

具 鶴 町 Manazuru Town

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I Objectives and Positioning of Action Plan

1 Objectives

As Japan's population decreases, in 2015 the baby boomer generation will become 65 years old or over, and in 2025 the old-old population (over 75), who are highly likely to be certified as needing care or support, will reach the peak.

In our Town, the speed of aging is faster than the national average, and it is expected that the people certified as needing care or support will increase as the old-old population rises.

Based on the concept of Community-based Integrated Care System, we will provide such services as nursing care, prevention of care dependency, medical and life support comprehensively and continuously, so that we can furnish an environment where all elderly people can find their life meaningful and live safely. Also, we will ensure that the system will be feasible and sustainable.

For every resident and every community leaders to engage in tasks by looking at the same direction, we have developed a slogan, "Live in your community, not in your house." With this slogan, we aim to conduct feasible aging practices involving all occupations and fields of Manazuru, such as life support, medical and nursing care.

In line with an age-friendly city action plan of Manazuru (called Action Plan), we aim at further growth and development of our town.

The Global Age-Friendly Cities project is a project which WHO advocated in 2007 to deal with global aging and urbanization. Its purposes are as follows.

- (1) To make urban infrastructures and social systems age-friendly.
- (2) To encourage seniors participate in community activities or get employment, so that seniors can take the role of supporters, rather than being supported.

In October 2017 Manazuru Town was certified by WHO as a member of the Age-friendly City project. We are now expected to endorse the concept of the project. As a member city, we have developed Action Plan to build a community which is friendly not only to the elderly but also people of all generations. Our Action Plan is carried out involving all residents and bodies of Manazuru.

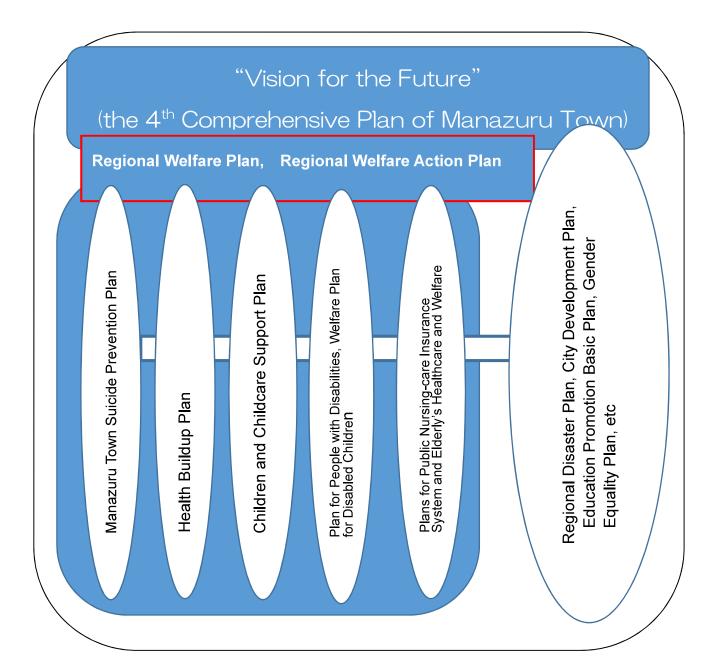


Age-friendly Certificate awarded by WHO

2 Positioning of Action Plan

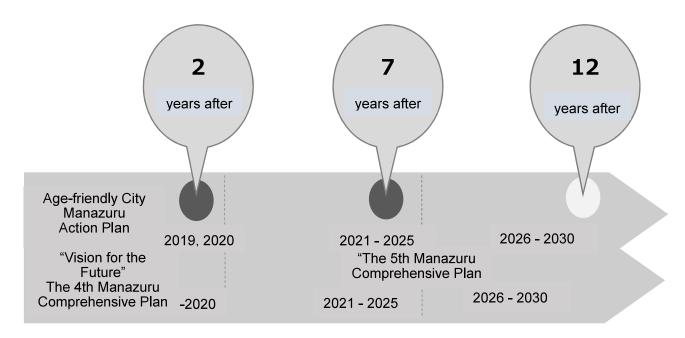
In 2016 we started to carry out the latter phase of the Basic Plan of the 4th Comprehensive Plan of Manazuru Town titled as "Vision for the Future." In this phase we made our focal objective as "By mutual trust we will develop a town with a brilliant hope."

