



Sree Gokulam Medical College & Research Foundation

(A Unit of Foundation of Non-Resident Indians)

Approved by National Medical Commission, Affiliated to Kerala University of Health Sciences

Accredited by NABH & NABL

Policy number: *SGMC/Acad. Pol/103/2024*

Category: Faculty Affairs

Content: Faculty Code of Rights, Responsibilities & Conduct

Effective Date: *25.04.2024*


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Signed by:


Vice-Chairman


Dean Emeritus


Principal



Faculty Code of Rights, Responsibilities & Conduct Policy

Statement of Purpose

Medical Professionals are obliged to abide by strict Codes of Conduct, which embody high ethical standards, values, protection of the patients' interests, and the requirement to uphold professional integrity. In 2002, the Medical Council of India in exercise of the powers conferred by the IMC Act made the regulations relating to the professional code of conduct for all medical practitioners. Later NMC has published 'National Medical Commission Registered Medical Practitioner (Professional Conduct) Regulations' 2023 on 2nd August 2023. NMC/erstwhile MCI regulations applicable to a registered medical practitioner are applicable to the medical faculty also, to act as a Registered Medical Practitioner. A faculty, whether medical/non-medical has many other diversified roles like a teacher, a researcher, a mentor, an administrator, etc.

Sree Gokulam Medical College and research Foundation (SGMC&RF) constantly strives to maintain and promote a high standard of professional ethics, moral standards and reinforces flawless code of conduct from all its faculty at all times.

Scope of the Policy

The aim of laying down these codes of conduct are to guide faculty about standards expected of them as regards impeccable integrity, objectivity, professional and personal competence, confidentiality, respect, responsibility and ownership that are pillars towards good institutional conduct and form the framework for ethical decision making. This also serves to inform in general about the expectations of the community from the faculty. These are however by no means an exhaustive compilation and faculty are requested to follow additions/alterations if any.

Policy

CODE OF CONDUCT OF FACULTY

Higher education has academic excellence, with higher forms of research activities and therefore progress for the individual as well as society as a mainframe purpose. Towards that goal, faculty are expected to adhere to aforementioned qualities and impart knowledge and education in a positive social environment.

Responsibility of Faculty

These responsibilities are common for all teaching faculty and are applicable to all methods of teaching activities irrespective of time and place of teaching-learning activity. These will be communicated to all faculty, including invited short-term faculty or guest teaching faculty by the host Department and faculty for strict adherence.



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1. Faculty should strive to continuously improve professional growth and standing among peers through study and research.
2. Maintain high levels of professional and personal social conduct and always remember that they are under scrutiny of impressionable minds as well as society at large. Faculty should avoid expressions and actions that may bring disrepute to SGMCRF directly or indirectly in any manner.
3. Faculty should always maintain a calm and composed temperament and be approachable and friendly to students at all times.
4. Faculty should seek to co-operate with colleagues across specialities and promote research and learning at all levels. Research interactions with other institutions of learning should be carried out following approval from Principal SGMCRF.
5. Faculty is expected to follow SGMCRF policies, systems and procedures and impart the same to junior faculty and students.
6. Faculty should maintain appropriate level of confidentiality regarding their students as regards their academic performance, academic records as well as personal matters, if any.
7. Punctuality & Discipline: Faculty should ensure punctuality at their place of work for students as well as patients and staff. Any anticipated and unavoidable delay should be communicated appropriately for alternate arrangements to be made well in time by the Department. This responsibility rests with the faculty at all times.
8. All teaching-learning activities should be conducted in the area designated within the institution. Moving students or faculty to other areas / institutions / places of guest lectures other than those already permitted should be after due permission from the Principal.
9. Religious activities unacceptable to other faculty / staff / students and political activities of any nature within the College premises and during working hours should be avoided.
10. Furthering of higher education, research and institutional goals as priority over personal gains is desirable.
11. Any duties assigned to faculty for academic and promotive activities of the College, University or NMC should be carried out earnestly and with due diligence and efficacy.

Student Interaction Related Conduct Responsibilities



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1. Mutual Respect and Cooperation: Student interactions should always be with mutual respect and cooperation towards the overall goals of higher education. No student should be made to feel less than equal among his group and should be in an environment of continuous encouragement.
2. Teachers should recognise individual positive traits among students and encourage them towards excellence.
3. Faculty should never appear to be unjust, partial or biased towards student community by way of social or physical or gender or economic or religious differences among them and strive to treat all with equal opportunities.
4. Faculty should strive to make time available for students to approach them for clarifications and other academic centric activities.
5. Interaction with parents of students should be with appropriate respect for the parent and student and reflect student's attainments and progress objectively.
6. Always inculcate a sense of discipline and safety among students and disseminate ethical and moral values of the society to the young minds.
7. Safety: Faculty must pay due attention to the safety of the students during teaching or clinical or procedural activities. Similarly any student requiring health related attention should be informed to concerned Department.

The faculty must desist from all activities and expressions that are likely to bring disrepute to them or to the College or the medical community legally, ethically or morally.

Applies to:

All the faculty of Sree Gokulam Medical College & Research Foundation.

Prepared by	Reviewed by	Approved by
Dr Mamata Chimmalgi Professor of Anatomy, IQAC Coordinator	Dr P Chandramohan Dean	Dr K K Manojan Vice-Chairman & Director
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