. In the past he was in a global role as Director of Medical Affairs in a multinational company, Associate Professor Chronic Disease Epidemiology with an international Public health school, Research Scientist of the South Asia Cochrane Centre and the head of preventive care in a corporate hospital.

In 2016 he quit corporate life and founded FamPhy to pursue his lifelong dream of making Family Practice an inspiring career choice for young doctors. He is passionate about primary care, chronic disease epidemiology and evidence based healthcare. Dr Soumik Kalita is a long distance runner, a cyclist and practices lifestyle medicine. He is a visiting faculty for research studies at SNTD Women's University in Mumbai and for healthcare management for a course run by RUDN University, Moscow. He was also a faculty for a programme run by CMC Vellore to train doctors in India in the field of Family Medicine.

## Feedback from Acceleration Program Participant

“Ross Clinics Acceleration Program provides an excellent support system to a Family Physician who wants to start a clinic. Opting for this program at the outset gave me the confidence to take the plunge and start my clinic. Thereafter I have got support in terms of Marketing, HR and Operations. I also get to validate and discuss my clinical decisions by being a part of a group of physicians working in similar clinics.”

~ Dr Sveta Bharadwaja, Family Physician, Ross Clinics



## Our Vision for a Family Practice

**Multiple Facilities** under one roof - Comprehensive Care for Whole Family

Multi-functional **Family Physician(s)** leading the Management and Care

**Patient-Centred Care** building Trust and Long-term Relationships

**Continuity of Care** over several months and years

**Lean Setup** and Lean Operations

**Multi-functional Support Staff**

Continual **Patient-Centred Innovation** in quality, services and operations

**Home Visits** and Community Outreach Activities

## Contact Us

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