



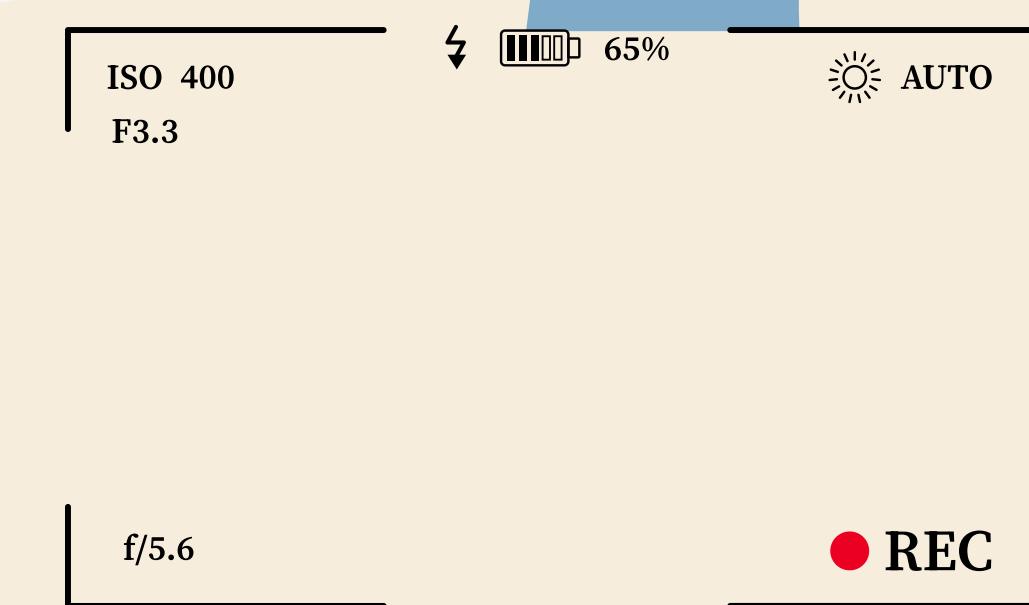
A CQI PROJECT ON IMPLEMENTING A **STAFF SAFETY AND WELLBEING PROGRAM** IN OCCUPATIONAL THERAPY DEPARTMENT TO PREVENT STAFF WORKSITE INJURY



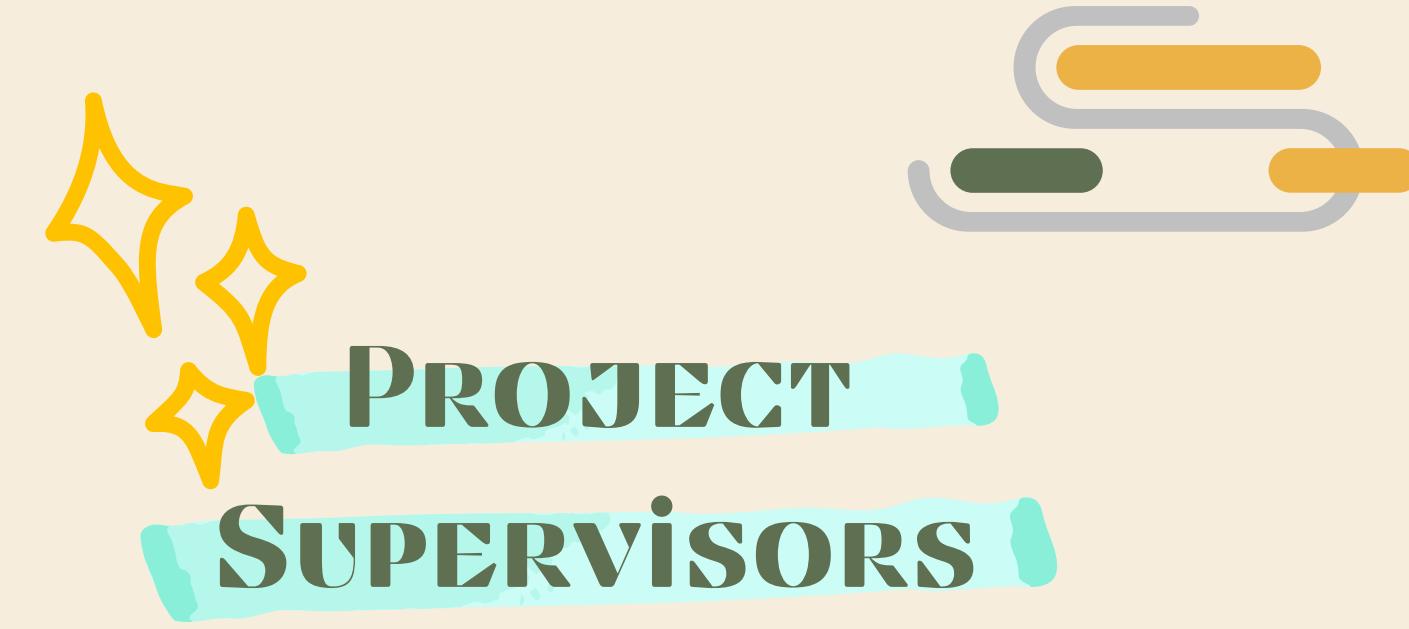
LAI HW(1), WANG YX(1), LUI NFJ(1)
(1) OCCUPATIONAL THERAPY DEPARTMENT,
QUEEN ELIZABETH HOSPITAL



Presented by Idy, LAI Hiu Wai
Occupational Therapist,
Queen Elizabeth Hospital

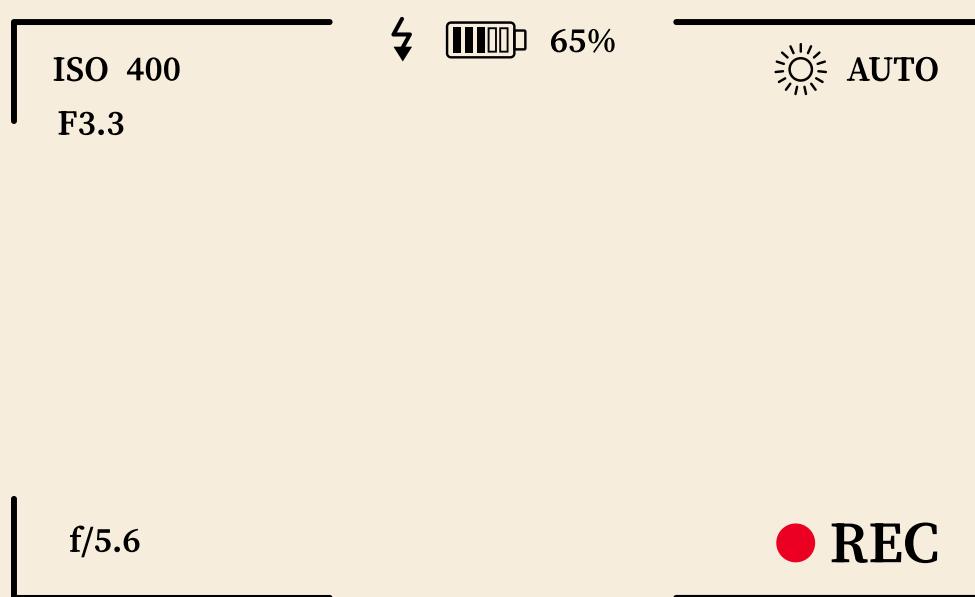


SPECIAL ACKNOWLEDGEMENT



**Ms. Janice LUI,
Department Manager**

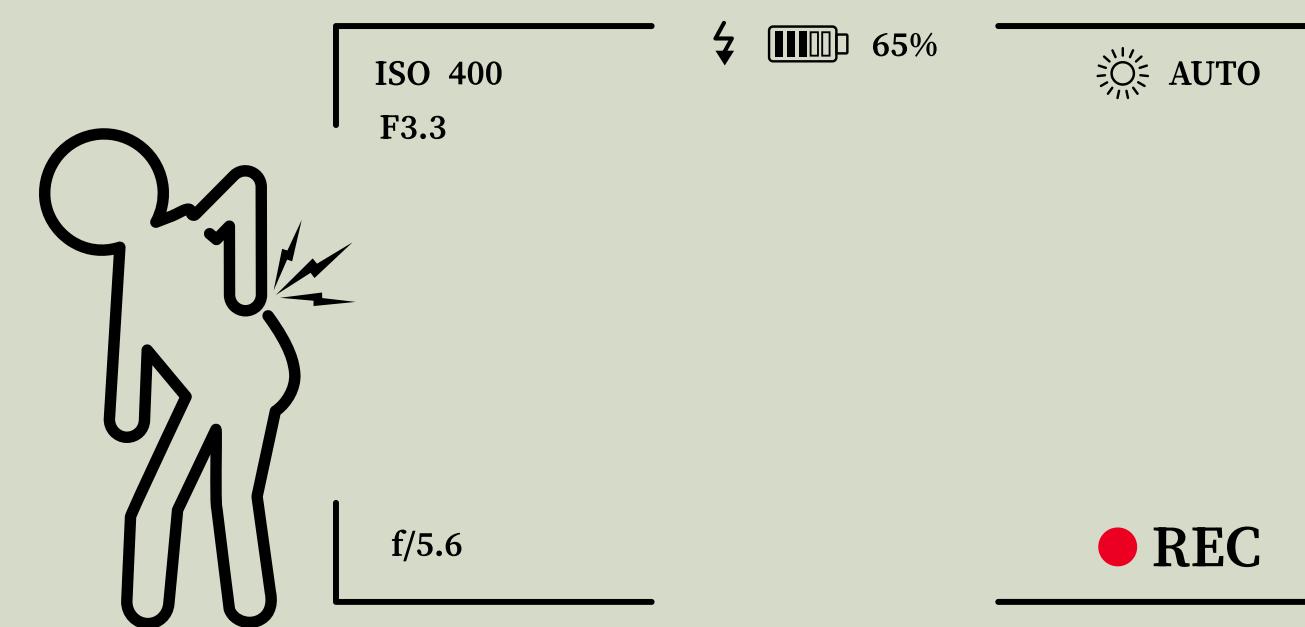
**Ms. Annie WANG,
Advanced Practice
Occupational Therapist**



INTRODUCTION



**THE NUMBER OF OLDER EMPLOYEES IN HOSPITAL AUTHORITY
WITH THE EXTENSION OF EMPLOYMENT UP TO AGE 65**



INTRODUCTION



**THE NUMBER OF OLDER EMPLOYEES IN HOSPITAL AUTHORITY
WITH THE EXTENSION OF EMPLOYMENT UP TO AGE 65**

OLDER EMPLOYEES

MORE VULNERABLE TO
WORK-RELATED INJURY
AS OF DECLINED
FUNCTIONAL CAPACITY
AND THE PRESENCE OF
MULTIPLE COMORBIDITIES.



