



NATIONAL CONVENTION ON
MEDICINE & LAW



**Institute of
Medicine & Law**

Value Driven. Evidence Based.

WHITE PAPER

Violence Against Healthcare Providers - Issues & Solutions

**6th NATIONAL CONVENTION
ON MEDICINE & LAW 2021**

Sunday, 19th December 2021

White Paper on

**Violence Against Healthcare
Providers – Issues And
Solutions**

THIS WHITE PAPER documents the deliberations and recommendations of the 6th National Convention on Medicine & Law 2021, organized by the Institute of Medicine & Law on 19th December 2021. It is intended for Indian policymakers, regulators, statutory authorities, and Members of Parliament. It identifies and discusses the legal, social, and systemic issues related to violence against healthcare providers and proposes practical, legally appropriate, and India-specific solutions.

Violence Against Healthcare Providers – Issues & Solutions

CHAIRPERSON:

Dr. Ravi Wankhedkar

Treasurer : World Medical Association (WMA)

President: Indian Medical Association
(IMA – National, 2017-2018)

CONVENOR:

Dr. Gopukrishnan Pillai

Senior Public Health Consultant: Swasti Health Catalyst
(USAID & UN-partnered non-profit initiative)

Researched at KIT Royal Tropical Institute, Amsterdam on
'Occupational Violence against Health Workers'

MODERATOR:

Dr. Parag Rindani

CEO: Maharashtra - Wockhardt Hospitals Ltd

SPEAKERS:

Dr. Bhupinder Kumar Rana

CEO: Quality & Accreditation Institute (QAI)
Board Member: International Society for Quality in Health Care (ISQua)

Dr. Gurbir Singh

Professor Emeritus: Chitkara School of Health Sciences
Former Head: North India - Fortis Healthcare Ltd

Dr. J A Jayalal

President: Indian Medical Association (IMA – National, 2020-2021)
Vice President: Commonwealth Medical Association

Dr. Mukund Jagannathan

Professor & Head: Dept. of Plastic Surgery - LTMG Hospital, Mumbai

Justice Ravi Tripathi

Chairperson: Gujarat State Human Rights Commission
Member: 21st Law Commission of India

Dr. (Prof.) Russell D'Souza

Dean & Prof.: Organisational Psychological Medicine - International
Institute of Organisational Psychological Medicine
Chair & Head: Asia Pacific Division - International Chair in Bioethics

Ms. Shaonli Chakraborty

Swasti Health Catalyst (USAID & UN-partnered non-profit initiative)

Dr. T N Ravisankar

Head: Medico-Legal Cell – Indian Medical Association (IMA - National)

Dr. G K Goswami

Chief: Anti-Terror Squad of Uttar Pradesh
Former Director: CBI Academy

Dr. Harish Pathak

Professor & Head: Seth GS Medical College & KEM Hospital

Adv. Mahendrakumar Bajpai

Advocate: Supreme Court of India
Hon. Director: Institute of Medicine & Law

Dr. Pramod Kumar Rajput

Member of Leaders Excellence at Harvard Square
Sr. Vice President & Vertical Head in Cadila Pharmaceuticals Limited

Adv. (Ms.) Richa Singh

General Counsel: Medanta Group of Hospitals

Prof. Shankar Das

Dean: School of Health Systems Studies, Tata Institute of Social
Sciences (TISS)

Dr. Sidhartha Satpathy

Prof. & Head: Department of Hospital Administration – All India
Institute of Medical Sciences (AIIMS)

Dr. Vedprakash Mishra

Pro-Chancellor: Datta Meghe Institute of Medical Sciences, Nagpur
National Head: Academic Programme of Indian Programme,
UNESCO Chair in Bioethics, Haifa

