IIEI&H NEWSLETTER



June-2023, Volume 3, Issue 1

Cataract Training Program & Wet Lab of IIEI&H

Cataract Training Program is one of the unique training programmme of our institution. We are the first to develop an organized hands-on training program in cataract surgery in Bangladesh. Till now around 427 ophthalmologists, national and international, have received their cataract training. Of those, the Phaco trainee is 145, and the SICS trainee is 282.

The wet lab is the first station for learning about hands-on surgery before entering the operation theater. In our Wet lab we have two stations with two good microscopes and the industry - leading Phaco machine.

We also have a strong training faculty. Among the team of 25 faculty, 15 trainers work in the operation theater and 10 trainers take classes in the Wet lab. Cataract Training Co-coordinator who coordinates the training program collaborating with Medical Services, Community Service, Nursing Department & Cataract Service Department under the supervision of the Director of the Education department. In addition, we have Phaco Development Application Manager to help with the training process.

In 2022 about 24 trainees, (7 in Phaco & 17 in SICS) received training in this program utilizing the wet lab, OT & OPD. Now they are serving in different hospitals at home and abroad and helping the community to eradicate curable blindness due to cataracts.



Wetlab Training in Presence of Dr. Vikas Mittal & Director Education





Practice in Wetlab Guided by Senior Ophthalmologist



Local & Foreign Trainee Attending Wetlab Training



Fellow Practicing in the Wetlab

IIEI&H Counseling Service

Counseling Services is one of the important subdivisions of Nursing Services under the Medical Services Department of Ispahani Islamia Eye Institute & Hospital (IIEI&H).

Patient counseling is an important part of the medical or surgical management of a disease. Every patient should know about the nature of the disease and the benefits of the treatment suggested by the doctor. Due to a lack of proper and adequate knowledge or information, patients are unable to take proper decisions.

Patient Counselling helps people in understanding the treatment, length of stay, cost, prognosis, and treatment process.

Counseling improves the quality of service and builds up the confidence of patients, which in turn increases motivation in the community to receive eye care services and to accept IOL surgery.

At Ispahani Islamia Eye Institute & Hospital (IIEIH), we have very professional, skilled, and dedicated hospital counselors providing a variety of counseling services for our patients in the various subspecialty departments including cataract.

Cornea, Retina, ROP, Uvea clinic, Glaucoma, DCR, Ocular Oncology, Neuro-ophthalmology & Paediatric under the direct supervision of the Nursing Services and guided by the Medical Services department.



Counselor Team with DMS, DDMS & ADNS



Patient Counseling

Our counselors are able to:

- Listen to you
- Acts as a bridge between doctors and patients.
- Help you see all the options for your ophthalmic problems.
- Counsel patients for treatment in coordination with the physician regarding their needs and requirements.
- Know the history of the disease by establishing a professional relationship with the patient (rapport building) and enabling him to receive treatment and cure the disease through counseling and motivation.
- Give you the right solution to any difficult problem by presenting it in simple language.
- Assist you in making the right decision.
- Increase the mental strength of the patient through various support in terms of mental, family, social, economic, and illness
- Help underprivileged patients who are unable to meet the medical expenses to facilitate the path of full recovery by aiding in the fields of medicine, diet, medical aid, travel fare, etc.
- Ensure the rights of blind and handicapped patients by providing priority services to the Low Vision Clinic through Braille, smartphones, mobility, and screen reader.
- Increase the morale and courage of the patient in case of pre-operative and post-operative stress disorder and chronic diseases.
- Talk to you about the depression and anxiety you are going through.



Low-vision: Mobility Training



Low-vision: Stimulation Therapy

Identifying Training Needs

Every organization expects that all its' staff members perform their job tasks properly. Therefore, before the staff members are let to work for their job, they are oriented first on their job responsibilities. This job responsibilities are framed in a format, by human resources department, is called job description (JD). Training needs assessment is a process followed for identifying needs and gaps of the staff members. Once the needs and gaps are identified, training modules and curriculum are developed to provide structured training to staff members to enable them perform their stipulated job tasks following their agreed job description (JD) provided by the organization.

