



# PERSPECTIVE PLAN

2012-2023

**P. D. HINDUJA HOSPITAL  
& MEDICAL RESEARCH CENTRE  
COLLEGE OF NURSING**

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## ABOUT THE COLLEGE

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P.D. Hinduja National Hospital and Medical Research Centre is a state-of- art multispecialty tertiary care hospital with finest diagnostic, medical and surgical facilities along with a dedicated medical, paramedical and nursing faculty with a total commitment to wellbeing of patients. Hinduja Hospital is the fulfilment of the dream of revered founder Late Mr. Paramanand Deepchand Hinduja, and complimented by other facilities such as Hinduja clinic and it also includes the College of Nursing.

In 1981, Mrs. Lalita Hinduja laid the Foundation stone of Hinduja School of nursing at the Hinduja hospital campus at Mahim. The School began with the 2 batches of students for Diploma in General Nursing & Midwifery (GNM). Thereafter, School of Nursing was shifted to the present campus, at Andheri with State-of- art facilities. The School of Nursing has trained 485 GNM graduates. In line with its continued commitment to education and training in the field of health, particularly the preparation of highly competent nursing professionals dedicated to patient care, the School of nursing was upgraded to College of Nursing in the year 2006. This was also a move to mark the Silver Jubilee year of School of Nursing. At present there are 115 students in BSc. Nursing and 17 students in M.Sc. Nursing, 4 students in Ph.D. Nursing & 5 in Lactation Nurse Practitioner.

### **Vision**

P.D.Hinduja College of Nursing seeks to be an educational institution to excel in education, service and research to ensure quality health care for all.

### **Mission**

To provide quality patient care based on our strong commitment to practice, education, research, innovation and collaboration.

### **Philosophy**

Nursing professionals are obligated to provide holistic care to the clients and that professional nurses have a unique contribution to make in promoting health, prevention of illness and in the care and rehabilitation of the family and community. The professional nurse also contributes to research work in nursing committed to continued improvement and growth of the nursing profession.

### **Goal**

***National Leader amongst Academic Health Centres in Nursing***

### **Objectives**

Prepare graduates to assume responsibilities as professional, competent nurses in these areas Community Health Nursing, Nursing Administration, Nursing Education, and Nursing Service.

## Values

<b>Professionalism</b>	We value professionalism which allows initiative and entrepreneurship at every level and creates an environment of team spirit.
<b>Dedication</b>	We believe in hiring and training talented professionals who are totally dedicated to patient care.
<b>Social Justice</b>	Working collaboratively as partners in the delivery of health care with nursing colleagues in hospital and college and with other professional colleagues.
<b>Tapping the Potential</b>	We believe in lifelong learning, tapping potential and advancing the knowledge base by risk taking and facing challenges.
<b>Parivaar Culture</b>	Hinduja Hospital operates like a family with a strong sense of belonging in all classes of its employees.

## SWOC ANALYSIS

### Strengths

Supportive Hinduja Management

Academic excellence as evidenced by 100% success in University exams

Good governance & leadership and academic freedom through departmentalisation.

Automation: Administrative, Teaching-Learning processes & Library.

Spacious library with large collection of book with assess to central library.Zero attrition at middle & top level faculty.

State of Art Infrastructure facility.

100% job placement for UG students at parent hospital.

Regular and active involvement of all stakeholders in process refinement at college.

High standard of extracurricular activities and social outreach programmes

Culture of Evidence Based research

### Weaknesses

Need to more spacious multipurpose hall & playground.

Distance from parent hospital.

Absence of definite directives from state about nursing admissions.

## Opportunities

National & International collaborations.

Demand for short term & online courses.

## Threat

Declining number of aspiring candidates for nursing

## Recommendations of NAAC Reaccreditation committee Report 2012-2013

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NAAC is an external agency at national level to institute quality assurance and advancement in higher education sector in our country. Dedication towards quality is a self-realization process and our college takes the recommendations given by NAAC peer committee which visited in September 2012 for reaccreditation as the base for achieving sustainability and augmentation in quality.

- a. To plan document in place, needs implementation
- b. To bring in an innovative /experimental student centred teaching & learning process
- c. Better opportunity for capacity building of teachers through continuous professional Development Programs.
- d. To strengthen in-house research activities & access external research projects & grants.
- e. Incentives for Research & Publications
- f. Incentives / Awards/ Recognitions for meritorious students and excellence in cultural & sports activities are in placed may be increased.
- g. To establish a Management Information System (MIS) for an effective administrative mechanism of the college.
- h. To generate annual Internal Quality Assurance Report (IQAR) & to take necessary remedial measures for quality assurance & enhancement
- i. To establish an independent Paediatric Nursing Department
- j. College may start B.Sc. Nursing (post basic) Program.
- k. College may strengthen the library by acquiring more number of books and automation of library.
- l. College may opt for spacious auditorium has a short measure & acquire a large campus & specious building later for the growth and the development of the institution.

