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ACPL TIMES

A MONTHLY INTERNAL NEWSLETTER OF ACPL



CS Prasad
Managing Director

Dear Team,

In today's fast-paced and highly competitive business environment, our success depends not only on the quality of our work but also on the speed and clarity with which we communicate. One of the most critical aspects of maintaining strong and lasting relationships with our customers is our ability to respond promptly and keep them consistently informed.

I would like to emphasize the importance of providing timely responses to our customers. Every query, concern, or request must be acknowledged and addressed with urgency and professionalism. A swift response reassures our clients that we value their time and are fully committed to supporting their needs. Even when a complete solution may take time, a quick acknowledgment and regular updates can significantly enhance customer confidence and satisfaction.

Equally important is the need to proactively keep our clients updated on the progress of their projects. Transparent and regular communication helps build trust, minimizes uncertainty, and strengthens our reputation as a reliable and dependable organization. Let us ensure that no client is left wondering about the status of their work.

At the same time, I would like to stress the importance of internal communication. In the event of any anticipated delays or challenges in project execution, it is essential that the concerned teams promptly inform the management. Early communication allows us to take timely corrective actions, allocate additional resources if needed, and manage client expectations effectively. Silence or delayed reporting can lead to larger issues and impact both client relationships and organizational performance.

Let us all work together to foster a culture of responsiveness, transparency, and accountability. By doing so, we not only enhance customer satisfaction but also strengthen our internal coordination and overall efficiency. I am confident that with your continued dedication and commitment, we will uphold these values and take our organization to even greater heights.

With regards
CS Prasad



READ MORE

The concepts of bioavailability and bioequivalence are extremely important in the pharmaceutical field because they directly affect drug safety, efficacy, and regulation. Here's a detailed breakdown.

1. Importance of Bioavailability

Bioavailability is the proportion of an administered drug that reaches the systemic circulation in an active form. Essentially, it tells us how much and how fast a drug becomes available in the bloodstream after administration.

Usually expressed as a percentage (%).

For intravenous (IV) drugs, bioavailability is 100% because the drug goes directly into the bloodstream.

For oral drugs, bioavailability is often less than 100% due to first-pass metabolism in the liver or poor absorption in the gut.



- Example:
 - If you take 100 mg of a drug orally and only 50 mg reaches your bloodstream in active form, the oral bioavailability is 50%.
- Determines Therapeutic Effectiveness
 - A drug must reach an adequate concentration in the bloodstream to produce the intended therapeutic effect.
 - Poor bioavailability can lead to subtherapeutic dosing, while unexpectedly high bioavailability can cause toxicity.
- Guides Drug Formulation
 - Helps pharmaceutical scientists design oral, injectable, or controlled-release formulations that optimize absorption.
 - For example, some drugs are poorly absorbed orally, so formulations like liposomes, nanoparticles, or prodrugs are used to enhance bioavailability.
- Influences Dosage Regimens
 - Understanding bioavailability allows clinicians to adjust doses and frequency to maintain effective blood levels.
 - Example: If oral bioavailability is 50%, the oral dose might be doubled compared to IV.

Supports Drug Development & Regulatory Approval

- Regulatory agencies (like the FDA) require bioavailability studies to ensure new drugs are safe and effective.
- It helps in comparing different formulations of the same drug.

2. Importance of Bioequivalence

Bioequivalence

Definition:

Bioequivalence is a comparison between two drug products (usually a generic and a brand-name version) to determine whether they deliver the same amount of active ingredient into the bloodstream at the same rate.

Key points:

- Two products are considered bioequivalent if their C max (peak plasma concentration) and AUC (area under the concentration-time curve) are within an accepted range (usually 80–125%).
- Ensures that a generic drug is therapeutically equivalent to its brand-name counterpart.

Example:

If a generic tablet and a brand-name tablet both give the same blood concentration profile, they are bioequivalent

- Ensures Generic Drug Effectiveness
- Bioequivalence studies verify that a generic drug performs the same as the brand-name version.
- This ensures patients receive the same therapeutic benefit when switching to a generic.
- Supports Drug Substitution and Cost Savings
- Physicians and pharmacists can confidently substitute brand drugs with generics, reducing healthcare costs.
- Without bioequivalence, switching could risk therapeutic failure or side effects.