There is an equation used to understand the word "NEED". The equation is "Expectation minus Existing is equal to NEED". Usually, this formula is applied to assess training needs. There are many ways of assessing training needs but all are not equally suitable for all context. For Ispahani Islamia Eye Institute and Hospital (IIEI&H), besides the technical skills we consider/include the following skills as expectations:

- Patient first (one of the core values of IIEI&H) patients' satisfaction
- All staff communicates well with patients with their attendants, and with their colleagues or team members
- For quality of services all staff follow norms of working in a team adhering to organizational norms, guidelines and policies
- Supervisors provides timely and necessary supports to their team members through supportive supervision, monitoring and effective leadership skills

The training needs of different categories of staff are assessed applying standard as well as contextually suitable methods – which are as follows:

- Job requirement analysis: These job requirements are analyzed based on job description (JD) and additional requirements mentioned in the process of annual staff performance appraisal (PA). Training Department does it jointly with the concerned departments.
- Focus Group Discussion (FGD): This method is applied involving 8-10 staff either supervisors or supervisees forming a group. Then an open discussion is done guided by a structured questionnaire. Usually, a FGD session is completed within 60 minutes. The FGD participants openly shared their opinion in response to the questions raised to them. Two/three persons facilitate the FGD session one facilitator is responsible for creating the discussion environment and asking questions while the other facilitator/facilitators are responsible for recording (may use audio-recorder) or taking notes on the responses of the participants.
- Key Informant Interview (KII): In this process, persons are selected and are interviewed using a structured questionnaire to collect appropriate information related to future training needs of the staff and or to assess impact of the training provided earlier.
- Observation Performance and Feedback: These process /methods are also followed both prior to and after training to identify gaps and follow up progress and improvements. Training department staff directly observe activities of the staff and take notes on positive and weak areas of performance.

Compiled observation findings are shared with the employees, whose performance were observed, and with the supervisors of respective departments for necessary actions, follow up and for inclusion in the Training Need Assesment (TNA) process.



TNA with Department Heads



TNA with Nursing Services



TNA with Counselors



TNA with Out Patient Support Services

Based on findings of TNA, training contents are selected. Methodologies and materials are selected based on type of training contents and background and job description of the participants. Training methods and aides are important to make training sessions effective that means participants pay attention, participate actively and enjoys (not feeling bored/burdened) training session.

Conclusion: An effective (properly done) training needs assessment can hugely contribute to the following:

- Appropriateness in staff capacity enhancement
- Training courses/activities are cost effective
- High level of participation in training meaning participants enjoy and learn tremendously
- Organizations output and impact
- Organizations name, fame and reputation
- Organizations' achievement of its vision, mission and targets

"Building a Culture of Inclusion: The HR Practices of IIEI&H"

Saiful Islam Khan, SHRBP, CHRP

Senior Manager, Human Resources Department

Human Resource Department (HRD) Ispahani Islamia Eye Institute and Hospital (IIEI&H) is one of the best employee-oriented organizations in Bangladesh, and the HR practices are designed to be employee-friendly, which is why we take pride in announcing our outstanding employee retention rates and satisfaction.

At IIEI&H, we have a total of 1120 employees working in various departments, the average tenure being over 08 years. It is with great pride that we have a total of 200 employees who have been with us for 10 years, 70 employees with 15 years, 15 employees with 20 years, 30 employees with 25 years, 8 employees with 30 years, 12 employees with 35 years, and 5 employees with 40 years of service.

We believe that our success as an organization is directly tied to the hard work and dedication of our employees. It is their unwavering commitment to providing the highest quality eye care services to the patients that have made IIEI&H one of the best employee-oriented organizations in Bangladesh.

Our HR practices have been successful in ensuring that our employees feel appreciated and valued, resulting in a turnover rate of only 0.75% last year. We attribute this long-term employee retention to our favorable and beneficial management practices, as well as our commitment to creating a diverse, equitable, and inclusive workplace.

Our recruitment process is fair and impartial, and we emphasize both internal and external sources to attract the best talent. Our career pathway is designed to ensure that the self-developmental process is transparent and that our employees receive the necessary training to excel in their roles.

Timely salary and employee benefits are also of utmost importance to us, and we are delighted to announce that this year, the management of IIEI&H has provided a special salary adjustment to all confirmed employees to address the cost of living adjustment.