Dr. VVLN Sastry

Legal Counsel: Lex India Juris

TABLE OF CONTENTS

Preface	1
1. Executive Summary	2
1.1. The Epidemic of Workplace Violence in Indian Healthcare	2
1.2. The Critical Policy Gap	2
1.3. The Vicious Cycle: Defensive Medicine & Systemic Collapse	3
2. The Ground Reality: Perspectives from Stakeholders	5
2.1. Doctors & Healthcare Professionals	5
2.2. Legal Experts & Judiciary	6
2.3. Patient Safety Advocates & Societal Perspectives	7
2.4. Hospital Management & Administrators	8
3. Evidence, Data & Precedents	10
3.1. The AIIMS Emergency Case Study	10
3.2. Landmark Judicial Precedents	11
3.2.1. Jacob Mathew v. State of Punjab (2005) 6SCC 1	11
3.2.2. Common Cause v. Union of India (2018) 5SCC 1	12
3.3. Legislative Debates: The Consumer Protection Act, 2019	12
3.4. International Frameworks vs. Indian Realities	13
4. Actionable Policy Recommendations	15
4.1. Enactment of a Central Legislation: The Healthcare Professionals and Establishments (Protection) Act	15
4.2. Judicial & Enforcement Reforms	16
4.3. Institutional & Administrative Architecture	17
4.4. Communication, Transparency, Billing & Consent Protocols	18
4.5. Medical Education Reforms	19
5. Conclusion	21

Preface

The 6th National Convention on Medicine & Law 2021 was convened to address one of the most critical and escalating crises within the Indian healthcare ecosystem: the rising tide of violence against healthcare providers. This Convention served as a collaborative, non-adversarial platform bringing together clinicians, legal experts, hospital administrators, and policymakers to dissect the root causes of this violence and propose practical, India-specific solutions.

The urgency of addressing this issue cannot be overstated. The current lack of regulation and the reliance on outdated or loosely implemented laws are profoundly impacting clinical outcomes and patient safety. Driven by fear, the medical community is increasingly resorting to "defensive medicine". Fearing mob violence or frivolous criminal charges in the event of an adverse outcome, doctors are becoming hesitant to treat critical or terminal patients. This phenomenon was poignantly compared to historical anecdotes, noting that if an ancient physician feared execution for failing to cure a king, they would simply refuse to treat the monarch. Today, this translates to doctors refusing to take on complex cases, particularly in rural or marginalized areas where legal and physical protection is virtually non-existent.

Ultimately, the failure to safeguard healers directly threatens the fundamental right to health for the masses, compromising the entire healthcare delivery system.

It is imperative that healthcare be recognised not only as a consumer service but also as a fundamental national priority and a critical public good. The collaborative objective must be to build a healthier India, where healthcare providers can practise their life-saving profession without fear and patients receive compassionate, transparent, and affordable care in an environment of mutual respect and dignity.

1. Executive Summary

1.1. The Epidemic of Workplace Violence in Indian Healthcare

Workplace violence against healthcare professionals in India has transformed from an isolated occupational hazard into a systemic crisis. This white paper presents a comprehensive medical and legal analysis based on the expert deliberations of the 6th National Convention on Medicine & Law. It outlines the structural fractures within India's healthcare delivery models, legislative gaps, and operational failures that compromise the safety of healthcare providers. Far from being a series of spontaneous, localized outbursts of grief, violence against doctors, nurses, and paramedical staff reflects deep-seated operational deficits, structural communication failures, and an inadequate legal framework that fails to deter offenders.

The core issue is characterized by a complete breakdown of the sacred doctor-patient relationship, shifting from an alliance based on trust to an adversarial, transactional encounter. Historically revered as a noble profession, in which doctors were viewed as extensions of divine care, contemporary medical practice in India is frequently perceived through a commercial lens. This commercialization narrative has fostered an environment of profound mistrust. When clinical interventions fail to produce the desired therapeutic outcome, or when terminal illnesses result in mortality, patient attendants regularly externalize their emotional trauma and financial frustration as physical aggression against the nearest healthcare professional.