This Action Plan is placed under the 4th Comprehensive Plan, and the plan not only promotes elderly-specific plans but also coordinates with field-specific plans described in the latter phase of the Basic Plan. Also, comprehensive projects will be promoted based on the concept of WHO's age-friendly City project.



3 Terms

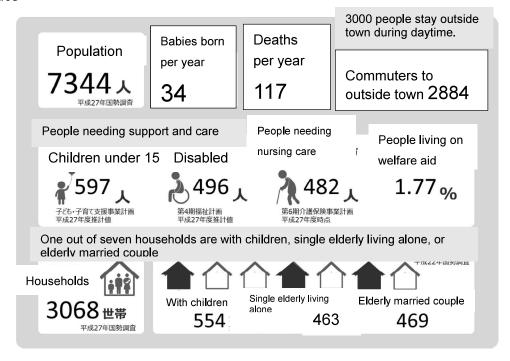
Action Plan is incorporated into the latter phase of the 4th Comprehensive Plan of Manazuru Town in line with WHO's five-year cycle. The 1st phase of Action Plan is used for publicizing to residents. This phase is overwrapped with the latter phase of our 4th Comprehensive Plan "Vision for the Future," i.e. the period of two years from FY2019 to FY2020.



II Present and Future of Manazuru Town

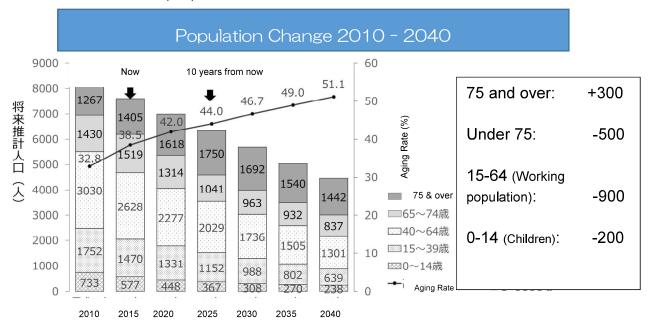
The following is Manazuru Town as it is now and future projection.

Statistics



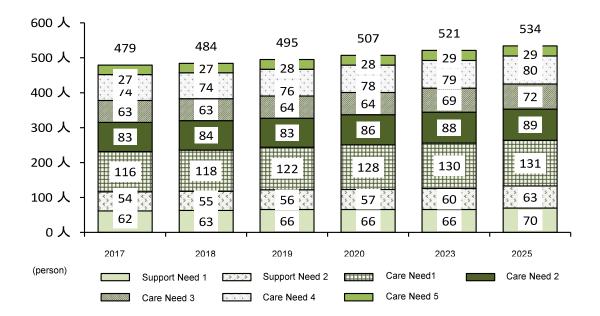
■ Population Projected

During the 10 years from now, the number of children, adults and older people between 65 and under 75 will decrease, while people over 75 will increase.



■ Percentage of People Certified as Needing Nursing Care

The number of people certified as needing nursing care or support will continue to grow as the number of old-old population increases. It will exceed 500 people in 2020, and reach 534 in 2025. This means one out of ten residents or 8.7% will become certified as needing care or support.



II Basic Policies of Action Plan

[Topics to be discussed for realization of an age-friendly town Manazuru]

Topic	Name	Basic Policy
Topic 1	Outdoor spaces and buildings	Develop our town into a place where the elderly can live safe and enjoy life.
Topic 2	Transportation.	Make our transportation easy to use and move out for the elderly.
Topic 3	Housing	Make housing to a place where the elderly can live safely and securely.
Topic 4	Social participation	Increase opportunities for the elderly's social participation.
Topic 5	Solving discrimination and prejudice	Aim at a society where all generations can accept each other.
Topic 6	Civic participation and employment	Create opportunities for the elderly's employment and civic participation.
Topic 7	Communication and information	Seek means to make the elderly well-informed of necessary information.
Topic 8	Medical, healthcare and welfare services	Build a system where all generations including the elderly can use medical, healthcare and welfare services at ease.

1 From 2019 till March, 2021, Manazuru Town will carry out its age-friendly measures based on the eight topics shown below. These topics were elaborated considering the elderly's current status and based on our basic concept described before.