The HR team places great importance on employee benefits that aim to support physical and mental well-being. We have a range of benefit schemes such as a Contributory Provident Fund (CPF), Gratuity, Medical Claim, Life Coverage, and Free Pathology & Microbiology Tests. We also offer two festival bonuses yearly, along with Baishakhi Allowance. These benefits, coupled with our focus on employee engagement and recognition programs, provide a conducive work environment and ensure the overall well-being of our employees that allows our employees to thrive personally and professionally.

We are proud to have competent leaders in our organization who are dedicated to ensuring our employees' success and well-being. With their guidance and leadership, we are confident that we will continue to achieve our goals and maintain our position as one of the best employee-oriented organizations in Bangladesh.

IIEI&H General Out-Patient Department

Ispahani Islamia Eye Institute and Hospital is the oldest and largest specialized eye hospital in Bangladesh. It has been giving eye care services to all types of patients for long sixty-four years. Still, this hospital is the last hope for a certain class of patients. Though all types of patients get GOPD services here, GOPD is the main shelter place for treatment of the poor and middle-class people. The patients get comprehensive GOPD services for only 50 Taka which is valid for 14 days.

This comprehensive eye care consists of an eye check-up including refraction, duct test for watering eyes, and intraocular pressure test if necessary. Complicated patients are referred to respective departments and serials are provided for subsequent treatment. The aged, disabled persons and pregnant women are taken care of on a priority basis.

At GOPD, a total of twenty qualified ophthalmologists & optometrists, and patient care executives provide services to the patients. We serve nearly 900 to 1000 patients every day from 8.30 am to 6.00 pm. The examination rooms are well-equipped with all the necessary modern medical facilities. Our OPD department has recently expanded to minimize patient waiting time. One patient can get all services

within two hours' time. Our OPD closed on Friday and all government holidays. In case of an emergency or Traumatic patient, our emergency department is closed after 10 pm at night. We provided non-stopped services during the COVID-19 pandemic.



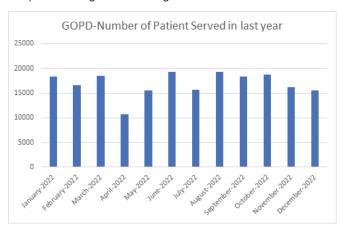
GOPD Attendee Waiting Area-1



GOPD Attendee Waiting Area-2



Ophthalmologist Performing Patient Examination at GOPD

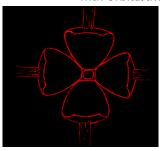


Evisceration by four petals technique with Orbital Implant: A New Experience of IIEI&H Oculoplasty Department

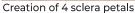
Evisceration is a treatment modality for end-stage eye diseases including both infectious and noninfectious intraocular inflammation, end-stage glaucoma, and post-traumatic severe ocular injuries.

Evisceration is the complete removal of the intraocular contents through a corneal or a scleral incision, with preservation of the conjunctiva, sclera, extra-ocular muscles, orbital fat, and optic nerve. The commonest surgical procedure of Evisceration is (a) Evisceration (b) Evisceration with an orbital implant (c) Evisceration with four petals with an orbital implant. For treatment of Mild to Moderate phthisis bulbi Prof. Sadia Sultana first started Evisceration with four petals with the orbital implant at Ispahani islamia eye institute & Hospital in 2013. Since then, this surgical technique is used by all oculoplastic surgeons of Islamia. Every year We perform 50 to 70 Eviscerations with four petals with orbital implants. In 2022 in our oculoplasty department, we performed 57 Eviscerations with four petals with the orbital implant. Evisceration with four petals with the orbital implant is the best treatment option for the treatment of Mild to Moderate phthisis bulbi. Orbital implant extrusion and anophthalmic socket syndrome are 2 major risks of evisceration surgery. The main cause of implant extrusion is excessive tension on the wound. Anophthalmic socket syndrome primarily results from loss of orbital volume. This procedure allows the insertion of large orbital implants it restores the desired orbital volume replacement. The double scleral layer provides additional protection to avoid implant exposure. Regarding the cosmetic outcome of our patients, our study shows that 96.0% of patients had a similarity, good prosthesis motility, and similarity of superior sulcus 6 months after surgery which indicated good cosmetic outcome.