1.2. The Critical Policy Gap

The critical policy gap is the absence of a uniform, comprehensive, and strictly enforced Central Legislation that explicitly criminalizes violence against healthcare providers and medical establishments. While twenty-three states across India have enacted localized variations of the *Medicare Service Persons and Medicare Service Institutions*

(Prevention of Violence and Damage to Property) Act, these state-level statutes have proven to be largely ineffective. They exist as "paper tigers" due to systemic barriers:

- A near-total lack of awareness among local law enforcement agencies regarding the specialized provisions of these State acts.
- An exceptionally low conviction rate, approaching statistical insignificance.
- The absence of non-bailable, cognizable penal enforcement mechanisms that carry a meaningful deterrent effect and that too within the Indian Penal Code (IPC).

Consequently, when instances of vandalism or physical assault occur, law enforcement officers routinely register standard complaints under generic IPC provisions for simple hurt or rioting, failing to invoke specialized legislative protections. In many instances, police personnel process cross-complaints filed by the perpetrators against the victimized doctors, compounding the trauma of the healthcare workforce.

1.3. The Vicious Cycle: Defensive Medicine & Systemic Collapse

The urgency of this policy crisis cannot be overstated. The ongoing exposure to violence has triggered a profound behavioural shift across the medical community. One avoidable consequence is the widespread adoption of defensive medicine. Fearing physical assault, public humiliation, and professional ruin, doctors are increasingly managing patients not solely on optimal clinical pathways, but on the pathway of legal and physical liability mitigation. This manifests in two ways:

- **Hyper-investigation:**
Doctors order redundant, exhaustive diagnostic tests to create a bulletproof documentary trail, thereby directly increasing patients' out-of-pocket healthcare costs.
- **High-risk avoidance:**
Tertiary and secondary care facilities routinely refuse admission to critically ill or multi-organ failure patients, transferring them to over-

burdened public sector institutions to avoid the physical threat associated with on-site mortality.

This protective posturing directly undermines patient welfare, reduces the accessibility of emergency care, and escalates overall healthcare costs, further feeding the public perception that medical institutions are exploitative enterprises.

Furthermore, this climate of fear has compromised the long-term sustainability of India's healthcare workforce. There is a documented decline in parental and societal willingness to send top-tier students into the medical profession. Junior doctors, postgraduate residents and interns who operate on the frontlines of emergency care sustain severe psychological stress, professional burnout, and emotional fatigue when they are subjected to physical assault. The structural resilience of the entire public healthcare infrastructure is compromised.

An uninsulated healthcare provider cannot deliver optimal clinical outcomes. Lawmakers must realize that protecting the medical fraternity is not an act of favouritism; it is a prerequisite for safeguarding public health.

2. The Ground Reality: Perspectives from Stakeholders

To build a balanced and viable policy framework, it is essential to synthesize the divergent, often conflicting, perspectives of the primary stakeholders in the healthcare ecosystem. The deliberations of the National Convention highlighted that the crisis of violence cannot be solved by viewing it through a single lens. It is a multidimensional crisis, heavily influenced by social, economic, and institutional factors, and requires an integration of clinical, legal, societal, and administrative insights. Synthesizing on-the-ground realities reveals distinct yet interconnected stakeholder perspectives.

2.1. Doctors & Healthcare Professionals

The clinical perspective emphasizes the physical vulnerability of frontline healthcare workers. As articulated by representatives of the Indian Medical Association (IMA) and the World Medical Association (WMA), doctors are operating under conditions akin to a psychological siege. The primary focus of doctors centres on the absolute necessity of institutional security, operational safety, and the preservation of clinical autonomy.

It is important to note that the maximum concentration of violent incidents occurs during late-night hours and early mornings within emergency departments, trauma rooms, and intensive care units (ICUs). These areas are structurally prone to high emotional volatility. Junior residents, who possess advanced clinical knowledge but are still developing complex communication skills for crisis management, are routinely left isolated to handle large groups of agitated, often intoxicated, patient relatives.