[Topic 1]: Outdoor Spaces and Buildings

O Making our town barrier-free

- ①We are making our town barrier-free or universally designed by making public buildings, parks and roads step-free and supported by handrails. But because of our hilly terrain and financial requirements, our progress is slower than we had hoped. We will prioritize facilities most frequently used and make them barrier free first. They are public facilities and parks, where we are making them step-free or are installing benches. Also, we are publicizing the concept of universal design to residents.
- ②Our town has one "urban" park, 14 small parks as well as play parks. Both urban parks and small parks have a lot of places to improve. We will start with making urban parks barrier-free, which are most frequently used by the elderly.

Prevention of accidents and crimes

① Traffic accidents of the elderly is increasing. We are raising safety awareness of the elderly by giving them traffic safety lessons. To prevent the elderly from becoming victims of crimes and disasters, we hold crime prevention and disaster preparedness classes, and develop and strengthen neighborhood associations.

Since the elderly living alone or staying alone daytime are most likely to fall victims of frauds or suspicious businesses, it is necessary to conduct crime prevention and disaster preparedness activities solidly rooted in community. We are encouraging residents to greet and call to each other to get acquainted as neighbors.

Since our town has many hills and few route bus services, older people without cars had difficulty going out. So, we started town-run community bus services in June 2008 aimed at such people. We launched five buses running in Manazuru district and 6 buses in Iwa district. In 2014 we set up a Manazuru Regional Transport Committee and in October 2016 started a new system of Manazuru Town Community Bus service. We are further discussing a new type of public transport system in our town including community buses. For people who need a wheel chair to go out, we lend "welfare vehicles" that wheel-chaired people can get on and off. In this way we encourage older people to go out and become socially active.

[Topic 2]: Transportation

- O Making our town barrier-free
- ① We will discuss introducing a transport that can carry older people in areas where large vehicles such as busses cannot enter.
- ② We will reconstruct the area around Manazuru station including the national highway No. 135 and the rotary in front of the station. These places have been notorious for heavy traffic, so reconstruction will give users great convenience. Our discussion will be based on the report by Manazuru Station Area Future Concept Committee.
- ③ Community bus services have enabled older people to engage in various social activities. Their social participation is expected to enhance exchanges among different generations. Since bus users are increasing, we have set up a Manazuru Town Regional Public Transport Committee to discuss a possibility of a new town-wide public transport system.

[Topic 3]: Housing

- Securing diversified types of housing
 - When we accept applicants for a newly reconstructed town-run apartment houses, we prioritize older residents or others in need of assistance. As for private housing, we will encourage construction of rental housing exclusively for the elderly. For the people needing nursing care, we will improve or newly construct housing covered by public nursing-care insurance system, such as private pay nursing homes and "group homes" for people with dementia.
 - 2 High percentage of residents have their own homes. Since most of them are old or vacant, we partly finance the expenses needed for assessment for earthquake resistance. We are planning to assist construction expenses when residents are to renovate their houses to a quake resistant ones.
- O Attractive Housing Environment
 - ① Manazuru Town is designing a community in line with its ordinance of "standards of beauty." It is an attractive design to make all residents including the elderly happy and lively.
- O Improvement of Facilities Covered by Public Nursing-care Insurance System
 - ① When this system was introduced, few care providers started services because they did not anticipate their services will pay in this small populated town. Users as well could not obtain right service they wanted.

But now because there are more older people and their lifestyles have changed, substantial needs for nursing care services have arisen. So, more providers are installing service stations in our town.

Now in addition to two private residential homes, in FY2009 a facility was opened which provides both "small scale multi-purpose home-care nursing" and "exclusive care for the elderly." In 2011 a group home for people with dementia was established.

As for services given to the elderly living at home, there are daytime nursing care given in day-service centers, and "small scale multipurpose home-care nursing" where users can receive home visits, or go for day-care services, or stay at facilities overnight.

Because we have a variety of elderly's facilities, users now have more choices available. Also, these facilities are creating more employment opportunities, so we are encouraging them to expand services.

Taking advantage of our town's natural beauty, we will make such facilities available for users outside the prefecture as well.

- Improving services given in facilities
 - ① We attend management meetings of every facility, to keep updated with their quality and give practical advice whenever necessary.