Steps of Evisceration by four petal techniques with Orbital Implant Surgery:











After the implementation of PMMA Implant

- Local or general anesthesia
- Peritomy
- Limbal incision & Removal of the corneal batton
- Removal of the intraocular contents
- Application of alcohol
- Creation of 4 sclera patal
- Implant placement

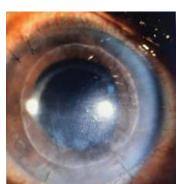
- Suturing of vertical petals & horizontal petals
- Closure of Anterior tenon's membrane & Conjunctiva closer
- Placement of Conformer
- Tarsorraphy given

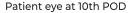
Descemet Stripping Endothelial Keratoplasty Rapid Recovery of Visual Acuity

Dr.Md.Abdul Muyeed

Senior Consultant, Cornea & Anterior Segment, IIEI&H

A 40 year - old woman was referred to our institute with complaints about pain in both eyes, blurred vision especially on awakening, and bilateral progressive visual loss, worse in the left eye. Her uncorrected distance visual acuity (UDVA) was 1/60 in the right eye and 6/9 in the left eye. Corrected distance visual acuity (CDVA) was 1/60 in the right eye and 6/6 in the left eye. Slit lamp examination revealed bilateral corneal stromal edema and corneal guttata consistent with Fuchs' endothelial dystrophy. Six months after the initial diagnosis, the patient underwent combined phacoemulsification with intraocular lens implantation followed by DSEK on the right eye. The donor's age was 70 years while the graft's endothelial cell density (ECD) was 2717 cells/mm. The surgical procedure was performed using the technique of manual dissection of the donor tissue. On a postoperative day, one without dislocation or interface fluid was seen on slit lamp examination. The cornea gradually cleared from the first postoperative day. The patient had subjective symptoms due to peripheral edema, including blurred vision. Due to the patient's improved vision, donor graft replacement was nicely performed. On the first postoperative month's visit, the cornea remained clear and the peripheral edema had completely resolved. After 10 days, the patient's visual acuity was 6/24. DSEK results reveal a faster visual recovery, reduced risk of complications, and better overall outcomes for certain conditions such as Fuchs' endothelial dystrophy and pseudophakic bullous keratopathy.







Patient's look after surgery



Patient's eye after 2nd POD

Bilateral congenital cataract along with nystagmus and squint diagnosed and treated at the Department of Pediatric Ophthalmology & Strabismus of IIEI&H

Prof. Mohammad Mostafa Hossain

Pediatric Ophthalmology & Strabismus, IIEI&H

An 8 months-old girl was admitted to our department in May 2012 with bilateral congenital cataract, nystagmus and squint when her vision was very poor (PL+ve). She got five times surgeries including squint surgery on her both eyes. She attended regular follow-up visits for the last 11 years. Now her vision is very good (6/9) with minimum refraction and she has been advised for vision therapy. Her last follow-up was on March 22, 2023. She is a regular student and now continuing her education smoothly. She and her family are very happy with her present eye condition and quality of life. Early detection and proper management along with family awareness, counseling, and compliance can help to avoid such blindness in the community.



Examination of the child for evaluation of squint by surgeon



Slit lamp examination of anterior segment

Experience of Long-Term Fellowship at IIEI&H

Dr. Arup Krishna Choudhury recently finished his Long term Vitreo-Retina fellowship training at Ispahani Islamia Eye Institute & Hospital. After completion of his ophthalmology postgraduation (FCPS) in ophthalmology, he had a dream to do higher fellowship training in Vitreo-Retina at Ispahani Islamia Eye Institute & Hospital. He joined IIEI&H as a Long-Term Fellow in July 2021. He had to face difficult and tragic circumstances, when his family members got infected with COVID-19 within a month of him joining the fellowship, and his beloved father sadly passed away. Despite the tragedy and accompanying mental trauma, he rejoined in September, with the support of his colleagues, mentors, and his own dedication and perseverance to help him through this difficult time.

The IIEI&H fellowship program is formative, structured, and continuously monitored by the Education department.

The first month allows a rotation to different subspecialties for familiarization with the scope of different disciplines, and build knowledge about appropriate referral, a central tenet to ensure the best care for patients. Other than clinics, academic duties include regular presentations and lectures, and the publication of a dissertation to ensure familiarity with clinical research. This also consists of taking lectures for residents to instill the importance of teaching to ensure knowledge dissemination. Dr. Arup Krishna Choudhury has expressed his sincere gratitude to both his parent department (Vitreo-Retina) and the education department for guiding him through his fellowship journey.

