

**OPPI HR Summit**

1. [OPPI organises summit on HR Imperatives for Organisational Sustainability](#) – Express Pharma

**IPR and Innovation**

1. [IPR: Don't surrender to US](#) – Asian Age
2. [Verdict corner: Aligning India's patent law with global standards](#) – Financial Express
3. [India ranks 81 among 141 countries](#) – Business Standard
4. [Pharmaceutical Patents: Gilead, IPA, Natco & The Bells of Harmony](#) – Sinapseblog.com
5. [Draft IPR note to go through one more round of inter-ministerial scanning](#) – Hindu Business Line

**Medical & Regulatory**

1. [Op-Ed: Global drug imports from India need better standards](#) – Digital Journal
2. [The Fake Drug Industry Is Exploding, and We Can't Do Anything About It](#) – Newsweek.com

**Others**

1. [India determined to reclaim its position as 'one of the great world powers': US envoy](#) – Business Standard
2. [India-US partnership not directed at China: Envoy](#) – Business Standard
3. [Bringing down the cost of medicine through compulsory licensing](#) – Business World Online

---

**OPPI HR Summit**

1. [OPPI organises summit on HR Imperatives for Organisational Sustainability](#) – Express Pharma  
Discussions were held on HR policies and creation of sustainable work environment

Organisation of Pharmaceutical Producers of India (OPPI) recently organised a summit on 'HR Imperatives for Organisational Sustainability' in Mumbai. Ranjana Smetacek, Director General, OPPI, gave the inaugural address and welcomed the guests. She said the vision of OPPI is to ensure that patients get affordable medicines.

This was followed by a group discussion where Smetacek; Sharad Tyagi, Vice President, OPPI and Chairman, Governance and Human Resource Management Committee and Managing Director; Boehringer Ingelheim; Dr Shailesh Ayyangar, President, OPPI and Managing Director, India and Vice President, South Asia, Sanofi; Homi Khusrookhan, President, Bombay Natural History Society (BNHS); and Dr Mukund Rajan, Member—Group Executive Council and Brand Custodian, Tata Sons participated.

While setting the context of the conference, Tyagi mentioned that human resource (HR) is the nucleus core and ethos of an organisation and it plays an important role in long-term sustainability of an organisation. Explaining the reason behind the inclusion of non-pharma panelists in the conference, he said that some employee sustainability issues faced by other industries are similar to what the pharma industry also comes across.

Tyagi informed that the future editions of the event would see the presence of CROs as well, when queried by Express Pharma, on the lack of representation by the CRO industry at the event.

Ayyangar, while giving the inaugural address, talked about the growth of BRICS countries and cited examples from an IMF report which mentions the growing trends in the Indian and Chinese markets and predicts that India is going to grow by leaps and bounds. He said, “The challenge for us is how to create an organisational ecosystem and a sustainable human resource policy.” He further said that there is a need to manage a distinctive talent pool. He talked about the digital aspects for both the pharma and the healthcare industry, the e-commerce platform and telemedicine, which are helping companies to grow.

Ayyangar said, “Doctors today are using intranet, social media to reach out for professional discussion.” He also elaborated on various government initiatives where he cited examples of state chief ministers who are encouraging pharma companies to set up shop in their respective states.

Khusrokhhan, in his special address, talked about development and conservation. He said that companies need a demonstrable commitment to sustainability as part of core values and strategy. He stressed upon CSR spending, environmental sustainability, earning the trust of stakeholders and local communities.

He also talked about what HR department in companies can do to encourage employees to imbibe values that matter, ensure the company’s core values and sustainability.

Post lunch, the first panel discussion was on ‘Diversity and Inclusion.’ It was chaired by Ranjit Shahani, Vice Chairman and Managing Director, Novartis. The panelists were Harsha Bhogle, media personality; Poonam Barua, Chief Executive Officer, WILL Forum and Dr Ritu Anand, Vice President and Deputy Head—Global HR, TCS.

They discussed on wealth creation, sustainability, gender equality, and how equal opportunity can be helpful for everyone to get on the board. Bhogle said that there is a need for learning from each other, skills that could not have been developed otherwise, guru shishya kind of parampara and diversity. Discussions were also held on how to prevent attrition, what role should the HR play to retain the talent pool, favourable policies for women, networking, mentorship and sponsorship. Meenakshi Priyam, Head—HR (Pharma and Corporate) Novartis, summed up the panel discussion.

Dr Rakesh Sinha, Gynaecological Endoscopic Surgeon, enlightened the guests with his motivational speech on ‘Science in decision making’.

The second panel discussion on ‘Compliance and Governance’ saw participation from Tyagi, Subhasish Biswas, Corporate Ombuds, Wipro; A Vaidheesh, Vice President, South Asia and Managing Director, GSK; and KN Vaidyanathan, Chief Risk Officer, Mahindra Officer, Mahindra Group.

Vaidyanathan stressed upon the need for accountability among stakeholders. Vaidheesh talked about the healthcare scenario in the country, role of its multiple stakeholders and the challenges in the pharma and healthcare industry.

The last panel discussion was on ‘Employee Value Proposition.’ The discussion was chaired by Ayyangar and the panelists were Yugesh Goutam, Group President HR, JSW G; Raju Mistry, Group Head: Talent Staffing, Employer Brand and Group Leadership Programmes, Aditya Birla; Ronald Sequeira, Executive Director, HR, GSK and Yashwant Mahadik, Executive Vice President and Global CHRO, Sun Pharma.

Mahadik talked about how other industries are communicating in terms of value proposition and the learnings for the pharma sector. He also mentioned that pharma leaders are slow to adopt social technology.