- 1.Regulatory Requirement
2. Generic drugs cannot be marketed without bioequivalence studies.
- 3.Regulatory agencies require the C max, T max, and AUC of the generic to fall within accepted limits (usually 80–125%) of the reference drug.
- 4.Patient Safety and Consistency
- 5.Ensures patients get consistent blood levels, minimizing adverse effects or loss of efficacy.
- 6.Critical for drugs with narrow therapeutic windows (e.g., anticoagulants, antiepileptics).



THE MEDIOCRE TEACHER TELLS. THE GOOD TEACHER EXPLAINS. THE SUPERIOR TEACHER DEMONSTRATES. THE GREAT TEACHER INSPIRES.” WILLIAM ARTHUR WARD

FUTURE OF HEALTHCARE INDUSTRY IN INDIA (2025–2035)

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The future of the healthcare industry in India is very strong and rapidly evolving, driven by technology, policy reforms, and rising demand. Here's a clear, structured overview of where it's heading:

1. Digital & AI-driven healthcare (biggest transformation)

- Hospitals are shifting to AI, data analytics, and cloud systems.
- Technologies like Electronic Medical Records (EMR), telemedicine, and AI diagnostics are becoming standard.
- AI will help in:
 - Early disease detection
 - Personalized treatment
 - Faster diagnosis

Hospitals are expected to increase IT spending by 20–25% in the next few years.

Digital health is becoming a core part of healthcare delivery, not just support.

2. Telemedicine & home healthcare boom

- Growth of online consultations and home-based care
- Useful for rural areas and busy urban populations
- Shift from hospital-centered → patient-centered care

Healthcare is moving “closer to patients” with remote monitoring and home care models.

3. Rise of preventive & personalized healthcare

- Focus shifting from treatment → prevention
- Growth in:
 - Health checkups
 - Wearables (smartwatches, fitness trackers)
 - Genetic-based treatments

Future care will emphasize prediction, prevention, and proactive intervention.

4. Massive infrastructure expansion

- Government is investing heavily in:
 - Primary Health Centres (PHCs)
 - Rural healthcare
 - Diagnostic facilities

Example: Thousands of crores allocated to improve infrastructure and access.

- India still has a shortage of hospital beds and doctors, so expansion will continue for decades.

FUTURE OF HEALTHCARE INDUSTRY IN INDIA (2025– 2035)

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5. AI + robotics + advanced diagnostics

- AI-based tools already being used for:
 - TB detection
 - Radiology
 - Clinical decision support

Example: AI-powered TB detection programs being rolled out at scale in India.

- Robotics and automation will improve:
 - Surgeries
 - Patient monitoring
 - Hospital efficiency

6. Pharma & biotech growth

- India is already a global hub for generic medicines
- Future growth areas:
 - Biotech drugs
 - Vaccine innovation
 - Contract drug manufacturing



Pharma exports and domestic demand are both rising steadily.

7. Health insurance expansion

- Insurance penetration is still low → huge growth opportunity
- Government + regulators pushing:
 - Affordable insurance
 - Transparency in hospitals

New policies aim to expand coverage and improve trust in the system.

8. Medical tourism & private sector growth

- India is becoming a global destination for affordable treatment
- Private hospital chains are expanding rapidly
- Expected strong growth (~10–12% annually in hospital sector)

FUTURE OF HEALTHCARE INDUSTRY IN INDIA (2025– 2035)

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9. High demand for healthcare professionals

- Huge demand for:
 - Doctors
 - Nurses
 - Public health experts
 - Data & health-tech specialists

Demand will rise due to:

- Aging population
- Lifestyle diseases (diabetes, heart disease)

10. Key challenges (important for future)

Despite growth, India faces:

- Rural-urban healthcare gap
- Shortage of skilled workforce
- High out-of-pocket expenses
- Infrastructure inequality.