According to Dr. Arup Krishna Choudhury, his mentors and teachers in the Retina department were very helpful and cooperative. The high volumes handled by the department ensured he had extensive exposure to the clinical approach and management of patients. He also had the opportunity to do large number of outpatient procedures like injections, lasers, B-Scan ultrasonography, among others. But the most invaluable exposure was gained from his surgical placement, which was twice weekly, and gave him the opportunity to get exposure in different approaches to surgical retina. The teaching and monitored supervision of his surgical mentors ensured that he was able to become a confident independent vireo-retinal surgeon, performing difficult surgeries such as diabetic delaminations and macular holes during his fellowship period, His fellowship also included a one-month observership at Aravind Eye Hospital, which helped him gain an international perspective. Having seen their system, he is absolutely sure the level of surgical exposure at IIEI&H is unparalleled and is not seen at many vitreo-retinal training programs worldwide. He expressed his heartfelt gratitude to the Retina department of IIEI&H.



Last but not least, Dr. Arup Krishna Choudhury is grateful to

Ispahani Islamia Eye Institute & Hospital for the uncountable

Fellow Treating a Patient



Fellow Performing Surgery at OT



Fellow attending clinical presentation

A CME session on update on cataract surgery was held

A lecture on "updates on cataract surgery" was held on 16th February 2023 at 11.00 AM in the Fred Hollows Auditorium hall of IIEI&H. Dr Arup Chakrabarti, Editor of proceedings, AIOS (2017-2022), President KSOS (2021-2022), Chakrabarti Eye Care Centre, Trivandrum, India, graced the event as a key speaker. Professor Dr Zafar Khaled, president, Bangladesh Society of Cataract & Refractive Surgeons, Professor Dr Md. Abdul Quader, President, Bangladesh Cornea & Refractive Society, and Brig. Gen. AKM Aktharuzzaman (Retd), CEO of IIEI&H also attended the CME session. The CME participants benefited, in particular from the erudite talk of Dr Arup Chakrabarti.



CEO accorded welcome to Dr Arup Chakrabarti at IIEI&H



Dr Arup Chakrabarti visited OT of IIEI&H



CEO, Chief guest, special guest, Key speaker at a scientific seminar on update on cataract surgery



Dr. Arup Chakrabarti presented his scientific paper at the CME



Participants of CME on update on cataract surgery



Dr. Arup Chakrabarti putting his comments in the visitor book

A CME session on Paediatric Uveitis was held

As a part of the Continuous Medical Education (CME), a lecture on Paediatric Uveitis was held on the 9th of March, 2023 at the Fred Hollows Auditorium hall with Dr. Md. Zahedur Rahman delivering clinical presentations, Dr. Mohammad Ibn Abdul Malek presenting on the management of complications and Prof. Shahana Akhtar Rahman presenting on the challenges of managing Paediatric Uveitis. The session was attended by the CEO and doctors of IIEI&H and BSMMU. The doctors of the Paediatric Uveitis department immensely benefited from this CME.



Dr. Mohammad Ibn Abdul Malek presented on the management of complications of the Paediatric Uveitis



Prof. Shahana Akhtar Rahman presented on the challenges of managing Paediatric Uveitis



Prof. Dr Shafiqur Rahman talked about clinical presentations of Paediatric Uveitis



Participants of CME sessions on Paediatric Uveitis

1st Fellowship Alumni Reunion of IIEI&H-2023 held

For the first time, IIEI&H fellows have gotten together on 2nd March 2023 at Annex building, IIEI&H, and celebrated 1st fellowship reunion. A total of 188 fellows from home and abroad registered and participated in the historical reunion program. Adviser, CEO, and Vice Chancellor of Sylhet Medical University, Prof. A.H.M. Enayet Hussain, Director of Medical Services,

and HODs attended the event. Awarding of Crests, gift items, lunch, gala dinner, and culture program were some of the events included in the program. The Fellows also shared their fellowship experiences and their work life experience thereafter.