ISO 400
F3.3

65%

AUTO



f/5.6

REC

INTRODUCTION



THE NUMBER OF OLDER EMPLOYEES IN HOSPITAL AUTHORITY WITH THE EXTENSION OF EMPLOYMENT UP TO AGE 65

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STAFF INJURIES ON DUTY
DECREASES:
 EMPLOYEE WELLBEING
 JOB SATISFACTION
 ORGANIZATION
MANPOWER STABILITY

ISO 400
F3.3

65%

AUTO



f/5.6

REC

INTRODUCTION



THE NUMBER OF OLDER EMPLOYEES IN HOSPITAL AUTHORITY WITH THE EXTENSION OF EMPLOYMENT UP TO AGE 65

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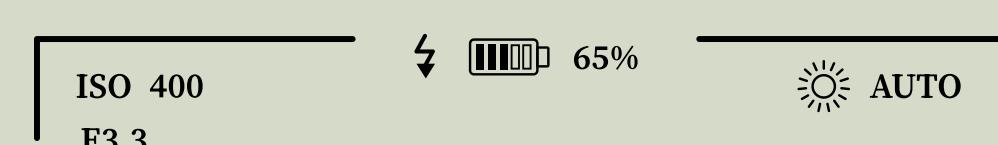


STAFF INJURIES ON DUTY
DECREASES:
 EMPLOYEE WELLBEING
 JOB SATISFACTION
 ORGANIZATION
MANPOWER STABILITY



★★★★★
RECOMMENDED

**TO SUPPORT THE PHYSICAL AND
MENTAL WELL-BEING OF STAFF**
 RELIEVE POST INJURY SYMPTOMS
 FOSTER RECOVERY



f/5.6

REC

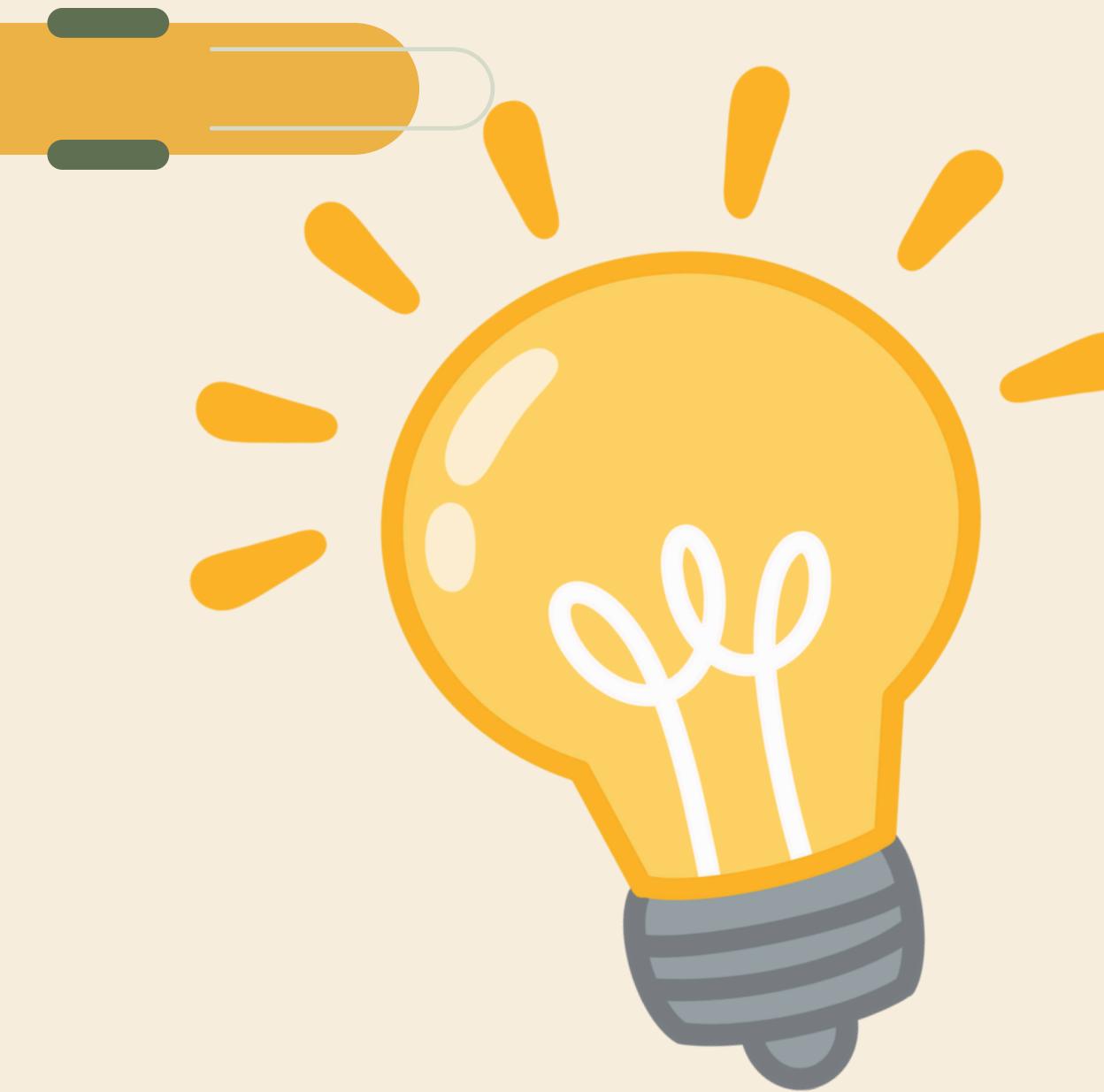
EXISTING STAFF TRAINING AND EDUCATION ACTIVITIES WITHIN THE DEPARTMENT



E-LEARNING:
MANUAL HANDLING
OPERATIONS SKILLS TRAINING



IN-SERVICE TRAINING:
TRANSFER SKILL
TRAINING WORKSHOP



TO TAILED EFFECTIVE SUPPORT & ENHANCE STAFF WELLBEING,
THE OCCUPATIONAL THERAPY DEPARTMENT PLANNED AND
IMPLEMENTED A **STAFF SAFETY AND WELLBEING PROGRAM** TO
ENHANCE SAFE WORKING ENVIRONMENT,
REDUCE THE RISK OF STAFF INJURIES AND
ENHANCE STAFF PRODUCTIVITY AND SATISFACTION.

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65%

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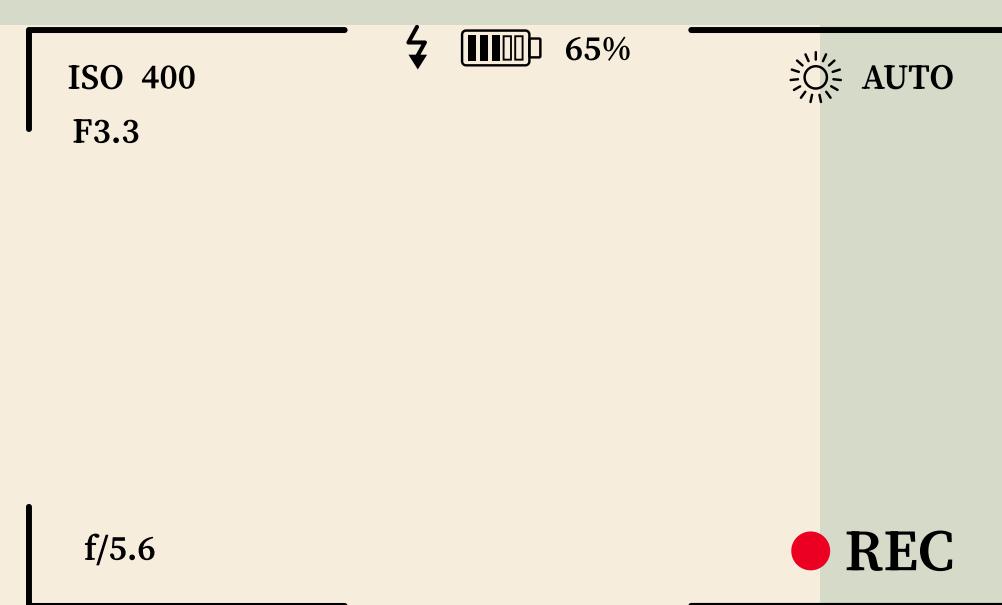
OBJECTIVES



IDENTIFY **POTENTIAL RISKS** IN WORKPLACE THAT COULD LEAD TO STAFF INJURIES



TO ESTABLISH A REGULAR STAFF FITNESS PROMOTING GROUP
TO OPTIMISE STAFF OVERALL FITNESS AND WELL-BEING.



METHODOLOGY

DECEMBER
2023

SURVEY:

TARGET: PATIENT CARE ASSISTANTS (PCAs)

IN OCCUPATIONAL THERAPY DEPARTMENT

THE NEEDS OF PCAs REGARDING STAFF'S HEALTH CONCERNS.