[Topic 4]: Social Participation

O To realize a regional inclusive society

Our regional welfare plans of FY2017 advocates an all-generational community-based integrated care system. This system aims for people of all generations and groups, including children, child-rearing generation, people with disabilities and people needing nursing care. This is based on the national policy of realizing a regional inclusive society, which means that all groups of residents have a role to play, as opposed to dividing residents between supporters and receivers of care. We aim at a community where all residents support to each other, and can have their part in society. We will promote coordination among residents, related bodies, care providers and the government.

O Promoting life-time education and sports

To meet elderly's diversified desire for learning, we will provide spaces for our seniors' welfare center and other facilities as a socializing place for the elderly. The following programs are planned there.

(1) To make the elderly's life fulfilled

Although individuals held classes as part of their hobbies, flower arrangement, traditional folk song, dancing and calligraphy, they were organized as independently managed circles in 2008. These classes are very active, and the town will further encourage older people to hold such programs on their own initiatives. Our mottos are "Make people learned, create a lively community, and make life purposeful."

(2) Operating Seniors 'Welfare Center

Annexed to Residents' Community Hall, this center provides opportunities for the elderly to socialize, such as classes on various topics, group activities, bathing and karaoke.

(3) Managing Seniors'Recreation Home

"Fuugaido" in Manazuru district and "Masakiso" in Iwa district are places for seniors to do club activities and friendship meetings. We will encourage senior groups to use these places more frequently.

② In order for seniors to join sports and recreational activities to improve health and to socialize with other age groups, we are introducing various types of sports to them. Also we open school buildings for them, or coordinate closely with other related bodies.

On the other hand we are promoting parasports, through which everyone irrespective of disabilities and age can enjoy sports based on an idea that all people should value and support each other.

(1) Friendship Sports Day

To improve fitness of seniors, people with disabilities and kindergarten children and to

promote exchanges among different generations, we hold Friendship Sports Meet every November. As we continue this event, we will renew its contents based on the current background and the spirit of the Olympic Games and the Paralympic Games.

- (2) Holding Ground Golf and Park Golf Tournaments

 We hold these tournament as part of senior citizens'club activities. These two sports were developed for seniors to easily take part in sports.
- O Providing Opportunities for Activities and Socializing
 - ① We will secure places for seniors to mingle with children in community salons and other places.
- Securing Opportunities for Seniors' Social Participation
 - 1 In order to enliven seniors'volunteer activities, we are trying to match seniors' wish with social needs.
 - Many volunteers are working for seniors' programs in our town. We developed a program named "Mana-sapo or Manazuru Supporters", designed for people who are willing to do minor daily jobs for seniors voluntarily. We will further promote such volunteer activities to make our town supportive to each other.

In 2007 we started to foster "dementia supporters" to assist people with dementia. The number of people registered for this qualification is increasing every year. We will organize these supporters as volunteer supporters to work in preventive care classes.

Volunteer Center at Social Welfare Council supports residents' volunteer activities. It holds classes and seminars, provides information on volunteer work, develops volunteers and supports groups' activities.

③ By joining social activities and life-long learning classes, seniors find something they can live for. For example, they join watch-over-children teams, help children study after school, or become "school supporters". We will promote to increase such opportunities for seniors to play an active role in society and to mingle with other generations.

[Type 5]: Solving Discrimination and Prejudice

Promotion of Measures against Abuse to the Elderly

①We will establish an early response system against abuse with town-run Local Elderly Care Management Center playing a major role. We will also set up a consultation network in the town government made up of sections of the Elderly, Social Relief and Public Nursing Care.

O Protection of Human Rights

To protect people who suffer from impediments to daily life due to the lack of ability for judgement (e.g. seniors with dementia living alone, mentally disabled people, people with dementia living alone, mentally disabled people, people with mental disorder) we have systems of "adult guardianship" and "daily-life independence support project" (project to protect regional welfare rights). Supported by these systems, handicapped people can manage finances, use public nursing care services, and live an independent life as much as possible. We will promote these systems with Local Elderly Management Center and Social Welfare Association playing a central role.

O Human Rights Education

- ① We give children of preschools and elementary schools, and students of junior high school students human rights education depending on their growth levels.
- Responding to diversified human rights issues, we hold seminars on this topic, and let the idea of an inclusive society rooted in community.
- ③ We will make a school a place where all children respect each other and express their personalities. We will promote teachers to make a positive and fine-tuned guidance to children.
- ④ We will develop an environment where students can express thoughts, wishes and determination appropriately minding others' human rights.