Advisor, Zahida Ispahani spoke in the first Fellowship Alumni reunion event



Advisor, CEO, and VC Sylhet Medical University & guests in the fellowship reunion event



Awarding of Crests to the Fellows in the event



Awarding of Crest to the Foreign Fellow in the event



CEO spoke in the fellowship reunion event



Glimpse of cultural program of fellowship reunion program



Guests and participants of the first fellowship Alumni reunion 2023

28th and 29th ERC meetings held

As part of regular tasks 28th and 29th Ethical Review Committee (ERC) meetings were held on 14th February and 19th February respectively at the Education Department meeting room. The ERC meeting was chaired by Prof. Dr. Saleh Uddin and attended by member secretary, Prof. Dr. Sarwar Alam, ERC member Prof. ASM. Kamal Uddin, Associate Prof. Dr. Mahmood Mujtaba, Mr. Abu Naser Siddique, and Ms. Tania Sultana, and Delegate of Research, committee, Associate Prof. Dr. A.S.M. Moin Uddin and Associate Professor Dr. Riffat Rashid attended the ERC meeting The ERC reviewed the submitted six protocols and ERC approved five protocols with some minor corrections and rejected one protocol.



28th ERC meeting held at Education department



29th ERC meeting held at Education department

IIEI&H Journal's first Editorial board meeting held

The 1st editorial board meeting of IIEI&H journal was held on April 05, 2023, at 5:00 pm in the chairman's office room. The editors-in-Chief chaired the meeting. A total of 12 agendas were discussed and the editorial board has decided to bring out the first issue (printed and online versions) of the journal in September 2023.



Editors-in-Chief chaired the IIEI&H journal's first editorial board meeting



Editorial board members attended the IIEI&H journal's meeting

Iranian and Palestine ambassador and their family members received treatment from IIEI&H

Iranian ambassador, His Excellency Mr. Mansour Chavoshi, and his wife visited IIEI&H on March 22, 2023, and took the opportunity to check up their eyes in our POPD. The Ambassador expressed his deep satisfaction with our quality of service and wrote his comments in the visitor book. The wife of Palestine's Ambassador to Dhaka and his daughter also visited our hospital on April 6, 2023, and received eye treatment from our POPD.



CEO welcoming His excellency Mr. Mansour Chavoshi



His Excellency Ambassador Mr. Mansour Chavoshi and his wife are filling up the patient form



Our consultant is providing treatment to the honorable ambassador's wife



IIEI&H senior consultant is providing treatment to the Palestine ambassador's wife



Palestine ambassador's wife and his daughter with Professor Sarwar Alam

Newsletter editorial board meeting held

A regular meeting of the newsletter editorial board was held on March 11, 2023, at 5.00 pm in the chairman's office room. CEO chaired the meeting and the editorial board discussed on 3rd issue write-up and content of the newsletter and fixed the number of pages for regular publication. Newsletter editorial board members attended the meeting.



CEO chaired the Newsletter editorial board meeting



Newsletter editorial board members participated in the meeting

IIEI&H Glaucoma Department Observed World Glaucoma Day-2023

As part of the "World Glaucoma Week -2023" (March 12-18) with the theme, "The World Is Bright, Save Your Sight", IIEI&H Glaucoma Department, observed the World Glaucoma Day-2023 by organizing a rally and glaucoma screening program for the patients in the respective department. The CEO, doctors, and staff of the hospital attended the event.



CEO, doctors, and staff members attended the rally on World Glaucoma day-2023



Screening of Glaucoma patients as a part of observing World Glaucoma Day-2023



The Director of Medical services attended the World Glaucoma Day-2023 event

IIEI&H Department of Optometry Observed World Optometry Day-2023

On World Optometry Day-2023, the IIEI&H Department of Optometry organizes a rally and discussion session. Advisor and CEO of the IIEI&H, doctors, HODs, and staff attended the events. The advisor, CEO, and Deputy Director of medical services talked about the role of optometry and the Importance of optometry services in the hospital and the community.



Advisor, Zahida Ispahani delivered her speech in the event



Advisor, IIEI&H spoke in the World Optometry day-2023 observing event



Participants of the World Optometry day-2023 observing event



Inauguration of the World Optometry day-2023



Advisor, CEO and other guests in World Optometry day-2023 event











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