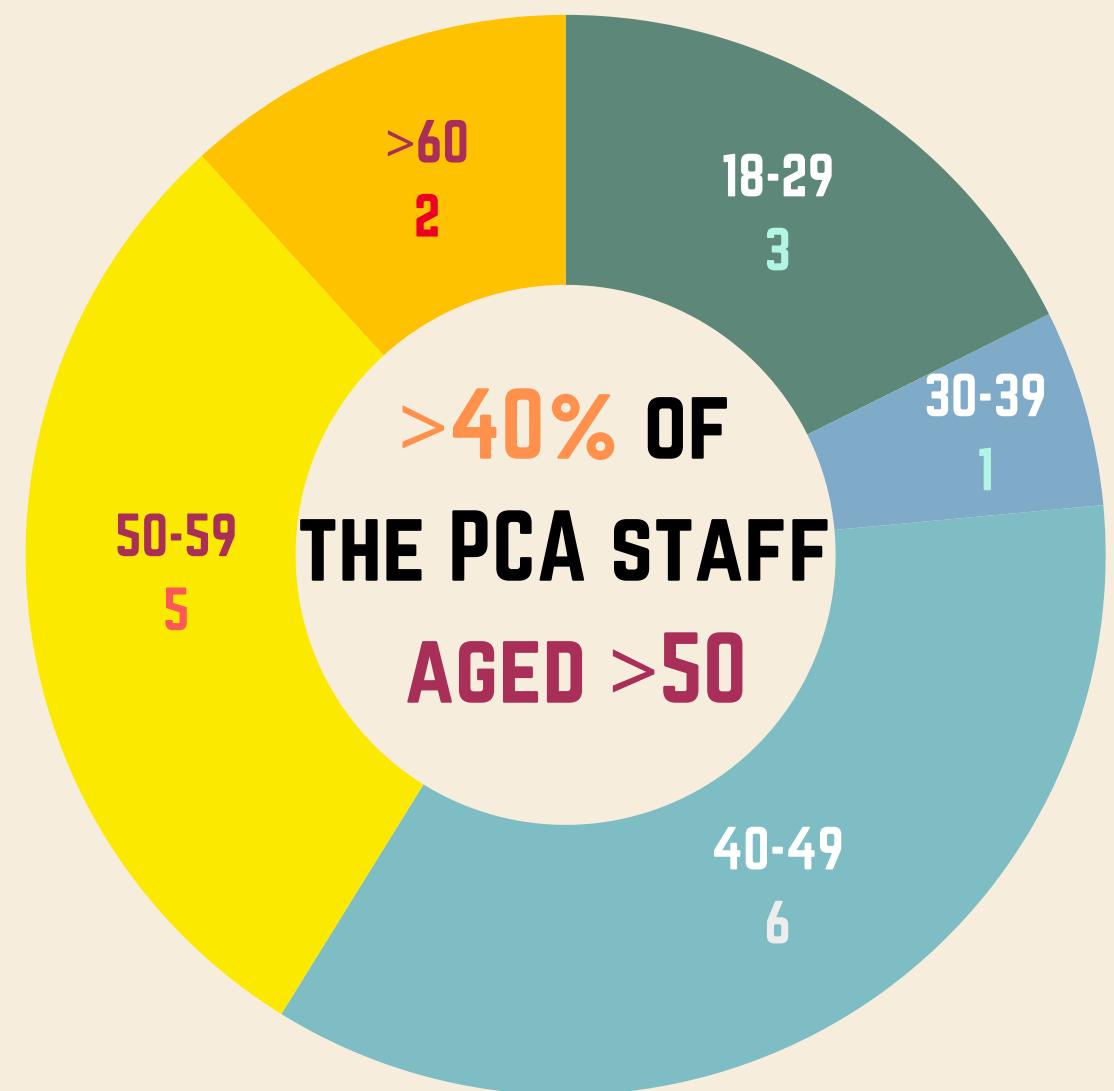
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F3.3