[Topic 6]: Civic Participation and Employment

Many volunteers are working for seniors'programs. We developed a program named "Mana-sapo or Manazuru Supporters". They are volunteers willing to do choirs for seniors. We will further promote such volunteer activities to make our town supportive to each other.

In 2007 we started to foster "dementia supporters" to assist people with dementia. The number of people registered for this duty is increasing every year. We will organize these supporters into volunteer supporters to work in preventive care classes.

Volunteer Center at Social Welfare Council supports residents' volunteer activities. It holds classes and seminars, provides information on volunteer work, fosters volunteers and supports their activities.

Active Life Corporation is a body to promote seniors' employment and social participation. With its members over 80 people, it is expanding its businesses. They will continue to secure employment opportunities for seniors such as town's outsourcing projects and other jobs. They also develop seniors' capabilities.

We also consider Senior Citizens' Club as a social resource to enable regional "supporting and sharing" activities. We will establish a framework so that seniors can contribute to society.

③ We will develop workplaces where different generations such as seniors and women with small children work together by "sharing economy". Here workers offer their time and skills, accept orders as a team and do each share of work with a concept of work sharing. Each worker can determine their working time, or work from home using ICT.

[Topic 7]: Communication and Information

- O Deepening Public Understanding of Dementia
 - ① Fostering Dementia Supporters

 We develop dementia supporters who learn how to treat people with dementia and acquire basic knowledge on dementia. They assist people with dementia in their neighborhood.
 - ② "Get-to-know Dementia" Meetings
 Odawara City's three associations (for doctors, dentists and pharmacists), public officials of one city and three towns (Odawara city, Hakone, Manazuru and Yugawara towns), and people giving nursing care to people with dementia get together twice a year and hold presentations. The meetings aim to have a correct understanding of dementia and enable them to live in place at ease.
- O Enhancing Measures for Early-onset Dementia
- ①One city and three towns mentioned above hold "Get-to-know early onset dementia" meetings.
- Supporting Caregivers of People with Dementia
 - 1) Family Meeting of Yugawara and Manazuru

 Held once in two months, caregivers of people with dementia get together, share their experiences and give and take advice.
- Keeping Seniors Well-informed
 - ①"Newsletter Manazuru" is an important source of information for seniors. We make it easy for seniors to read by using bigger fonts or Gothic letters, for example.
 - We provide free WiFi townwide to make communication easier via IT technologies.
 - ③ We will actively provide information in Local Elderly Care Management Center, Town Hall and other public facilities, and nursing care providers' offices. We encourage care providers to give out information to users. In this way we will publicize our information and let people interested in using services.

Further, by coordinating with Social Welfare Council, Public Nursing Care Insurance Office, hospitals and other related organizations, we make sure our messages can reach seniors from public health nurses, care managers, home helpers, doctors and social workers.

[Topic 8]: Medical, Healthcare and Welfare Services

- O Managing ME-BYO for Longer Healthy Life
- ① Based on "Kanagawa Health Plan 21 (the 2nd phase) of Kanagawa Prefecture, we formed "Manazuru Health Development Plan" and "Food Education Promotion Plan" in 2014. Based on these plans, we strongly support residents' health promotion as follows.

<Primary Prevention>

In order to decrease the number of people with lifestyle diseases (cancer, cardiac diseases, cerebrovascular diseases) which are major causes of deaths and great causes for making people a state of needing nursing care, we will encourage residents to assess their lifestyles and change them when necessary.

<Secondary Prevention)

We give residents specialized healthcare checkups and cancer screening tests for early detection and prevention of lifestyle diseases.

<Tertiary Prevention)

In 2017 as part of action plans described in Regional Welfare Plans of 2016, we investigated the cause of residents' lifestyle diseases. At a time of specialized health checkup, we surveyed people's dietary habits and measured their sodium and potassium levels in urine. The results were returned to examinees, which were very effective to raise their health awareness.

We will promote cancer screening tests at the time of ordinary health checkup. In order to improve public health, everyone's own efforts are indispensable. We give support to make residents motivated to develop their own health.

It is also necessary to further improve our town's medical system, including Manazuru Town National Health Insurance Clinic. (Tertiary Preventive Care)

②Raising public awareness on health through newsletters and pamphlets; holding classes on fitness and preventive care

(1) Health Education

We hold classes for metabolic syndrome prevention, exercising, food habits and prevention of care dependency.