The Indian healthcare industry is moving toward a “smart, digital, and preventive” model. Over the next decade, it will become:

- More technology-driven
- More accessible (especially rural areas)
- More personalized and data-based

Overall: High growth sector with strong career and business opportunities

IT'S ONLY AFTER YOU'VE STEPPED OUTSIDE YOUR COMFORT
ZONE THAT YOU BEGIN TO CHANGE, GROW, AND
TRANSFORM.” — ROY T. BENNETT

Interview with Centre In- Charge Ms Simran Rao .

Can you briefly introduce the institute and its core mission?

Pharma Regulatory Institute is a specialized training center focused on providing industry-oriented education in regulatory affairs, pharmacovigilance, and related domains. Our core mission is to bridge the gap between academic knowledge and industry requirements by equipping students with practical skills and real-world exposure.

What inspired the establishment of this regulatory affairs training institute?

The institute was established to address the growing demand for skilled regulatory professionals and the lack of practical training in this field. We observed that many students had theoretical knowledge but lacked the skills required for industry readiness.

How does the institute differentiate itself from other pharma training centers?

We emphasize hands-on training, real-world case studies, live projects, and personalized mentorship. Our curriculum is designed to align with current industry requirements rather than relying solely on academic content.

What are the key programs or courses currently offered?

We offer courses in Regulatory Affairs, Pharmacovigilance, Clinical Research, FSSAI compliance, and medical device regulations, among other areas

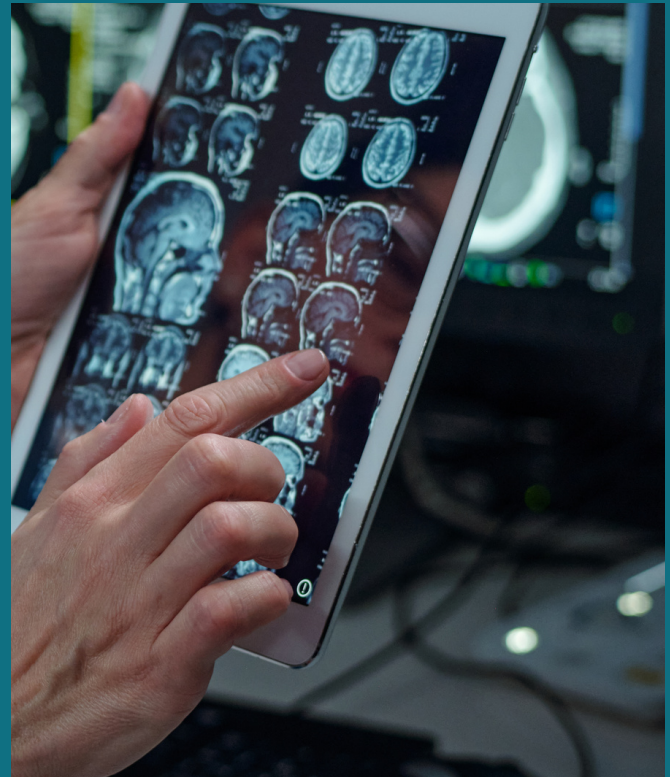
Can you share your professional journey and what led you to regulatory affairs?

My journey began with a strong interest in the pharmaceutical sector. Over time, I gained experience in regulatory submissions, licensing, and compliance, which naturally led me to specialize in regulatory affairs.

What aspects of teaching regulatory affairs do you find most rewarding?

It is highly rewarding to see students gain confidence, understand complex regulations, and successfully transition into industry roles.

How do you balance administrative responsibilities with teaching?



PHARMA REGULATORY INSTITUTE (PRI) (TRAINING DIVISION OF ACPL)

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I maintain a structured schedule and prioritize tasks efficiently, ensuring both high academic standards and smooth operations.

What key skills do B Pharma/M Pharma students need to succeed in regulatory affairs?

Attention to detail, analytical thinking, regulatory expertise, strong documentation skills, and a commitment to continuous learning are essential.

How does the institute bridge the gap between academic knowledge and industry requirements?

We integrate practical assignments, live documentation work, and real-world regulatory case studies into our training programs.