The doctor's perspective highlights that medicine is an inexact science where an optimal diagnostic and therapeutic plan does not guarantee a positive physiological response. However, the prevailing public expectation demands an absolute cure as a baseline deliverable. When a patient succumbs to severe trauma, advanced malignancy, or septic shock, the family frequently interprets the death as proof of clinical negligence or institutional apathy.

The proliferation of defensive medicine is a direct response to this reality. Doctors argue that unless they are granted robust legal safeguards that protect good-faith medical decisions, they will be forced to continue practising hyper-conservative, high-cost medicine, which ultimately harms the patient population.

2.2. Legal Experts & Judiciary

The legal and judicial perspective focuses on statutory construction, enforcement mechanics, and constitutional balancing tests. Legal experts at the Convention highlighted that the Indian legal system possesses a structural blind spot regarding healthcare violence. The existing provisions of the Indian Penal Code, such as Section 323 (punishment for voluntarily causing hurt) or Section 353 (assault or criminal force to deter a public servant from discharging his duty), are generic provisions designed for the maintenance of public order. They fail to account for the unique socio-operational environment of a hospital.

Legal analysts demonstrated that State-level Medicare Protection Acts fail because they lack integrated enforcement machinery. Most State Acts designate the offence as cognizable and non-bailable, yet they do not prescribe specific protocols for police intervention, time-bound investigation, or specialised prosecution. Consequently, when a doctor attempts to register an FIR under a State Medicare Act, the local police machinery, unfamiliar with the special statute, defaults to the standard

IPC sections. This allows perpetrators to secure rapid bail, completely diluting any deterrent effect.

The judiciary is left with the responsibility of balancing the doctor's constitutional right under Article 19(1)(g) to practice their profession safely against the patient's right under Article 21 to access transparent, affordable, and dignified healthcare. Legal experts conclude that judicial interventions alone cannot remedy this crisis. The courts are equipped to interpret law and punish explicit negligence, but the creation of an insulating environment requires definitive legislative action from Parliament.

Furthermore, the introduction of the Consumer Protection Act has fundamentally altered the medical landscape by classifying patients as "consumers," thereby commodifying the noble profession without providing commensurate legal safeguards for doctors. This shift has fostered a culture of litigation and extortion, in which doctors are frequently threatened with criminal negligence suits if they seek to recover unpaid bills or if a patient's condition deteriorates.

2.3. Patient Safety Advocates & Societal Perspectives

Patient safety advocates and social scientists at the Convention sought to analyze the structural origins of public anger. This perspective shifts the focus from individual pathology to systemic failure, tracing public aggression back to a severe trust deficit driven by the commercialization of medicine.

Over the past three decades, India's healthcare landscape has transitioned from a public-sector-dominated, family-physician-centric model to a market-driven, corporate multi-speciality ecosystem. This structural shift has fragmented patient care. Historically, a single family doctor managed a patient's health over decades, establishing deep-rooted interpersonal trust. In the modern corporate hospital, a patient is

shuffled across an array of super-specialists, diagnostic labs, and administrative billing desks. This bureaucratic fragmentation strips the medical encounter of its human, empathetic element.

When healthcare is perceived as a commercial product, the patient views themselves as a consumer who has purchased a specific outcome.

When out-of-pocket expenditures force families to liquidate assets, borrow heavily from informal lenders, or exhaust their life savings to fund corporate intensive care, their emotional investment in a positive clinical outcome becomes absolute. If the patient dies or suffers permanent disability despite these financial sacrifices, the retrospective realization of financial ruin, combined with an absence of transparent communication, triggers an explosive sense of exploitation.

Patient advocates emphasize that violence is unacceptable, but its eradication is impossible without addressing lack of pricing transparency, inadequate consent protocols, and the perceived indifference of large corporate hospitals.

2.4. Hospital Management & Administrators

Hospital administrators and industry leaders evaluate the crisis through the lens of operational design, logistical constraints, and infrastructure quality assurance. From the administrative viewpoint, violence is frequently an operational failure resulting from under-funded, overcrowded, and poorly secured infrastructure.