65%

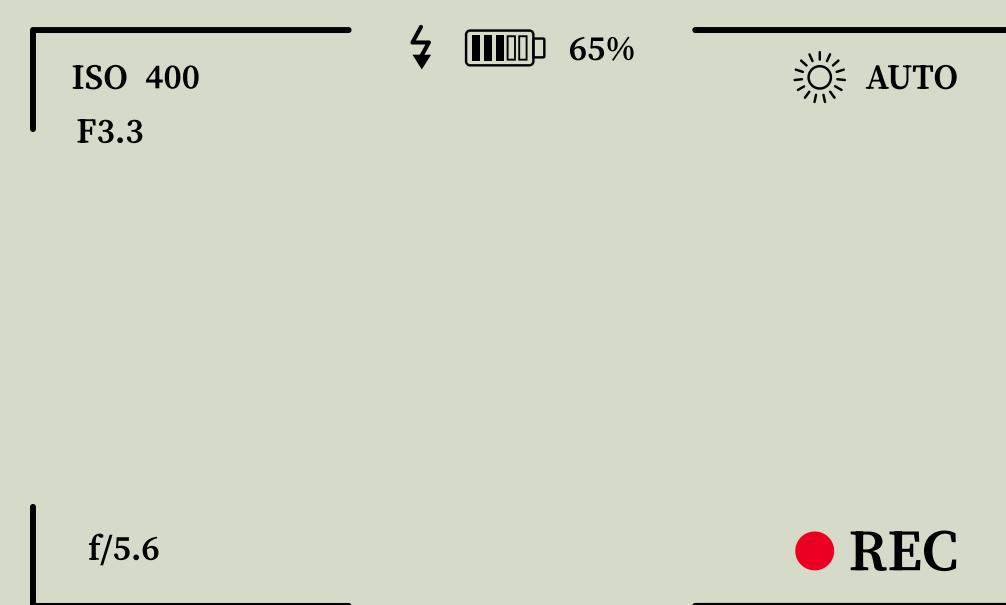
AUTO

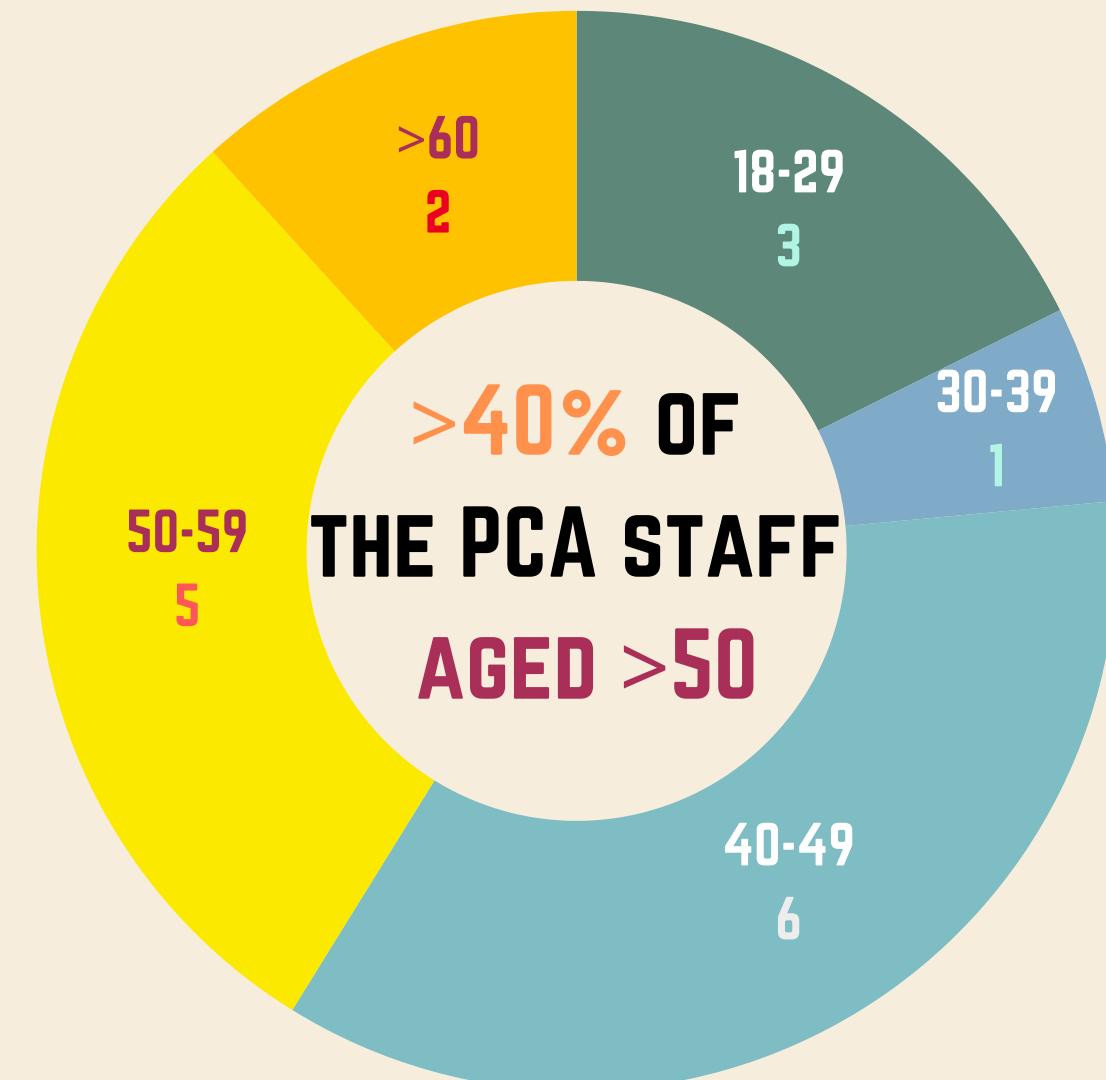
f/5.6

REC

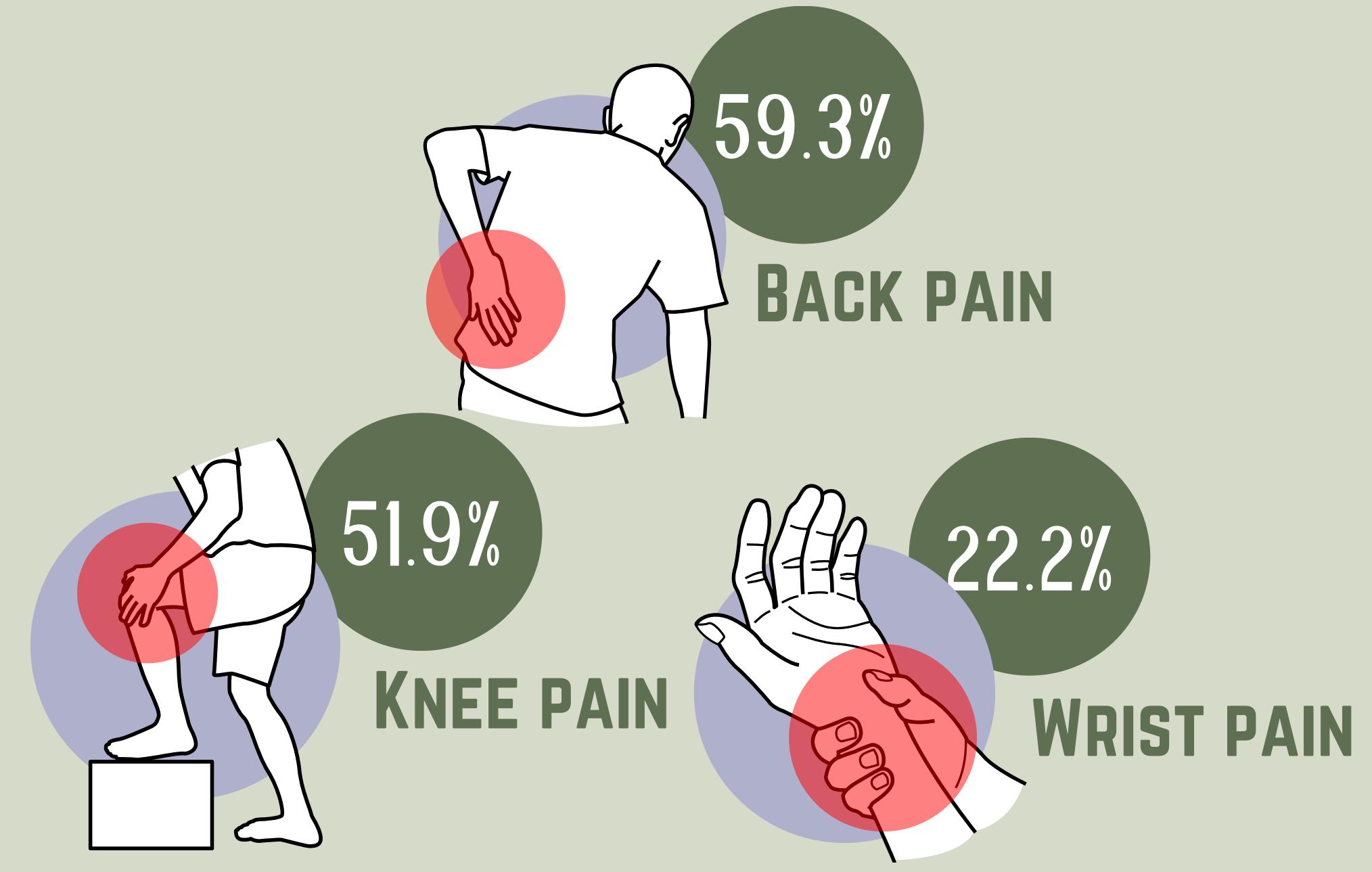


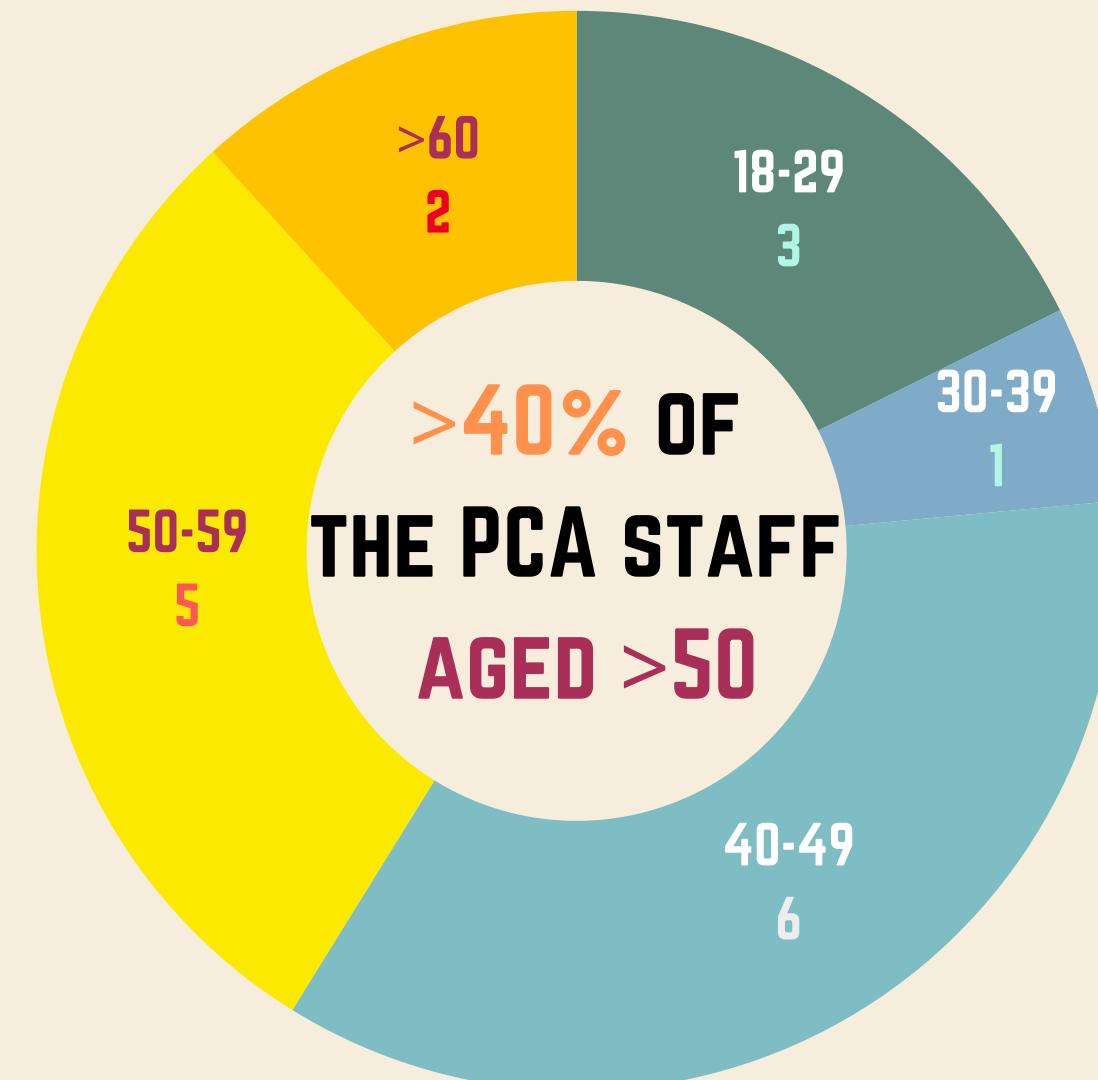
RESULTS OF PRE-PROGRAM SURVEY



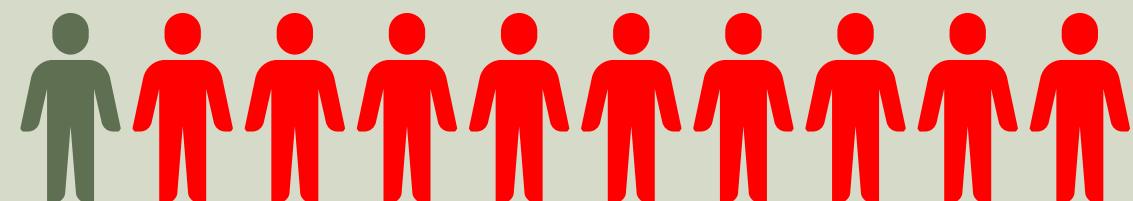


RESULTS OF PRE-PROGRAM SURVEY

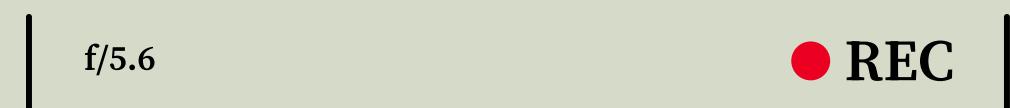
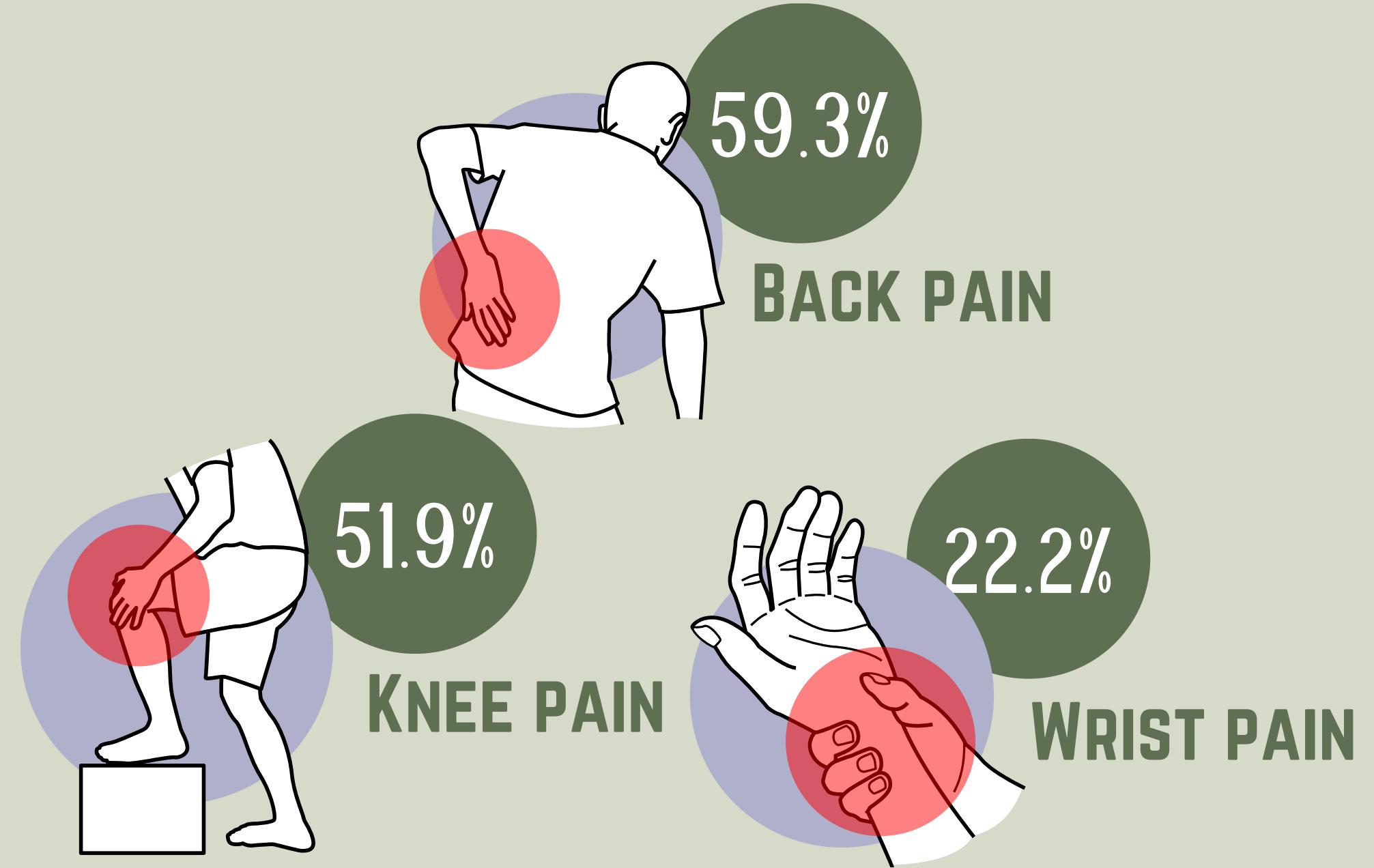




RESULTS OF PRE-PROGRAM SURVEY



92.6%
NO HABIT OF PERFORMING WARM-UP
ACTIVITIES PRIOR TO HEAVY LIFTING



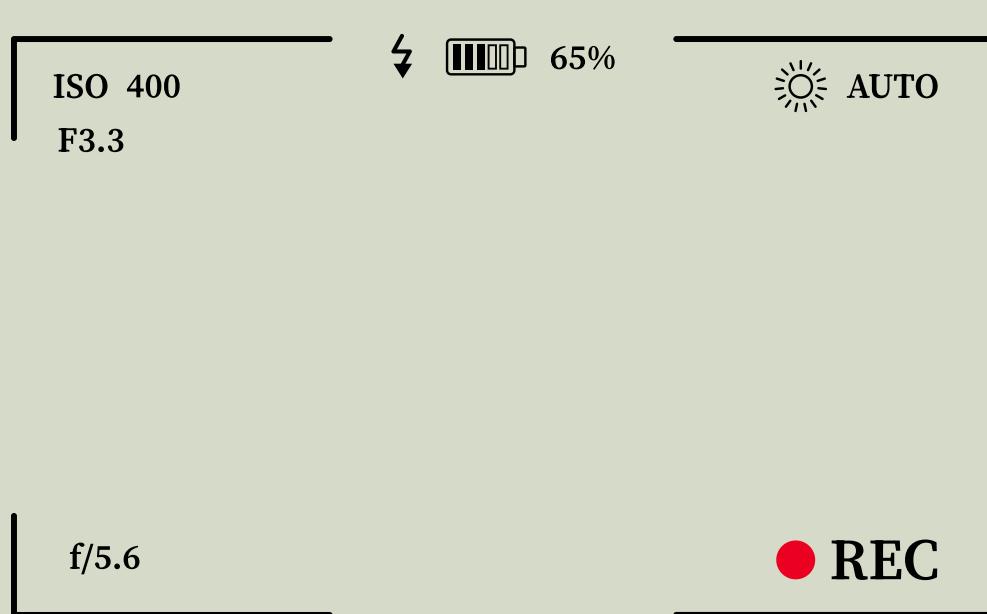
METHODOLOGY

DECEMBER
2023

SURVEY
TO PCAs