How do you ensure students stay updated with evolving global regulations?

We regularly update course content and discuss recent regulatory changes, guidelines, and industry trends.

What kind of hands-on exposure or real-world training do students receive?



Students work on live projects, documentation, licensing procedures, and regulatory submissions.

How do you see the demand for regulatory affairs professionals evolving in the coming years?

The demand is expected to grow significantly due to increasing global regulations and expansion of the pharmaceutical and medical device industries.

What career opportunities are available for students after completing your programs?

Students can work in regulatory affairs, quality assurance, pharmacovigilance, clinical research, and compliance roles.

How important is global regulatory knowledge (US, EU, etc.) for today's students?

It is extremely important as companies operate globally and require knowledge of multiple regulatory frameworks.

How can interested students learn more about or enroll in your programs?

They can contact us directly or visit our institute for detailed information and enrollment.

THE FUTURE BELONGS TO THOSE WHO BELIEVE IN THE
BEAUTY OF THEIR DREAMS - ELEANOR ROOSEVELT

MASTERING CONFLICT: THE FIVE KEY STYLES

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Conflicts are a part of every human interaction, and this is particularly true in a culturally diverse and relationship-oriented country like India and Asia as a whole. Conflicts in Indian culture and Indian workplaces may not be limited to logic and goal orientation; they may also include hierarchy, respect, emotion, and cultural values. Indian culture is different from Western culture. In India, we believe in maintaining harmony, respecting authority, and using indirect communication. This may lead people in India to adopt certain conflict styles unconsciously, which may not prove to be as effective as other styles in a given situation.



The five conflict styles are Competing, Collaborating, Compromising, Avoiding, and Accommodating.

1. Competing Style (Win-Lose Approach)

The Competing Style in the context of Indian culture is often related to authority figures such as managers, leaders, or elders.

Advantages: Provides guidance, helps in crisis situations or emergency decisions, establishes order in a hierarchical system.

Limitations: Subordinates' voices may not be heard, can stifle innovation, and promotes fear rather than respect.

MASTERING CONFLICT



2. Collaborating Style (Win-Win Approach): The importance of collaboration is rising in contemporary Indian work environments, particularly in the information technology, startup, and multinational sectors.

Advantages: Nurtures diverse views, fosters strong inter-relations among team members, and fosters organizational sustainability.

Limitations: Employees may not open up due to hierarchical structures, takes time in rapidly changing environments, requires cultural shift in open communication.

3. Compromising Style (Middle-Ground Approach): Compromise is a very common style in Indian culture because people want to maintain a balance and avoid conflicts.

Advantages: Maintains relationships, quick and practical solution, and is considered fair in a group situation.

Limitations: Suppresses strong opinions and attitudes, may lead to average results, and may not resolve important issues

4. Avoiding Style (Delay or Withdraw Approach): Avoiding conflicts is a very common style in Indian and Asian cultures because of the need to maintain harmony and save face.

Advantages: Avoids conflict in the short term and is a practical solution

Limitations: Issues are not addressed and may lead to passive-aggressive behavior and a lack of transparency and trust

MASTERING CONFLICT: THE FIVE KEY STYLES

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5. Accommodating Style (Lose-Win Approach): Accommodation is an important style in Indian culture because of the value of respect, adjustment, and relationships.

Advantages: Goodwill and respect are created and harmony is maintained

Limitations: Suppresses self and may lead to a lack of self-confidence over time and an unbalanced situation.

In conclusion, therefore, mastering conflict is not a choice between these two approaches, but a quest for wisdom in choosing which style is most appropriate in a particular situation.



In the Indian context, where relationships, respect, and harmony are so highly valued, this is a critical discernment. Each style of handling conflict has its unique strength and weakness, which, if not managed consciously, can become obstacles to growth, but which, if managed consciously, can become opportunities. Mastering conflict is a journey to wisdom, which challenges individuals not to seek victory in argument, but to build bridges where there is dignity, where there is a hearing, and where there is harmony, not merely maintained, but enriched in its depth and significance.