In public tertiary care centres, such as the All India Institute of Medical Sciences (AIIMS), the patient load routinely exceeds institutional capacity by orders of magnitude. Emergency departments designed to accommodate fifty patients are forced to manage hundreds simultaneously. This crowding leads to a failure of perimeter control. It is

common for a single acute patient to be accompanied by five to ten relatives into active clinical zones. This creates logistical gridlock, elevates cross-infection risks, and creates a highly volatile crowd dynamic within active treatment spaces.

Administrators note that internal factors such as delayed communication about billing changes, unavailability of diagnostic reports, suboptimal infrastructure (broken air conditioning, lack of seating for attendants), and the structural absence of senior consultants during night shifts serve as operational triggers for violence. Conversely, external factors include political interference by local leaders or organized groups who exploit hospital crises to gain social capital.

The industry perspective argues for a standardized overhaul of hospital infrastructure, the institutionalization of strict access control protocols, and the deployment of specialized, trained healthcare security personnel, rather than relying on generic, untrained security guards.

3. Evidence, Data & Precedents

An evidence-based policy document must rely on empirical data, operational case studies, and established legal precedents to substantiate its legislative recommendations. The 6th National Convention on Medicine & Law brought forward critical institutional data and landmark judicial rulings that define the scope of this medical-legal challenge.

3.1. The AIIMS Emergency Case Study: Quantifying Structural Stress

The Convention was fortunate to have quantitative operational data from the emergency department of the All-India Institute of Medical Sciences (AIIMS), New Delhi, which served as a benchmark for understanding the stress in public-sector healthcare.

This data demonstrates that the AIIMS Emergency handles between 1,500 and 2,500 acute patients every twenty-four hours. Crucially, the immediate triage bed capacity within the primary emergency zone is limited to approximately 30 to 35 beds. This structural imbalance means that at any given moment, multiple critically ill patients are competing for a single physical bed space, forcing doctors to perform rapid triage under extreme duress.

The data reveals that under such conditions, if every patient is permitted an unrestricted number of attendants, the total human density within the clinical zone escalates to over 5,000 individuals daily. This crowding correlates with an increase in verbal altercations and physical friction.

By implementing strict perimeter control, limiting access to a maximum of two authorized attendants per patient through colour-coded biometric passes, and establishing a dedicated 24/7 Institutional Security Command Room, AIIMS successfully reduced actionable security

breaches in its emergency zones. This demonstrates that architectural and operational design changes directly mitigate workplace violence.

The changing demographics of healthcare delivery reflect a shift away from the trusted, affordable neighbourhood family physician towards highly specialised, expensive corporate care, which financially and physically exhausts patients.

3.2. Landmark Judicial Precedents

The legal architecture surrounding medical practice and negligence in India is governed by critical Supreme Court rulings that lawmakers must take into account.

3.2.1. Jacob Mathew Case

This remains the foundational jurisprudential authority protecting medical practitioners from frivolous criminal prosecution. Delivered by a bench led by Chief Justice R.C. Lahoti, the Supreme Court drew a clear line between civil liability and criminal negligence under Section 304A of the IPC. The Court held: "A medical practitioner faced with an emergency ordinarily tries his best to redeem the patient. He does not gain anything by acting with negligence or omitting to act... A professional faces an occupational hazard where a single error of judgment can lead to catastrophic consequences. To prosecute a doctor criminally, the element of 'gross negligence' must be established beyond reasonable doubt."

Further, the Court explicitly warned against the indiscriminate arrest of doctors, noting that the threat of immediate criminal prosecution compels doctors to practise defensive medicine, thereby compromising the broader interests of society. The Court mandated that the police should not proceed against a doctor for criminal medical negligence without an independent opinion from a qualified medical panel.

3.2.2. Common Cause Case

This judgment concerned patient autonomy, advance medical directives, and the legal protocols governing the withdrawal of life support in terminal cases. The Convention highlighted that a major source of conflict in ICUs stems from the financial and emotional burden of maintaining brain-dead or terminally ill patients on mechanical ventilation.