FEBRUARY
2024

ASSISTANT
TRAINING WORKSHOP



ASSISTANT TRAINING WORKSHOP



REINFORCED:
**SAFE WORKING PROTOCOLS
**ERGONOMIC TECHNIQUES IN
CLINICAL WORK

LED BY OCCUPATIONAL THERAPIST

ISO 400
F3.3

65%

AUTO

f/5.6

REC

METHODOLOGY

DECEMBER
2023

SURVEY
TO PCAs

FEBRUARY
2024

ASSISTANT
TRAINING
WORKSHOP

APRIL
2024

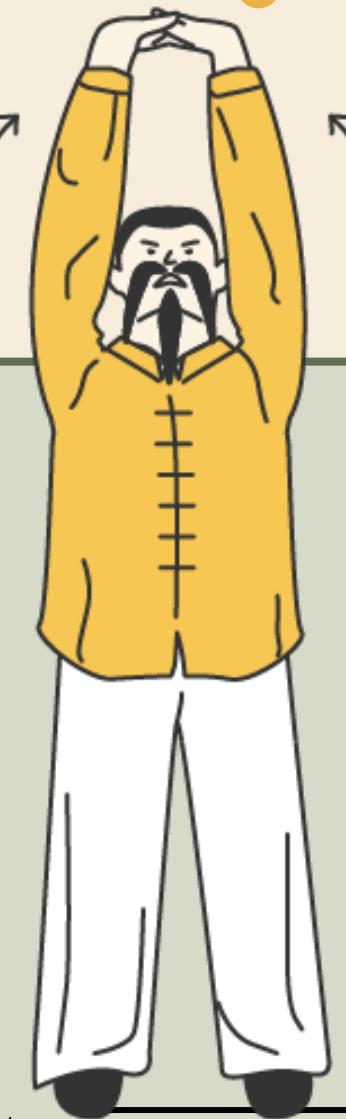
HEALTH-QIGONG
PROGRAM

f/5.6

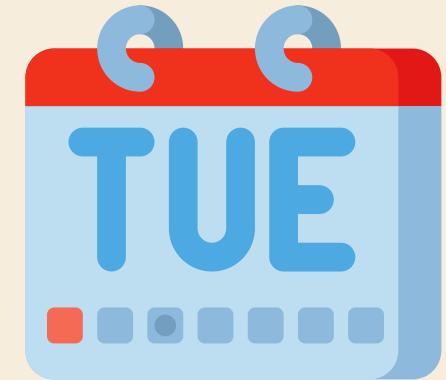
REC

ISO 400
F3.3

65%
AUTO



HEALTH QIGONG GROUP

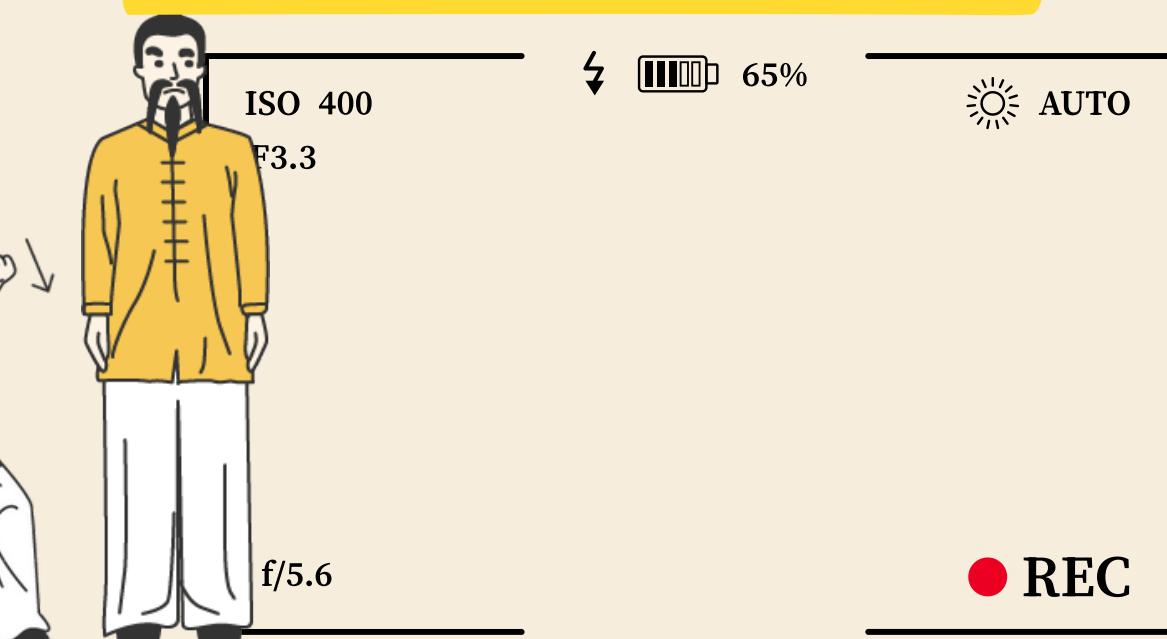


LED BY THERAPISTS
TARGET PARTICIPANTS:

PCA STAFF PROVIDING IN-PATIENT SERVICE

SCHEDULE: 15 MINUTES WARM-UPS AND

HEALTH QIGONG BA DUAN JIN



MEASURES TAKEN



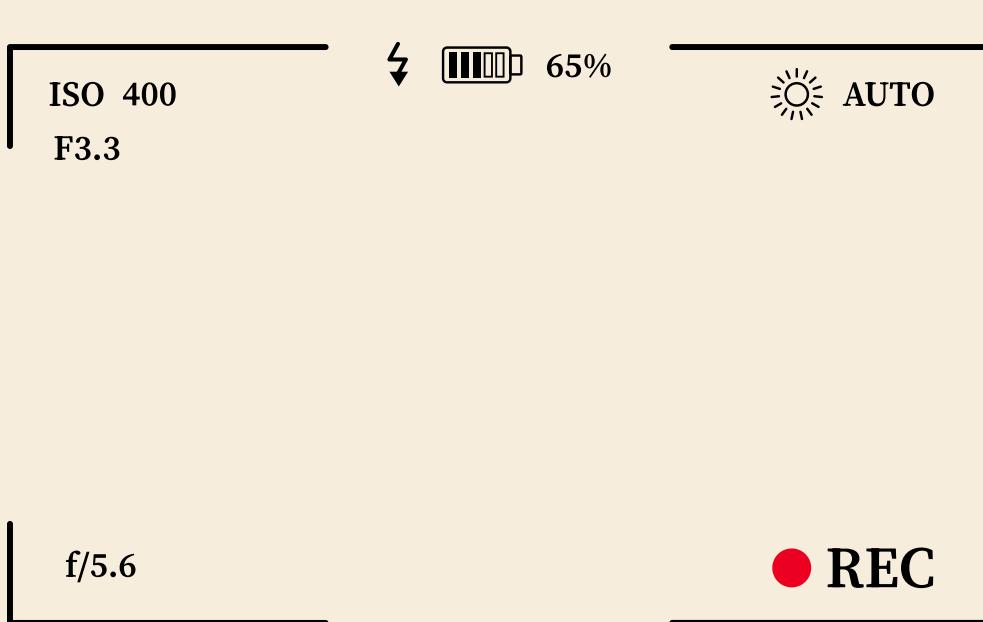
A POSTER DISTRIBUTED TO THE PCAS

×AVOID×

I N J U R Y



(GUIDE AND ENCOURAGE HABIT OF
WARM-UP BEFORE WORK)



MEASURES TAKEN

× AVOID ×

I N J U R Y

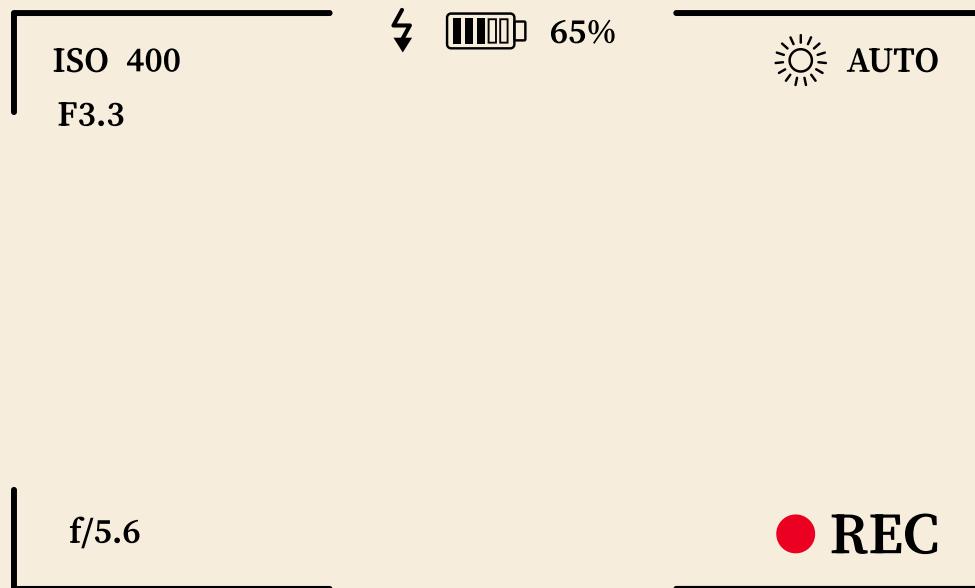
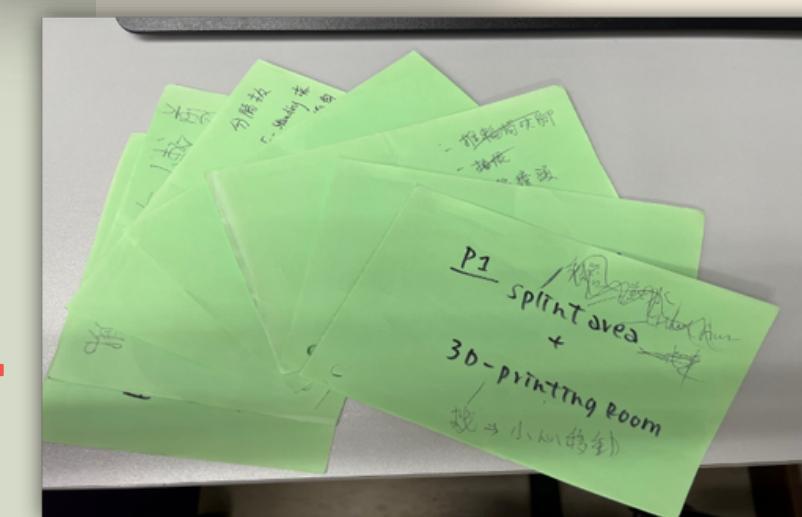


A POSTER DISTRIBUTED TO THE PCAS

(GUIDE AND ENCOURAGE HABIT OF
WARM-UP BEFORE WORK)



CONTINUALLY DISCUSS & IDENTIFY POTENTIAL
WORK ENVIRONMENT HAZARDS AND
IMPLEMENT MODIFICATION PROJECTS



MEASURES TAKEN

× AVOID ×

INJURY

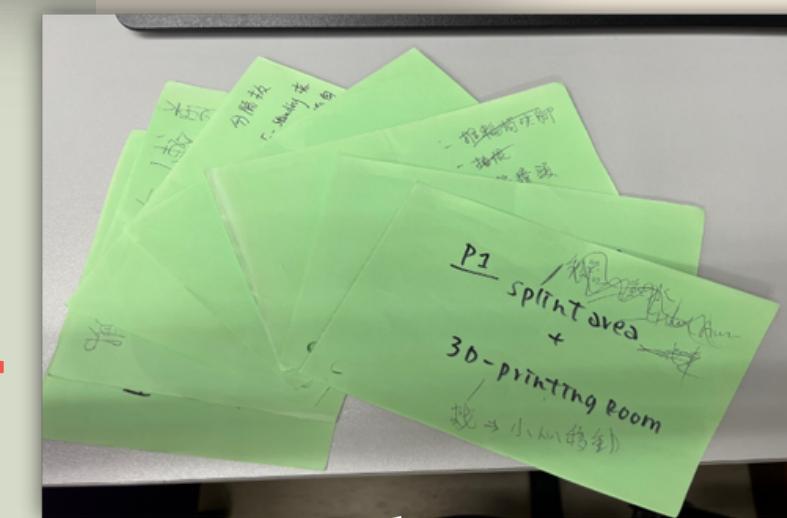


A POSTER DISTRIBUTED TO THE PCAS

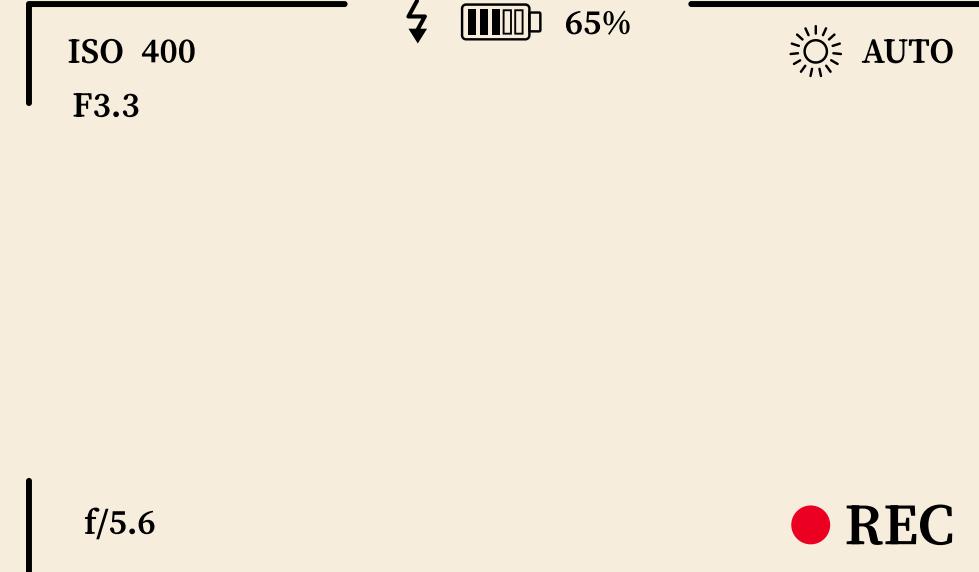
(GUIDE AND ENCOURAGE HABIT OF
WARM-UP BEFORE WORK)



CONTINUALLY DISCUSS & IDENTIFY POTENTIAL
WORK ENVIRONMENT HAZARDS AND
IMPLEMENT MODIFICATION PROJECTS



ENCOURAGES REPORT INJURIES DURING WORK
(TO SUPPORT AND
PROVIDE PROMPT RESPONSE)