Extracts from studies of Dr Jeannine Turner (A professor of Educational Psychology at Florida State University).

SPEND A DAY WITHOUT BOTHERING ABOUT WHAT OTHERS DO OR
THINK. HALF OF YOUR PROBLEMS WILL SOLVE AUTOMATICALLY.

1. Pharmacokinetics involves
2. What is ANDA?
3. What is GLP?
4. Which Indian pharma company is one of the largest globally?
5. What does CRO stand for?
6. Which organization publishes IP?
7. What is biosimilar?
8. A batch shows contamination. What action is taken?
9. What is pharmacogenomics?
10. What is orphan drug?

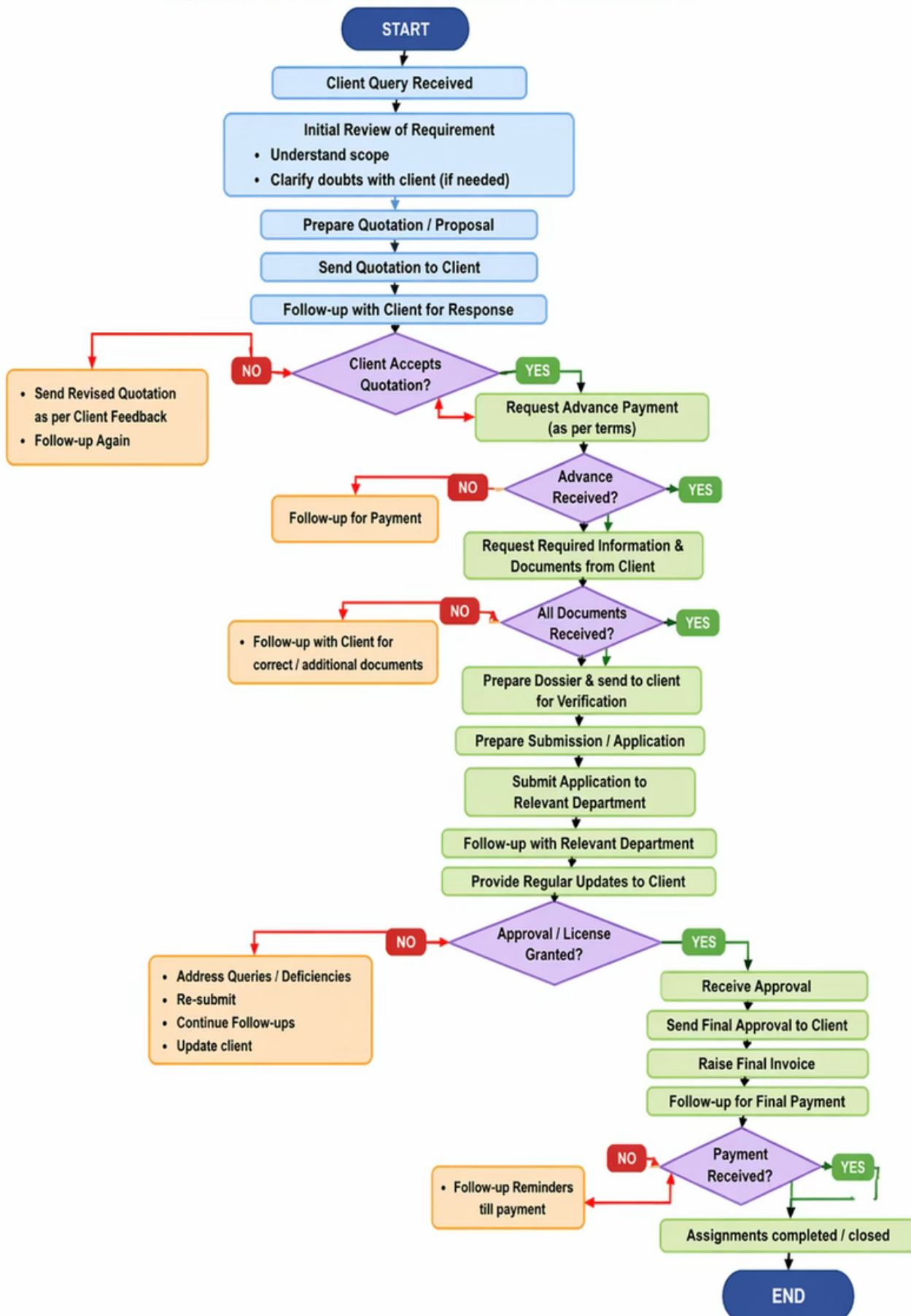


PRI conducted a seminar on Drug Regulatory Affairs and Pharmacovigilance at Vivekananda Global University, Jaipur, on 15th April 2026. During the event, MOU was also signed for conducting classes for the university students

Ms. Simran Rao and Ms. Divya Sharma represented PRI.

Visit of Mr. Kenji Sugino. Secretary General, JCCI (Japan Chamber of Commerce and Industry in India) to our office today. This was to discuss areas of mutual co-operation.





1. Stay Hydrated

Drink plenty of water throughout the day (aim for 8–10 glasses). Include hydrating foods like watermelon, cucumber, and oranges. Avoid excessive caffeinated or sugary drinks—they can dehydrate you.

2. Sun Protection

Apply sunscreen with SPF 30+ before going outdoors. Wear a wide-brimmed hat and UV-protective sunglasses. Avoid direct sun exposure between 11 AM and 4 PM.

3. Eat Light and Nutritious

Opt for fresh fruits and salads instead of heavy, fried foods. Include cooling foods like yogurt, mint, and coconut water. Limit junk food and processed snacks that can cause sluggishness.

4. Exercise Smartly

Prefer early morning or late evening workouts to avoid heat. Stay in shaded or indoor areas if exercising outdoors. Light stretching or yoga can help stay active without overheating.



5. Skin Care

- Moisturize regularly to prevent dryness from sun and air conditioning.
- Take cool showers instead of hot ones to refresh your skin.
- Avoid harsh chemical-based skin products that can worsen sun sensitivity.

6. Beat the Heat

- Use fans, air conditioning, or cooling towels to stay comfortable.