Due to a lack of legislative clarity regarding passive euthanasia, hospitals are often hesitant to withdraw life support, leading to skyrocketing bills that families interpret as commercial extortion. *Common Cause* established the legal validity of "Living Wills" and structured the medical board protocols required for the ethical withholding or withdrawal of life support, providing a legal mechanism to mitigate financial distress and subsequent violence in terminal care settings.

3.3. Legislative Debates: The Consumer Protection Act, 2019

A significant point of discussion at the Convention centred on the legislative history and debates surrounding the Consumer Protection Act, 2019 (CPA).

Despite representations from the medical fraternity requesting that healthcare services be explicitly excluded from the definition of "services" under the CPA, on the ground that medical science is an interpretive, non-guaranteed discipline distinct from commercial utilities, the legislature chose to retain ambiguity.

While the text of the 2019 Act omitted the explicit term "healthcare" from its list of services due to parliamentary pushback, the broader definitions left the door open for consumer courts to maintain jurisdiction. This legislative hesitation has legally reinforced the public perception of healthcare as a purely transactional commodity, directly contributing to

consumerist aggression when clinical outcomes fail to satisfy the buyer, the patient in this case.

3.4. International Frameworks vs. Indian Realities

The international bioethical frameworks and operational standards were evaluated at the Convention, with a comparison to India's unique socioeconomic conditions.

In India, patient autonomy is rarely individual; it is familial and communal. Decisions are driven by collective family dynamics, financial limitations, and varying levels of health literacy. The Indian patient population could be categorized into a four-tier framework:

- **The Illiterate Patient:**
Entirely reliant on paternalistic clinical decisions; highly vulnerable to sudden emotional shock.
- **The Informed Patient:**
Possesses basic awareness; respects clinical boundaries.
- **The Misinformed Patient:**
Driven by fragmented digital data (e.g., internet self-diagnosis); deeply suspicious of clinical protocols.
- **The Empowered Patient:**
Possesses high socioeconomic capital; demands absolute accountability and can become aggressive if their expectations are not met.

While international bodies like the World Medical Association (WMA) actively advocate for violence prevention, countries such as Israel, China, and the US also face this socio-cultural issue. However, unlike in the UK or the US, where strict access controls, robust institutional security, and clear communication protocols (often overseen by bodies such as the NHS or strict hospital accreditation boards) mitigate risks, Indian hospitals frequently lack even basic crowd-control mechanisms.

The Belmont Report of 1979 and the World Federation for Medical Education (WFME) guidelines of 1993 were cited as international standards that successfully integrated humanities, ethics, and behavioural training into the medical curriculum, a step India has only recently begun to emulate through the new National Medical Commission (NMC) modules.

Nevertheless, these multiple India-specific factors must be taken into account when drawing inferences from international frameworks.

4. **Actionable Policy Recommendations**

The primary objective of this white paper is to provide lawmakers and regulatory bodies with concrete, practical, and legally sound policy recommendations that address the structural root causes of healthcare violence across legislative, administrative, educational, and communication domains.

4.1. **Enactment of a Central Legislation: The Healthcare Professionals and Establishments (Protection) Act**

The Parliament must enact a dedicated Central legislation to replace the fragmented, toothless State Acts. This Central Act should incorporate the following legal provisions:

- **Specialized Penal Code Integration**

Violence against any healthcare professional must be defined comprehensively to include doctors, nurses, paramedics, medical students, and hospital auxiliary staff and must be designated as a cognizable and non-bailable offence.

- **Minimum Mandatory Sentencing**

Any act of physical assault resulting in simple injury to a healthcare provider or damage to hospital property must carry a mandatory minimum prison sentence of three years, extending up to seven years for grievous hurt, with severe financial penalties.

- **Restitution for Property Vandalism**

The law must mandate that perpetrators convicted of damaging hospital infrastructure or equipment, such as ICU ventilators or diagnostic machinery, be liable to pay restitution equal to twice the market value of the damaged property. Failure to pay must result in the attachment of personal assets.