Milind Thatte, Director— Commercial Development, Merck Serono summed up the panel. The summit ended with a vote of thanks from Sameer Tamhane, Senior Director—Human Resources, MSD.

## **IPR and Innovation**

1. [\*\*IPR: Don't surrender to US\*\*](#) – Asian Age  
One hopes there will be an end to protests by India Inc. and foreign investors against the earlier practice of imposing retrospective taxes. Union finance minister Arun Jaitley has repeatedly, and even last week, assured the business community, particularly American investors, that retrospective taxes are a thing of the past. Perhaps this assurance was needed on the eve of Prime Minister Narendra Modi's visit to the US at the end of this month as Mr Jaitley himself once justified retrospective taxes if the demand was genuine and said they would wait for the court verdict on the maintainability of such taxes. He had said India was not a tax haven. As a measure of Mr Jaitley's commitment to ending the retrospective tax system, the tax department withdrew notices sent to around 60 foreign institutional investors on back payments of the minimum alternate tax.
2. [\*\*Verdict corner: Aligning India's patent law with global standards\*\*](#) – Financial Express  
In a matter that will bring significant changes in patent working norms in India, the Delhi High Court has sought the government's response on a PIL seeking strict compliance of patent laws, including disclosure of information on commercial working of patent by every patentee and licensee, and action against errant patentees. A group of lawyers led by Shamnad Basheer, patent expert and former IP chair at the National University of Juridical Sciences in Kolkata and founder of intellectual property blog SpicyIP, want the authorities to direct patentees and licensees to comply with the statutory mandate to declare information on the working of their patents as per the Patents Act, 1970, and Rules thereunder.
3. [\*\*India ranks 81 among 141 countries\*\*](#) – Business Standard  
India ranks 81 out of 141 countries on the Global Innovation Index (GII) 2015, well behind middle income countries such as Brazil, China and South Africa. But, in the Central and Southern Asia region, it retains its top spot in the regional ranking, followed by Kazakhstan and Sri Lanka. Globally, Switzerland, followed by the United Kingdom, Sweden, Netherlands and the US are ranked as the most innovative countries in the world. Despite falling five positions in the overall rankings since 2014, India, along with 10 other developing countries, is now categorised as innovation outperformers.
4. [\*\*Pharmaceutical Patents: Gilead, IPA, Natco & The Bells of Harmony\*\*](#) – Sinapseblog.com  
Pharmaceutical industries seem to be making headlines this season. Over the past few weeks there have been numerous news reports with respect to the pharmaceutical industry, SiNAPSE alone has covered many of these in its earlier blog posts. The issues range from rejection of patent applications based on the ever so controversial section 3(d) as observed in the case of Pfizer's drug "Tofacitinib" to the resurrection of the nightmare of many pharmaceutical companies, namely "the COMPULSORY LICENSE" as seen in the case of Lee Pharma v. AstraZeneca.
5. [\*\*Draft IPR note to go through one more round of inter-ministerial scanning\*\*](#) – Hindu Business Line  
The proposed new IPR policy will have to go through another round of inter-ministerial scrutiny before it is placed before the Cabinet for clearance, a move that could delay its finalisation further. Comments would be sought again from other ministries and departments once the Department of Industrial Policy & Promotion (DIPP) incorporates changes suggested by many following the first round of consultations, a DIPP official told BusinessLine.

## Medical & Regulatory

1. [Op-Ed: Global drug imports from India need better standards](#) – Digital Journal  
The Indian pharmaceutical sector is beset with compliance problems. This is demonstrated via a series of import bans into the U.S. imposed by the U.S. Food and Drug Administration (FDA). To date, GMP Publishing reports, 39 separate drug manufacturers have been prevented from importing material. In 2015 alone, six pharmaceutical companies have failed inspections into Good Manufacturing Practice (GMP). The list of failings relates to manufacturing issues and record keeping.
2. [The Fake Drug Industry Is Exploding, and We Can't Do Anything About It](#) – Newsweek.com  
Indian manufacturers are currently responsible for 40 percent of the generic drugs in the U.S., and recently they have come under increased scrutiny due to lapses in quality and regulation. The FDA could place sanctions on the country or ban the import of all drugs “until India cleans up its act,” In 2013, officials in India discovered that 8,000 patients died over a five-year period in a remote Himalayan hospital because an antibiotic used to prevent infection after surgery had no active ingredient. And in May this year, the World Health Organization (WHO) issued a warning about expired meningitis vaccines being sold in West Africa—a devastating blow to those trying to slow a viral outbreak in the region.

## Others

1. [India determined to reclaim its position as 'one of the great world powers': US envoy](#) – Business Standard  
U.S. Ambassador to India, Richard Verma, has said that the developments of the past year show that India is determined to emerge from its slumber as the second sleeping giant of Asia and reclaim its historical position as one of the great world powers. The US envoy said India's generic pharmaceutical industry and highly skilled biotechnology workforce will be essential to addressing the greatest health challenges in all countries across the economic spectrum.
2. [India-US partnership not directed at China: Envoy](#) – Business Standard  
In India, the US has gained a "critically important strategic partner" of President Barack Obama's Rebalance to Asia policy, and this growing bilateral relationship is "definitively" not directed at the "elephant in the room" China, the US envoy to India has said.
3. [Bringing down the cost of medicine through compulsory licensing](#) – Business World Online  
The prices of medicine in the Philippines are higher compared to other countries in Asia and in countries of similar economic status. Some of the factors affecting medicine prices are the cost of research, presence of competition in the market, government regulations, and patent protection. Medicines with existing patents are expensive due to the ability of pharmaceutical companies to dictate their price. The grant of a patent over such products practically results in a monopoly.