## INTRODUCTION TO PERSPECTIVE PLAN

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In the preparation of Perspective plan, Quality indicators of different criteria determined by NAAC have been taken into consideration as the base to create quality related benchmarks and plan to achieve same in the future.

Inputs from all stakeholders viz. Management, Principal, Faculty, Administrative Staff, Students, Alumni, Employers, Parents and Industry Representatives are obtained & incorporated into a Perspective Plan.

### **Present Perspective Plan is based on**

- Philosophy and Guiding Principles of Hinduja Hospital & MRC
- Vision, Mission & Values of Hinduja College of Nursing
- Quality Policy of Hinduja Hospital & College
- Inputs from stakeholders
- SWOC Analysis
- NAAC recommendations

## AIMS & OBJECTIVES OF PERSPECTIVE PLAN

<b>WHAT</b>	To be the Centre of Excellence in Nursing Education. To rank among top 5 institutions of Nursing Education Nationally.
<b>WHY</b>	We at Hinduja College of Nursing, would want to meet the national aspirations of creating quality driven nursing workforce. Also to create a workforce with minimal retraining needs Nationally & Globally. This is an imperative task in the context of dwindling nursing admissions that would in turn may affect staffing in many hospitals.
<b>HOW</b>	<ul style="list-style-type: none"> <li>• It is envisaged to achieve our goal to achieve by regular, speciality, and flexible academic programs.</li> <li>• By instituting sustained quality system embedded with a consistent &amp; futuristic programmed action.</li> <li>• By enhancing high quality research.</li> <li>• By engaging with parent hospitals and other affiliated hospitals &amp; institutions.</li> <li>• By collaborating with International Institutions in providing flexible academic programs.</li> <li>• By ensuring 100% job placement upon completion of the program.</li> <li>• By engagement with alumni association.</li> <li>• By being active participant in providing community outreach programs.</li> </ul>
	<p>The perspective plan intends to enable the faculty &amp; other staff and students in developing them to be high quality human resources to serve the country. It also enables to create an environment of research with more of active, Translational &amp; transformational research which will in turn create evidence based practise which is the need of hour in nursing profession. Plan also intends to cater to diverse needs of students by creating a conducive academic environment nurturing fundamental principles &amp; values of the institution along with integrity, creativity, academic freedom resulting in quality outcomes among the graduates.</p> <p>Perspective plan also intends to enhance infrastructure most appropriate for professional educational program. It also intends to incorporate Choice Based Credit System which is IT enabled with innovative teaching learning strategies thus becoming an institution in par with global standards.</p>

SPECIFIC AREAS	PLAN OF ACTION
<b>I Curricular Design &amp; Development</b>	
<b>Curricular Enhancement</b>	<ul style="list-style-type: none"> <li>• Designing syllabi for fellowship, certificate, diploma &amp; bridge programs.</li> <li>• Active participation in curriculum design and update at university level through representation at Academic Council, UG/PG BOS, Members of subcommittees.</li> <li>• Addition of Nurse Practitioner Programs.</li> <li>• Initiation of value added, value based educational programs.</li> <li>• Initiation of online educational programs &amp; modules.</li> <li>• College/University/Hospital Collaborations for faculty &amp; student exchange.</li> </ul>
<b>Curriculum Update</b>	<ul style="list-style-type: none"> <li>• Regular revision of Institutional Curriculum.</li> <li>• Organization of Curriculum Conventions.</li> <li>• Incorporation of emerging trends in health care industry through industrial collaboration.</li> <li>• Annual Curricular Audit</li> </ul>
<b>Academic Flexibility</b>	<ul style="list-style-type: none"> <li>• Commencement of educational program with Choice Based Credit System.</li> <li>• Commencement of elective courses, twinning program &amp; interdisciplinary/multidisciplinary programs.</li> </ul>
<b>Feedback System on Curriculum</b>	<ul style="list-style-type: none"> <li>• Revision of Feedback proforma</li> <li>• Generation of Action Taken Report based on feedback analysis.</li> <li>• Initiation of online feedback mechanism.</li> </ul>
<b>II Teaching, Learning &amp; Evaluation Process</b>	
<b>Admission Process</b>	<ul style="list-style-type: none"> <li>• Revision of E- prospectus annually.</li> <li>• Automation of admission process</li> <li>• Revision of admission SOPs subjected to change in guidelines provided by statutory authorities.</li> <li>• Single window facility for admission</li> </ul>