METHODOLOGY

DECEMBER
2023

**SURVEY
TO PCAs**

FEBRUARY
2024

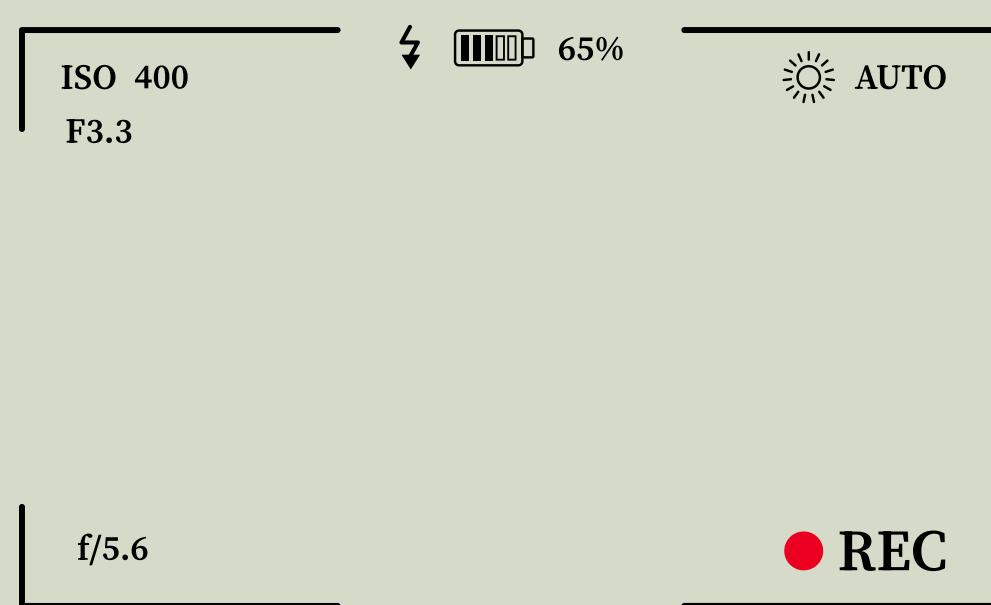
**ASSISTANT
TRAINING
WORKSHOP**

APRIL
2024

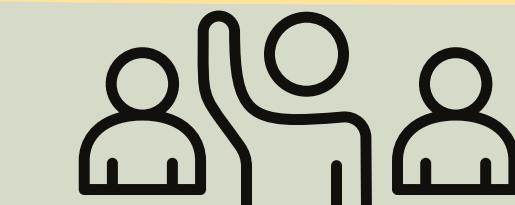
**HEALTH-
QIGONG
PROGRAM**

DECEMBER
2024

**POST-PROGRAM
SURVEY**



RESULTS OF POST-PROGRAM SURVEY



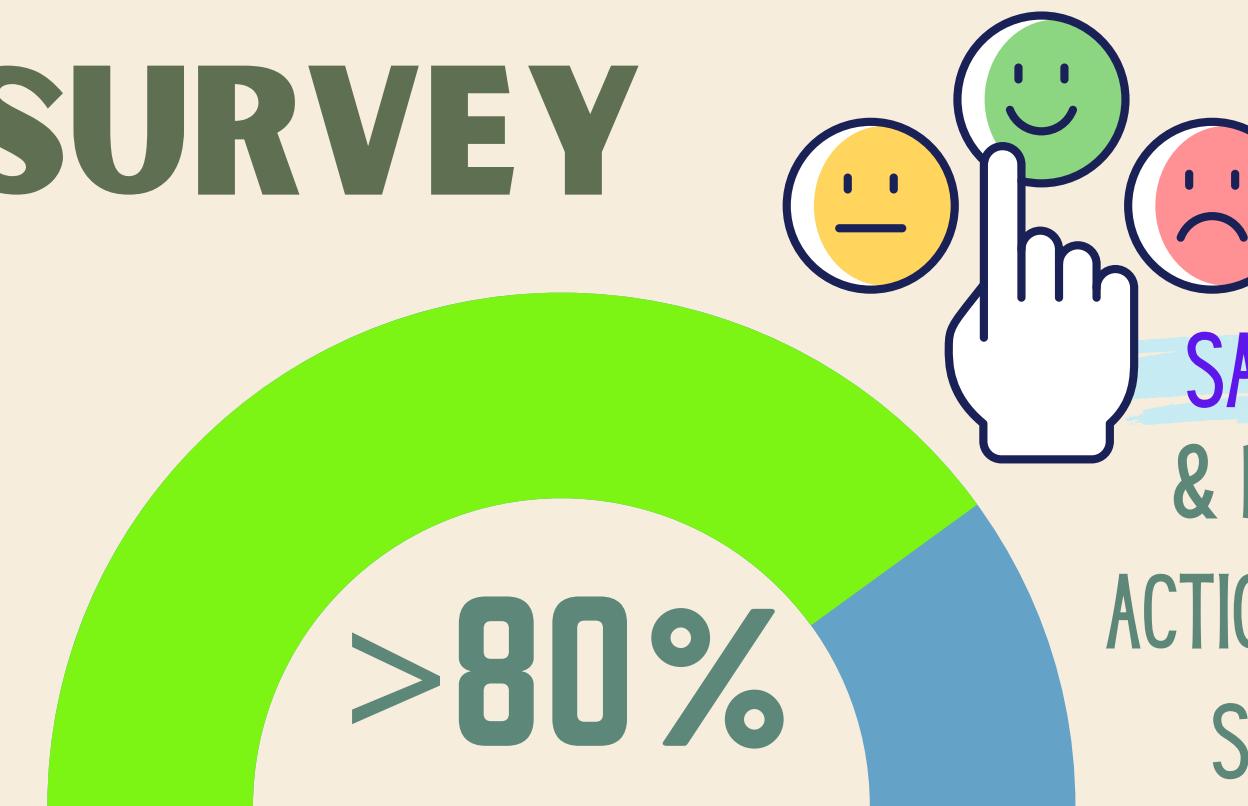
71 SESSIONS

PCAS ACTIVELY PARTICIPATE

POSITIVE RESPONSE:



- THERAPIST-LED WITH GUIDANCE
- REGULAR TIMESLOT FOR STRETCHING
- IMMEDIATE AND APPROPRIATE RESPONSE
FOR HIGH RISK AREA



SATISFIES WITH THE PROGRAM
& BELIEVED THE PROGRAM AND
ACTIONS TAKEN WERE HELPFUL FOR
STAFF INJURY PREVENTION.