- Promotion of Manazuru Lively Health Exercise
- Health programs for prevention of lifestyle diseases and promotion of walking
- Gum disease prevention class

(2) Supporting Residents' Initiatives

We will develop an organization to improve residents' food habits and support residents' voluntary health buildup groups.

- Fostering Support Mates
- Projects to promote dietary habits to prevent lifestyle diseases

Strengthening Functions of Local Elderly Care Management Center

(1) This Center, set up by town government, is the core of comprehensive nursing care for the elderly. It is staffed by health nurses, care workers, chief care manager and others, who give total support to the elderly including consultation and care management, focusing on preventive care.

The Center's staff give consultation to solve elderly's problems, liaison with medical professionals, give daily support to the elderly and prevent their care dependency. The town supervises and evaluates the Center's activities, so that it is effectively operated and gives appropriate services.

Since the number of old-old population and people certified as needing support will increase, we will staff more professionals in the Center and consider a possibility of outsourcing the Center's operation.

The Center also gives community care managers backup support. It coordinates with elderly's family doctors and other healthcare staff, assists community care managers to make care plans and gives one-to-one advice and guidance for difficult cases.

The Center builds a network with various social resources such as hospitals, and related facilities, and volunteers, so that comprehensive, ongoing nursing care system will be established.

O Strengthening Coordination between Medical Care and Nursing Care

①Town organizes Regional Care Meeting once in every two months which is attended by town officials, members of Local Elderly Care Management Center, staff of coordinated hospitals, service providers, pharmacists, community groups and residents.

On a wider perspective, we participate in the Regional Medical Coordination Project and "Athome Dental Care Project" both run by Odawara city. In these projects, one city and three towns – Odawara city, Hakone town, Manazuru town and Yugawara town- are involved to build a system where all generations including parents with infants and older people can casually visit and consult. Also, we encourage residents to have family doctors whom residents can consult regularly.

O Promotion of Mutual Support in Community

- 1 In order to support older people's life on a daily basis, it is necessary that various social resources (healthcare and welfare organizations, residents' voluntary groups, etc.) in community are linked as a network and closely coordinate each other. By doing so, we can realize an inclusive society where each party concerns other people's needs as their own matters. Town strengthens its role as a network coordinator, by working closely with Social Welfare Association, and by strengthen the functions of Local Care Management Center.
- O Providing Appropriate and Timely Medical and Nursing Care Based on People's Conditions
 - 1) We will build a system where the elderly can receive medical and nursing care in their familiar places (at home). So, we make more doctors available as family doctors, improve at-home

medical care and nursing services, and build a wider network with hospitals and nursing care facilities both in and out of town.

Strengthening Measures for Early-onset Dementia

① We will hold a meeting to discuss this issue with one city and three towns. (Odawara, Hakone, Manazuru and Yugawara)

O Supporting Caregivers of People with Dementia

1 Family Circle of People with Dementia

We provide a place for family members to exchange information and talk about their experiences.

Measures to Watch Over People with Dementia

1) Dementia Supporters Development Class

The class teaches basic knowledge on dementia and how to treat such people. People who finished this class assist people with dementia in community.

2 "Get-to-know" Dementia" Meeting

This is a meeting attended by three associations (doctors, dentists and pharmacists of Odawara, public officials of one city and three towns (Odawara, Hakone, Manazuru and Yugawara), and nursing care staff of dementia. They organize events and lecture programs and discuss correct understanding of dementia and how people with dementia can live in place at ease.

3 SOS Network for People with Dementia Walking Alone

People with dementia who frequently go out alone are registered on their familiy's request. When such people are reported to be lost, a network of police, healthcare and welfare office and welfare facilities mobilize to search for and protect them.

OWatch-over-system in Community

1 Meal Delivery Service

Social Welfare Council provides a meal delivery service for seniors who are not able to prepare meals by themselves. This service also confirms such people's safety. This service is intended to help such people to live an independent life.

② Emergency Reporting Device Rental Service We lend emergency reporting device to seniors living alone.

③ Promotion of "Supporting and Sharing" Projects

To support seniors' daily life we deploy Life Support Coordinators town-wide and at Social Welfare Council. We have organized paid volunteer teams named "Mana Sapo (Manazuru Supporters)" who do daily chores for seniors such as shopping and taking out garbage. Mana Sapo gives services by working with neighborhood associations case workers, senior citizens' clubs, commerce and industry association, volunteers and Active Life Corporation.

