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BEST PRACTICES OF BPNISW

1. Title of the Practice

Best practice of the institute through a Field Action Project Namely "Center for Elderly Care and Ortho Appliances" initiated in 2009.

2. Objectives of the Project.

- 1) To cater to the emotional need as well as the physical needs of the elderly by providing medical equipments.
- 2) To provide trained elderly care attendant to the needy families.
- 3) To extend counseling services which will have a positive effect on the health of the elderly?
- 4) To prepare and train volunteers to work as elderly care attendants.
- 5) To involve students of the institute to study the problems of elderly and family dynamics.

3. The Context

It has been observed that with the changing times, the issue of the care of the elderly and looking after them has assumed serious dimension. Their problems go unnoticed and even the equipments useful for them do not become easily available. Under the circumstances, this center provides them the necessary medical equipments. The center also offers the services to the elders, expert's advice and counseling as well as training for the voluntary social workers in elderly care. Till date the project has extended services to about



2010 families in and around Nagpur. The center provides air beds, water beds, Ivy Stands, bed pan, commodes, wheel chair, walkers, hospital cots, nebulizers, Oxygen Machines, etc. Elderly care is the fulfillment of the special needs and requirements that are unique to senior citizens. This broad term encompasses such services as assisted living, adult day care, long term care, nursing homes, hospice care, and home care. It is a need of the hour that the society has to take special efforts to provide assistance to elderly people. Governmental efforts are not sufficient as the population of elderly is increasing world over and India is not an exception. It is the duty of every citizen, NGOs, social welfare agencies, educational institutions to come forward to join elderly care mission. In view of this, the institute undertook this noble practice to support the elderly people of Nagpur city. We at BPNISW attempt to make our students sensitive towards problems of elderly and motivate them to participate in resolving them. For students we have developed following instructions which are vital while interacting with elderly people.

1. Use the name of Elderly person want to be called
2. Shake Hands with Elderly person
3. Speak Clearly and Without Slang
4. Make Eye Contact and Smile
5. Offer Assistance
6. Give Your Time and Attention
7. Show Your Love
8. Show Good Manners

4. The Practice

The BPNISW upholding and strengthening professional social work standards for the benefit of the public in general and elderly people in particular through this practice. University Grants Commission has prepared a model curriculum for higher education. It has prescribed Gerontological social work subject at the post graduation in social work course. Gerontological social work is specialist social work with older people. It is concerned with maintaining and enhancing the quality of life and wellbeing of older people and their families and with promoting independence, autonomy, and dignity. The main focus of Gerontological social workers is on understanding the physical and mental health problems that older people may experience within the context of economic, social and environmental influences. They work with the individual older person, their family and community resources and

often facilitate difficult decisions, for example move to a care home or begin care at their home by trained Attendant . The Institute has prepared a team of volunteers who will work as Elderly care attendant. These attendants extend their services of home care to the elderly at their place of residence .

Constraints:

1. Limitation to have interaction with Elderly person to understand his/her needs and problems
2. Reluctance of male youth to work as Elderly care attendant
3. Reluctance of family to pay proper salary to elderly care attendant
4. Non co operation from elderly patient to elderly care attendant
5. Caste / religion spirit while engaging services of elderly care attendants from both Families and Elderly care attendants
6. Financial constraints at the beginning of the project/practice

5. Evidence of Success

1. The project has made available various equipments worth about Rs. 22 Lac
2. Community support to the project has been excellent
3. Received Donations in the form of equipments
4. Appreciation letters received from public/ beneficiaries
5. Publicity through media
6. Empowerment of women elderly care attendants
7. Generated funds for undertaking related activity in future
8. As on date the project has balance of Rs. 5,76,977/- in the bank account.

6. Problems Encountered and Resources Required

As mentioned earlier, the practice was started in 2009. At the initial stage funds was the major problem to purchase new equipments. Some of the staff members donated funds in the memory of their loved ones. However, insufficient funds were the serious problem without which activity could not be continued in proper way. At this point, the institute approached one of the rotary clubs of the city namely Rotary club down town and requested them to extend support to this project. The club responded positively and began fund raising campaign through school children. Two schools of the city came forward to raise funds through waste Newspaper collection. To our surprise funds were raised up to Rs1, 35000/- and it was deposited in college account. This amount was utilized for purchase of new equipments.

Similarly, the institute approached Persistant Technologies co. and submitted proposal for financial assistance under corporate social Responsibility (CSR). The officials of the company visited the institute and understood the merits of the project. The company responded positively and donated worth Rs.3 Lac. The institute purchased advanced medical equipments such as oxygen machines, ICCU hospital cots etc and made available for the elderly people.

Occasionally the relatives of the patients approach the institute for equipments during night hours and some time out of college working hours. The institute has made arrangements to serve such patients or families by the support staff staying at the campus.

7. Notes (Optional)

Any other information regarding Institutional Values and Best Practices which the HEI would like to include.

Best Practice No. Two

1. Title of the Practice :

Best practice of Welfare Service for the staff of the institute through Staff Security Fund (SSF) initiated in the year 2010.

2. Objectives of the Practice

- 1) To provide loan facility to the needy staff members at low interest rate in very short duration with least procedure.
- 2) To extend security in times of emergent financial need of the staff
- 3) To provide the benefit on investment.

3. The Context

The issue of irregular payment of salary from Social Work Department has become a major issue. Hence, staff of the institute came up to initiate the solution to this problem by starting Staff Security Fund. It helps to increase the economic security of staff members, and in doing so, improve staff retention across the organization. Staff Security Fund is beneficial for the children's education, marriage of staff and relatives, construction of house, in management of the health problems of staff and their relatives, in purchasing small amenities required in day-to-day life etc.

4. The Practice

The Practice and its uniqueness in the context of India higher education. The staff Security Fund has proved to be beneficial for the staff members as it could secure them stability in their life by fulfilling requirements. They have become carefree from financial constraints and can concentrate on their work in a better way. They are free from the time consuming banking procedure and high interest rates and the stress to repay of loan on time etc. Due to this facility the staff members look confident, happy and contented. The new entrant staff member is guided about the procedure and benefits of the membership of this fund and motivated and advised to become a member.

Limitations:

- Only the permanent staff can be the member of the Staff Security Fund
- After retirement membership of Staff Security Fund ends.

5. Problems Encountered

- In the initial stage when the staff fund began too many staff members could not avail to the said facility due to insufficient fund.
- To make unbiased decision in allotting loan in case of one or more needy staff members when there is a fund crunch.
- Due to irregular payment of salary, the staff member is unable to repay the loan on the specified time frame.