- **Statutory Protection for Good-Faith Actions**

The Act must include an immunity clause modelled on Section 88 of the IPC, explicitly protecting doctors from immediate arrest or being

booked under criminal provisions for adverse clinical outcomes or mortalities during emergency procedures, provided that standard operating protocols were followed in good faith.

- **‘Institutional FIR’**

A new concept, Institutional FIR, must be introduced. When an act of violence occurs on hospital premises, the hospital administration or the appointed duty officer, not the victimized doctor, must be legally empowered and obliged to file the First Information Report (FIR). This protects individual doctors from intimidation, political pressure, and the bureaucratic harassment caused by prolonged police interactions.

4.2. Judicial & Enforcement Reforms

To ensure that the Central Legislation does not suffer from the same enforcement failures as the State Acts, the following judicial mechanics must be institutionalized:

- **Specialized Fast-Track Courts**

Establish specialized fast-track courts in every district dedicated exclusively to handling offences related to medical workplace violence. This will prevent cases from languishing for decades in the regular judicial system.

- **Time-Bound Investigation Mandates**

Statutorily mandate that investigations into incidents of violence against healthcare providers be completed, and the corresponding charge sheet filed, within a strict timeframe of thirty to sixty days from the registration of the FIR. This should be modelled on the stringent enforcement frameworks seen under the Epidemic Diseases (Amendment) Act, 2020.

- **Specialized Police Sensitization**

The Ministry of Home Affairs must issue directives to state police academies to include a dedicated module on medical-legal frameworks and healthcare protection laws in their standard training

curricula, ensuring that frontline police officers know how to properly process offences inside medical establishments.

4.3. Institutional & Administrative Architecture

Hospital administrations in both the public and private sectors must implement standard operating procedures (SOPs) to systematically reduce operational friction points. Health regulatory bodies and accreditation agencies such as NABH must mandate strict security SOPs for all hospitals.

- **Strict Perimeter and Access Control**

Hospitals must design their architectural layouts to separate administrative zones from active clinical treatment areas. Emergency departments and ICUs must enforce a strict "One Patient, Two Attendants" rule. Entry to these zones must be controlled via automated biometric access gates or colour-coded identity badges, with trained security personnel on hand to prevent crowding.

- **Implementation of a Senior Consultant Escalation Matrix**

Hospitals must reform their shift scheduling to ensure that junior residents and interns are never left as the sole point of contact during critical patient transitions or high-mortality shifts. A mandatory escalation matrix must be institutionalized: if a patient's clinical status drops below a specific threshold, or if a terminal event is anticipated, a senior consultant must be physically present to handle the clinical intervention and lead communication with the family, neutralizing the potential for crowd hostility.

- **24/7 Security Command Centres and Direct Law Enforcement Hotlines**

Every major medical facility must establish an integrated security command room with comprehensive CCTV coverage across all public, billing, and clinical zones. These rooms must have a direct, dedicated hotline to the nearest local police station. In the event of any friction, administrators can activate a "Code Red" protocol, summoning a rapid-response police unit to secure the perimeter

before physical violence erupts. In high-risk establishments, a dedicated police outpost should be set up within the hospital premises to serve as a deterrent and provide immediate intervention.

4.4. Communication, Transparency, Billing & Consent Protocols

To bridge the trust deficit between patients and providers, hospitals must adopt structured protocols for communication and financial transparency.

- **Mandating Dedicated Counselling Rooms and Grief Management Teams**

Hospitals must replace the practice of delivering critical clinical updates or notifications of death in public corridors. Every facility must feature private, quiet counselling rooms specifically designed for delivering difficult news. Furthermore, administration should deploy trained clinical counsellors or medical social workers specializing in grief management to assist doctors during these meetings, helping to de-escalate emotional trauma before it turns into aggression.

