



Government of Maharashtra

Government Medical College, Alibag, District Raigad.

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Uniform Mental Health Policy

Government Medical College Alibag has instituted comprehensive guidelines and mandatory recommendations to safeguard the mental health and emotional well-being of medical students (Under Graduate and Post Graduate).

These directives stem are adopted from the **National Task Force on Mental Health and Well-being of Medical Students** set up by the NMC.

1. Professional Student-to-Counsellor Ratio

- **Counsellor Staffing:** The Medical College has appointed One full time psychologist as counselor.
- **Direct Reporting:** Counsellor reports directly to the Dean of the Institution (to ensure independence and active implementation of wellness measures).
- **Confidentiality & Gatekeeping:** Counsellors handle initial, non-stigmatizing consultations. Psychiatric referrals should be made only when a student requires medical psychiatric evaluation or management.

2. Regulation of Duty Hours & Working Conditions

To address severe burnout, sleep deprivation, and stress among UG, PG residents and interns :-

Maximum Weekly Hours: Residents should work **no more than 74 hours per week**, with continuous duty capped at a **maximum of 24 hours at a stretch**.

- **Mandatory Offs & Rest:** Mandatory **one day off per week (weekly off)** and ensuring **7 to 8 hours of sleep daily**.
- **Shift Structures:** Standard duties should ideally be structured around 10-hour daily shifts for the remaining 5 days.
- **Leave Requests:** Departments must judiciously consider leave requests and not deny them arbitrarily. If workload increases, we hire additional senior residents/medical officers/Tutors rather than overburdening trainees.

3. Infrastructure & Emergency Health Support

- **On-Campus Healthcare Services:** We have dedicated **Staff/Student Clinics** offering free diagnostic tests and treatment (both physical and mental health) within campus.
- **Helpline Visibility:** 24/7 suicide prevention and crisis helpline numbers—specifically **Tele-MANAS (14416)**—displayed in hostels, classrooms, and common areas.

- **Hostel & Facility Standards:** Hostel provides safe drinking water, quality food (with student participation in mess menu planning), hygienic washrooms, and proper security.
- **Suicide Deterrence Safety:** Strict access restriction to high-risk areas like rooftops and high balconies.

4. Institutional Governance & Monthly Reporting

- **Mandatory Action Taken Reports (ATR):** We submit monthly Action Taken Reports (ATRs) directly to the NMC (via antiragging@nmc.org.in).
- **Immediate Reporting of Unnatural Deaths / FIR:** In the event of a student suicide or unnatural death, we made a strict legal obligation to inform local police immediately, file an FIR, inform the family promptly, and submit a report to the NMC.
- **Anti-Ragging & Anti-Harassment:** Zero-tolerance policies against physical, verbal, or psychological ragging and harassment by senior residents/faculty.

5. Capacity Building & Parent Involvement

- **Gatekeeper Training:** Mandatory training sessions on psychological first-aid, stress management, and substance use prevention are conducted regularly for all medical faculty, non-teaching staff and students.
- **Parent Orientation:** Conducting periodic orientation workshops for parents to avoid placing excessive academic pressure on medical students and to help families spot warning signs of distress.



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