ISO 400
F3.3

65%

AUTO

f/5.6

REC

RESULTS OF POST-PROGRAM SURVEY

HEALTH QIGONG SESSIONS

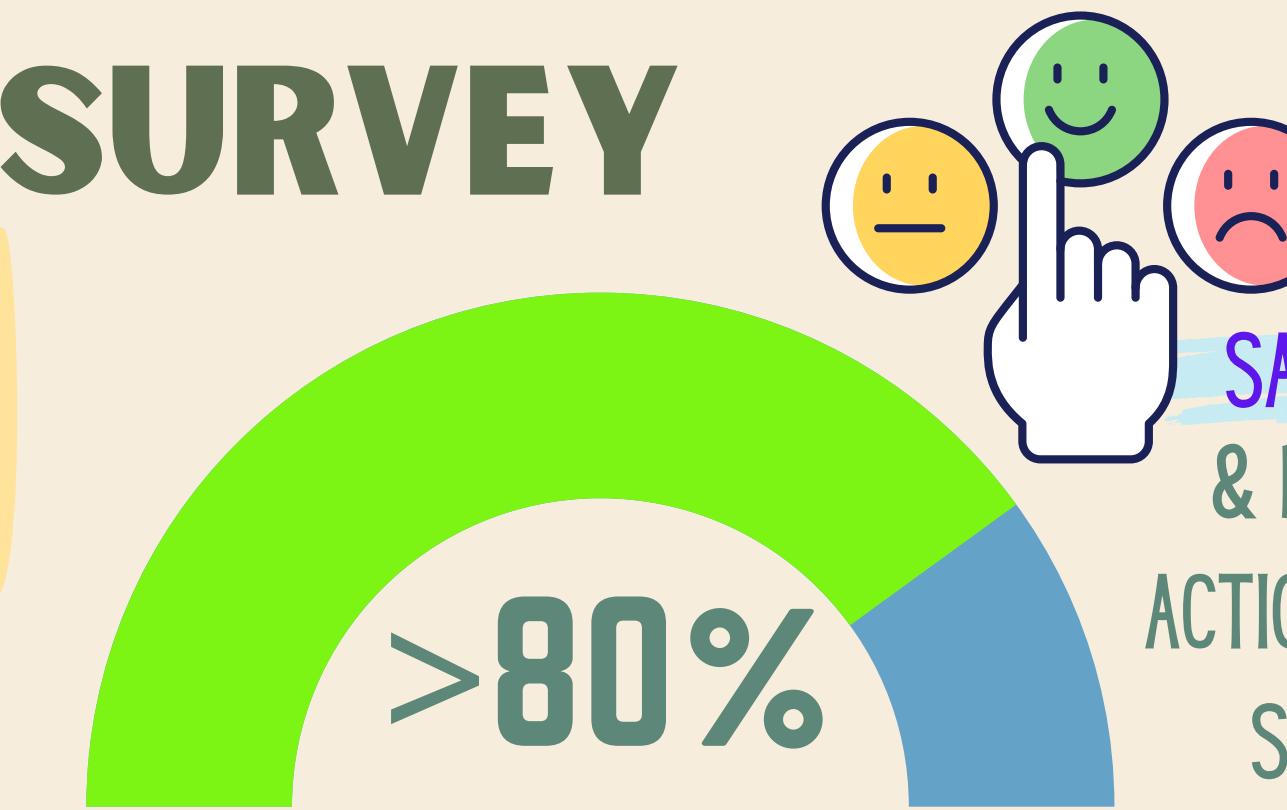


71 SESSIONS

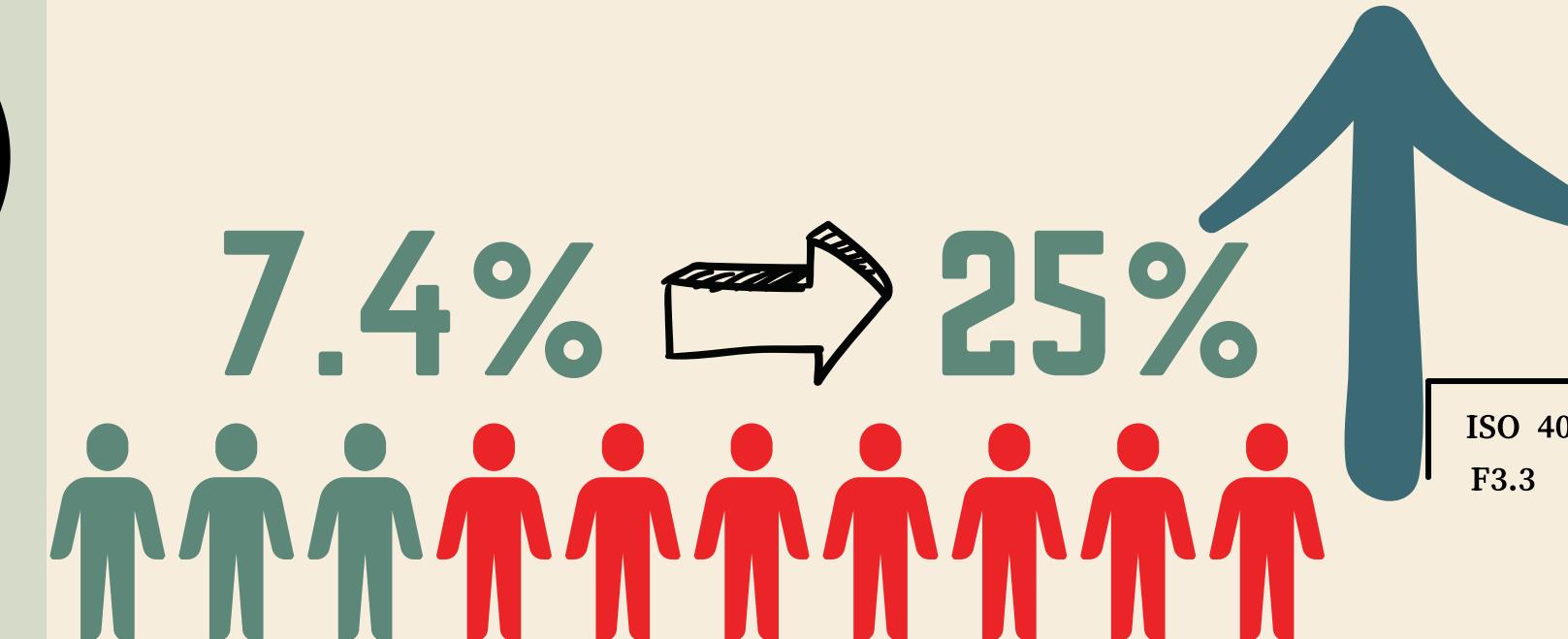
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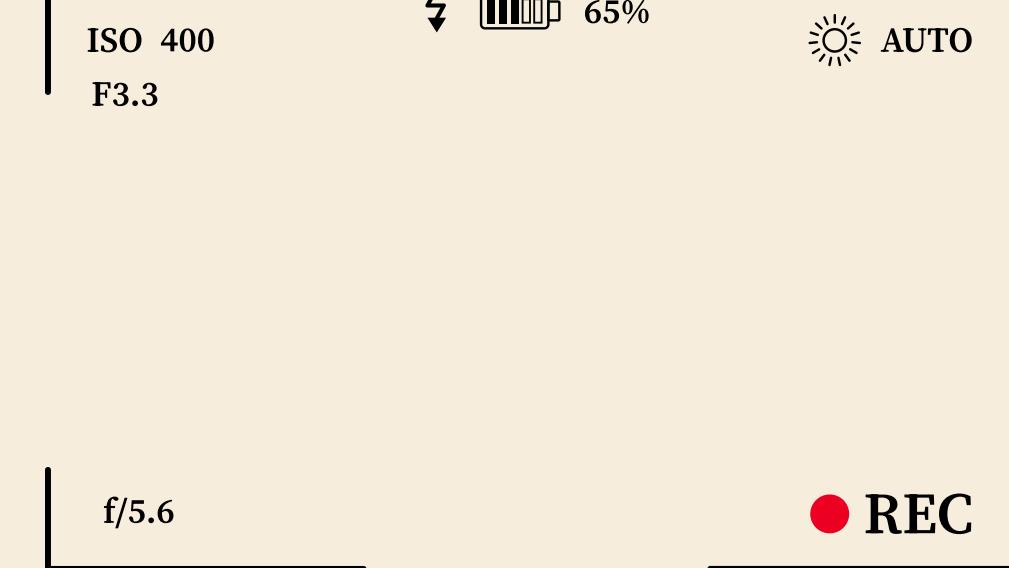
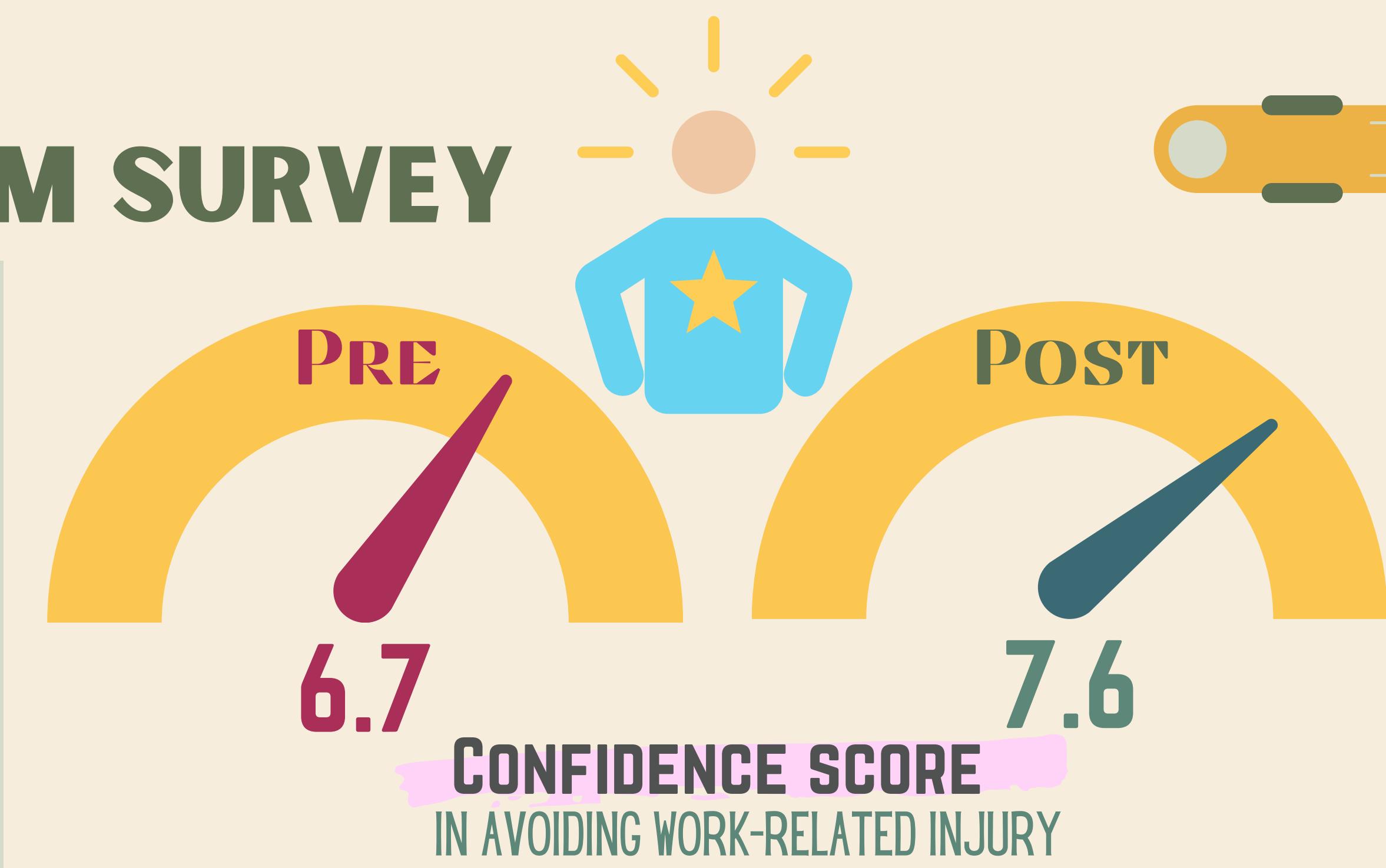


THE AWARENESS OF PCAS REGULARLY
SELF-PERFORM WARM-UP EXERCISE BEFORE WORK

f/5.6

RESULTS OF POST-PROGRAM SURVEY

NO IOD EPISODES
SINCE INITIATION OF
STAFF SAFETY AND WELLBEING
PROGRAM



CONCLUSION, FUTURE PLAN AND APPLICATIONS

THE STAFF SAFETY AND WELLBEING PROGRAM
SHOWED POSITIVE EFFECT IN STAFF SATISFACTION
AND OVERALL WELLBEING.

IT ENHANCED WORKSITE SAFETY, REDUCED THE RISK
OF STAFF INJURY, LEADING TO A MORE ENGAGED AND
PRODUCTIVE WORKFORCE.

PLAN

- CONTINUE THE ONGOING PRACTICE
- EXPAND THE PROGRAM TO STAFF
WHOSE DUTY RELATED IN MANUAL
HANDLING OPERATION (MHO)



ISO 400
F3.3

65%

AUTO



THANK YOU