- Take breaks in shaded or cool areas if working outdoors.
- Wear light-colored, loose-fitting cotton clothes to keep your body cool.

7. Prevent Summer Illnesses

- Wash hands frequently to avoid food and waterborne infections.
- Eat freshly cooked meals to prevent stomach issues.
- Monitor for heat exhaustion symptoms: dizziness, headache, excessive sweating, or nausea.

8. Mental Wellbeing

- Take mini breaks to relax and recharge, especially in hot environments.
- Stay socially connected and engage in light recreational activities.
- Practice deep breathing or mindfulness to manage summer fatigue.

A MAN WHO DARES WASTE ONE HOUR OF TIME HAS NOT
DISCOVERED THE VALUE OF LIFE.” – CHARLES DARWIN

A young analyst had a habit.

At the end of every workday, no matter how busy he was, he stayed back for ten extra minutes.

Not an hour. Not even half an hour.

Just ten minutes.

His colleagues didn't think much of it.

"Wrapping up?" they'd ask.

"Something like that," he'd reply.

But those ten minutes weren't for unfinished tasks.

They were for small things most people ignored.

He would:

- Organize his notes for the next day
- Clean up messy files
- Write down one thing he learned
- Fix one small mistake he noticed earlier
- Send one message he had been postponing

Nothing big. Nothing urgent. Nothing impressive.

Just... unfinished details.

Weeks passed.

Then months.

Slowly, something changed.

His work became clearer.

His reports had fewer errors.

His ideas came faster in meetings.

His stress levels dropped.

While others spent mornings figuring out where to begin, he already knew.

While others revisited old mistakes, he had already fixed them.

One day, his manager asked, “How do you stay so consistent? You don’t seem rushed, but you get more done than most.”

He smiled.

“I just don’t leave everything for tomorrow.”

The manager nodded, but didn’t fully understand.

Because from the outside, it didn’t look like discipline.

It looked like... ten minutes.

What most people didn’t see was this:

Problems don’t usually come from big failures.

They come from small things left undone—again and again.

And success?