- **Real-Time Financial and Billing Transparency**

A major trigger for violence in the private sector is the unexpected escalation of billing charges at the time of discharge or death. Hospitals must implement automated systems that provide families with transparent, itemized billing updates every twenty-four hours. If a clinical escalation requires a high-cost intervention, the administrative staff must secure separate, informed financial consent, ensuring the family is fully aware of the financial implications before the cost is incurred.

- **Routine Briefing**

Routine, scheduled briefings for the relatives of ICU and other critical patients must be institutionalised, ensuring families are kept continuously informed about the patient's prognosis and the associated financial costs, thereby eliminating sudden "bill shocks" and clinical surprises. Adopting the four-tier patient classification

system, clinical teams must adapt their communication style to match the background of the family:

- I. For the illiterate patient: Focus on clear, non-jargon-heavy verbal explanations and visual aids.
- II. For the misinformed patient: Proactively address and correct fragmented internet-sourced data to establish the scientific rationale behind the chosen treatment plan.
- III. For the empowered patient: Provide meticulous documentation, detailed clinical justifications, and absolute transparency regarding both prognosis and risks.

- **Warning Display**

The authorities must mandate the display of visual deterrents and legal warnings in all local languages across prominent areas of the hospital (especially ERs), clearly stating the legal consequences and strict imprisonment terms for assaulting healthcare workers.

- **Public Campaigns & Media**

A comprehensive, state-sponsored public awareness campaign must be launched in collaboration with the media to sensitize the general public about the realities of medical science. It must be made clear that medicine is a science of probabilities, not absolute certainties, and that doctors cannot guarantee 100% survival. The media must be discouraged from sensationalizing medical negligence without expert validation.

4.5. Medical Education Reforms

Long-term structural reforms require changing how healthcare professionals are educated and trained in the country. Two very specific recommendations in this regard.

- **Expansion of the AETCOM Curriculum**

The National Medical Commission (NMC) must expand and deepen the integration of the Attitude, Ethics, and Communication (AETCOM) modules introduced in 2019, across all years of undergraduate (MBBS) and postgraduate (MD/MS) medical training.

Communication must not be treated as a marginal lecture topic but as a core tool for preventing conflict. It must be built into practical clinical exams and bedside assessments.

- **Mandatory Stress Management and Emotional Intelligence Training**

Medical curricula must introduce formal training modules focused on clinical psychology, emotional intelligence, stress resilience, and conflict de-escalation techniques. Medical students must be equipped with the psychological tools necessary to manage their own occupational stress, recognize early signs of consumer agitation, and navigate high-tension patient interactions with empathy and professional composure.

5. **Conclusion**

The preservation of a stable healthcare system is a critical national requirement for a developing country like India. The findings of the 6th National Convention on Medicine & Law 2026 make it clear that the rising tide of violence against healthcare providers is a systemic failure that threatens to collapse India's medical infrastructure.

When doctors are forced to practice in fear, the societal cost is paid in the currency of defensive medicine, skyrocketing out-of-pocket costs, and a chilling effect that deters the next generation from pursuing medical careers.

Solving this crisis requires a balanced, multi-track approach comprising legislative protection through a central law with strict deterrence against violence; operational efficiency and infrastructure with access controls and support from senior consultants; integration of humanities into medical education; transparency in billing; and a proactive effort to restore patient trust.

By enacting robust legal protections, mandating institutional accountability, and fostering a culture of empathetic communication, the sacred, trust-based relationship between the healer and the healed will be strengthened, ensuring that patient safety and the dignity of the medical profession thrive simultaneously.

The ultimate objective of these recommendations is not to build a legal shield around doctors that insulates them from accountability, but to proactively dismantle the systemic drivers of violence. The balance of the doctor-patient relationship should be restored and strengthened within a legally empowered, operationally sound, and emotionally safe ecosystem. This should be a non-negotiable political and legislative priority.



NATIONAL CONVENTION ON
MEDICINE & LAW



Institute of Medicine & Law

Value Driven. Evidence Based.