<b>Addressing diverse needs of students.</b>	<ul style="list-style-type: none"> <li>• Strengthening student enrichment programs.</li> <li>• Initiation of Performance Enhancement Program.</li> <li>• Strengthening Mentorship &amp; Structured Tutorials.</li> <li>• Dedicated Help desk for students from disadvantaged community.</li> <li>• Upgrading language lab.</li> </ul>
<b>Teaching Learning Process</b>	<ul style="list-style-type: none"> <li>• Learning Management System</li> <li>• Strengthening Integrated Practise.</li> <li>• Bridge course to smoothen transition of graduate nurses at bedside.</li> <li>• Collaboration with Super speciality &amp; speciality Hospitals for augmentation of clinical experience.</li> <li>• Use of ICT through Webinar, Open Source Resources etc.</li> <li>• Regular revision of Examination &amp; procedure Manual.</li> <li>• Consolidation of innovative practices in teaching learning activities by using smart class room.</li> </ul>
<b>Discipline in teaching learning</b>	<ul style="list-style-type: none"> <li>• Academic calendar</li> <li>• Work output record by teaching faculty.</li> <li>• CCTV surveillance</li> <li>• Biometrics attendance for students &amp; Faculty.</li> </ul>
<b>Teacher Quality</b>	<ul style="list-style-type: none"> <li>• Formulation of Faculty Development Roadmap</li> <li>• Faculty Recognition Program.</li> <li>• Utilization of expert external faculty &amp; in house medical professionals from parent hospital.</li> <li>• Undertaking of faculty exchange program at national &amp; international level.</li> </ul>
<b>III Research, Consultancy &amp; Extension</b>	
<b>Enhancement of Research activities</b>	<ul style="list-style-type: none"> <li>• Establishment of Research Society</li> <li>• Organization of Annual research Meet</li> <li>• Publication of college level Research Compilation</li> <li>• Recognition program (faculty &amp; students) for research contribution.</li> <li>• International &amp; National collaborations</li> <li>• Mobilization of extramural research grants.</li> <li>• Organization of research related conferences/workshops.</li> <li>• Enhancement of PhD seats</li> <li>• Inclusion of UG students &amp; faculty in mainstream research activities.</li> </ul>
<b>Consultancy</b>	<ul style="list-style-type: none"> <li>• Formulation of Consultancy Policy</li> <li>• Collaborations &amp; linkages for consultancy projects.</li> </ul>
<b>Extension</b>	<ul style="list-style-type: none"> <li>• Mobilization of governmental, Non-governmental or</li> </ul>

	<p>Individual Grants for Extension activities.</p> <ul style="list-style-type: none"> <li>• Strengthening NSS Unit</li> <li>• Initiation of CSSU Project</li> <li>• Nurse led Clinic in Uttan, adopted village.</li> <li>• Industry, NGO and Government agency collaboration for extension activity</li> <li>• Development of IEC materials for group of patients, community.</li> </ul>
<b>IV Infrastructure &amp; Learning resources</b>	
<b>Addition of facilities</b>	<ul style="list-style-type: none"> <li>• Addition of Leisure reading facility, Hostel Library, IQAC room.</li> <li>• In-house Laundry Set up</li> <li>• Services for providing Complimentary &amp; Alternative therapy.</li> <li>• Facilities for physically handicapped.</li> <li>• Enhancement of Physical Fitness &amp; Indoor sports facility.</li> <li>• Carry out waste segregation &amp; wet waste disposal with 100 Kg wet waste composter launch and installation of sanitary Napkin Vending Machine.</li> <li>• College intends to widen its infrastructural facilities by building a new campus at Jogeshwari with incorporation increasing need for auditorium, playground, separate hostel building.</li> <li>• Also Intends to create Wi-Fi enabled environment.</li> </ul>
<b>Library</b>	<ul style="list-style-type: none"> <li>• Automation of Library</li> <li>• Addition of E- Journals through INFLIBNET</li> <li>• Increase scope of Current awareness Service (CAS) &amp; Selective Dissemination of Information (SDI)</li> <li>• Enhance research collection</li> <li>• Interlibrary loan system for resource sharing.</li> </ul>
<b>V Student Support &amp; Progression</b>	
<b>Student &amp; Alumni</b>	<ul style="list-style-type: none"> <li>• Alumni &amp; College newsletter</li> <li>• Cell for attracting Overseas students</li> <li>• Strengthening of student recognition program</li> <li>• Placement Cell establishment</li> <li>• MOUs for campus interview &amp; job placement with other corporate hospital.</li> <li>• Use of college website &amp; other social media to communicate with alumni &amp; parents</li> <li>• Foster Student Program: Design &amp; Implementation.</li> </ul>
<b>VI Leadership &amp; Governance</b>	

	<ul style="list-style-type: none"> <li>• Succession planning</li> <li>• Expansion of IT services</li> <li>• Branding of Nursing Education at HCON through aggressive marketing &amp; PR Cell.</li> <li>• International Collaboration</li> <li>• Ongoing NAAC accreditation cycles</li> <li>• Faculty enrichment &amp; Annual Faculty Gatherings.</li> <li>• Intends to apply for permanent affiliation to University.</li> <li>• As Principal participates in the administration of hospitals by being a MT member. Intends to spread it down the line by integration.</li> </ul>
<b>VII Environmental Consciousness, Innovations &amp; Best Practices</b>	
	<ul style="list-style-type: none"> <li>• Eco-friendly campus</li> <li>• Increase in use of natural resources &amp; energy conservation drives</li> <li>• Addition of best practices</li> <li>• Establishment of IPR cell, Incubation Centre.</li> </ul>