O Helping Disaster Vulnerable Seniors in times of Disasters

1) When the Great East Japan Earthquake broke out on March 11, 2011, we felt a great shaking in Manazuru. Although planned outage was conducted, we had no major damage fortunately.

To prepare against such a disaster, we will form a registration system to log people who need assistance in evacuation. We will establish a disaster response system not only by the government's capabilities but also with the support of local case workers, businesses and residents.

We will locate whereabouts of people in need of support and ensure their safety in case of emergency. Also, we promote neighborhood watch-over system for such people. Escape plans should be prepared with such people in mind.

As for the secondary evacuation places after temporary evacuation is completed, we are thinking of using existent facilities or newly constructed facilities.

We will talk with related organizations as for the acceptance of evacuees.

OPromotion of Preventive Care by Diversified Local Bodies

① Since the elderly population will continue to grow, preventive care is crucial. Preventive care includes prevention of care dependency (such as frailty), and keeping health from becoming worse even when people become frail.

To promote preventive care and maintain the elderly's health, improvement of their mobility and nutrition is not enough. We should make an environment where older people feel comfortable and find life meaningful.

It is also necessary that older people become supporters of other older people as players, and hold socializing classes and other programs.

Currently our town's rate of people certified as needing care is lower than the prefectural average. Further, the number of such people turned out to be lower than the figure when the 6th Plan was developed. This shows that our preventive care measures are taking effect. We are now practicing the 7th Plan, and we think it important to continue to promote our

Appropriate Provision of Public Nursing Care Insurance Services

- (1) Municipalities are responsible for designating, giving guidance to and supervise community-based nursing care service providers. We will make sure they give quality services by giving guidance and making on-the-spot inspection. We will evaluate their performance and also provide them with necessary information to expand their businesses.
- Making Public Nursing Care Services Accessible to Residents
- ① Nursing Care Benefits (for at-home users)

measures steadily.

As certified people needing nursing care or support increase, demand for care services increases, whether given at home or at facilities by visits. Presently we have few number of providers in town, so we need to bring more providers to town. We will give providers necessary information to enable them to expand their businesses in town.

As for care given at facilities for the elderly from home, Day Service Center for

rehabilitation was opened during the 6th Plan execution period. We believe that if residents use this Center and providers of in-town and neighboring municipalities, the demand for nursing care services of our town will be sufficiently met. For newly-opened providers, we will make them well-informed and give guidance.

Demand for the use of "short-stay" services at facilities is high, since family caregivers want to use them to lighten their care burden or to take a refreshing break. We will meet their requests by coordinating with our small scale multipurpose home-care provider and providers of our neighboring municipalities.

2 Preventive Care Benefits (for at-home users)

Demand for preventive care services of our town is well met by in-town service providers. In order to make their service more effective, we will make them well-informed and give them guidance.

When the national government introduced the total support program for preventive care and daily living support, preventive care services given at home and by facility visits were transferred to the responsibility of municipalities as part of their regional support projects. We will publicize this fact to residents and providers.

3 Nursing Care Services by Living at Facilities

We expect demand for the use of facilities covered by public nursing care insurance will have to be met by using facilities of a broader area than our town.

But the demand for other residence-type facilities will be well met by pay nursing homes group homes and specified facilities in our town.

4 Community-based Care Services

During the 6th Plan execution period, we secured "facility-visit type" providers for people with dementia, and a small scale multifunctional "at-home care" providers. We will familiarize residents with their services and make providers well-informed and give guidance.

Development of Human Resources in Healthcare, Medical and Welfare Areas

① We need many human resources and upgrade their skills in order to give proper care to the elderly.

We will upgrade the quality of care managers by enabling them to have practical experience at Local Elderly Care Management Center, to attend meetings of Manazuru Supporting and Sharing Association, Regional Care Meetings and Prefectural Training Programs.

As for public health nurses and nurses who play the central role of healthcare and welfare services, we will improve their quality by sending them to various trainings, while making sure we secure enough number of them.

In order to improve quality of functional training, nutrition guidance and oral health given to residents, we will secure the number of physical therapists, occupational therapists and dental hygienists.

As for volunteers, whose potential is highly valued, we will support activities of "Mana Sapo (Manazuru Supporting)Teams", other volunteer bodies and individuals.