It rarely comes from one big effort.

It grows quietly in the time most people ignore.

Message

You don’t need more time to improve your life.

You need better use of the time you already have.

Start with ten minutes.

Do the small things others postpone.

Because over time, those small things stop being small.

ONE CHILD, ONE TEACHER, ONE BOOK AND ONE PEN CAN
CHANGE THE WORLD.” – MALALA YOUSAFZAI

Building better habits is one of the most powerful ways to improve your life. Success is not created in one big moment; it is built through small actions repeated every day. Your habits shape your routine, and your routine shapes your future.

In today's fast-paced world, it is easy to fall into negative patterns. Distractions, comfort, and procrastination often pull us away from what truly matters. Building better habits means choosing discipline over convenience. It means doing what is right, even when it is not easy.

Good habits do not require perfection. They begin with small steps. Waking up a little earlier, staying organized, exercising regularly, and managing your time wisely can create lasting change. Over time, these small actions grow into strong foundations for success.

Consistency is the key to building habits. It is not about doing something once or twice—it is about showing up every day. Even when motivation fades, discipline keeps you moving forward. Progress may feel slow, but every step counts.

It is also important to be patient with yourself. Habits take time to form, and setbacks are part of the journey. Instead of giving up, learn from your mistakes and keep going. Growth happens when you stay committed despite challenges. In conclusion, building better habits is a lifelong process. When you focus on improving your daily actions, you begin to see positive changes in every area of your life. Build habits—not for quick results, but for lasting success and personal growth.

**FORGIVENESS IS STRANGE MEDICINE. IF YOU GIVE IT TO OTHERS,
IT HEALS THE WOUNDS IN YOUR HEART.**

- CDSCO has issued a Draft notification on 10.4.26 to amend certain provisions under Medical Devices Rules 2017 EU.
- CDSCO has issued a Draft notification on 10.4.26 to amend certain provisions w.r.t Medical Device Testing fee under MDR 2017.
- CDSCO has issued a circular on Implementation of Prior intimation System for Form CT-05 application (for export purpose only) w.e.f 21.04.2026 in pursuance of G.S.R 50(E) dated 21.01.2026
- CDSCO has issued a Draft notification on 21.4.2026 for amendment under Rule 89 of Drugs Rules 1945, for obtaining licence under Form 29 for different categories falling under Form 25A, 25F, 28A, 28B, 28D, 28DA, 28E, 28F

EDUCATE YOURSELF

Educating yourself is one of the most powerful investments you can make. Education is not limited to schools or degrees; it is a lifelong process of learning, thinking, and growing. When you educate yourself, you gain clarity, confidence, and control over your life.

In today's world, distractions are everywhere. Endless scrolling, entertainment, and noise slowly reduce our ability to think deeply. Educating yourself means choosing learning over mindless consumption. Reading books, exploring new ideas, and asking questions sharpen the mind.

Self-education builds independence. It helps you form your own opinions instead of blindly following others. Learning new skills, improving communication, and gaining knowledge make you adaptable in a changing world.

Writing, reflecting, and applying what you learn strengthen understanding. Education is not about memorizing facts; it is about understanding concepts and using them wisely in real life.

In conclusion, educating yourself is a continuous journey. When you commit to learning every day, you grow mentally, emotionally, and intellectually. Educate yourself—not for perfection, but for progress and personal growth.

1. Drug movement in body
2. Abbreviated New Drug Application
3. Good Laboratory Practice
4. Sun Pharmaceutical Industries
5. Contract Research Organization
6. Indian Pharmacopoeia Commission
7. Similar version of biologic drug.
8. Batch rejection
9. Study of genetic effect on drug response
10. Drug developed for rare diseases

BE SURE YOU PUT YOUR FEET IN THE RIGHT PLACE, THEN STAND
FIRM.” ABRAHAM LINCOLN

THANK YOU FOR READING

Please connect any exceptional achievements, new initiatives ,
specific information related to ACPL Group of companies or any
other individual contributions like Poems, Stories ,Jokes etc to
hr@acplgroupindia.co.in for incorporating the same in the
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