



伊利沙伯醫院
QUEEN ELIZABETH HOSPITAL

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*

ISO 400
F3.3

⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

SPECIAL ACKNOWLEDGEMENT



PROJECT SUPERVISORS

Ms. Janice LUI,
Department Manager

Ms. Annie WANG,
Advanced Practice
Occupational Therapist

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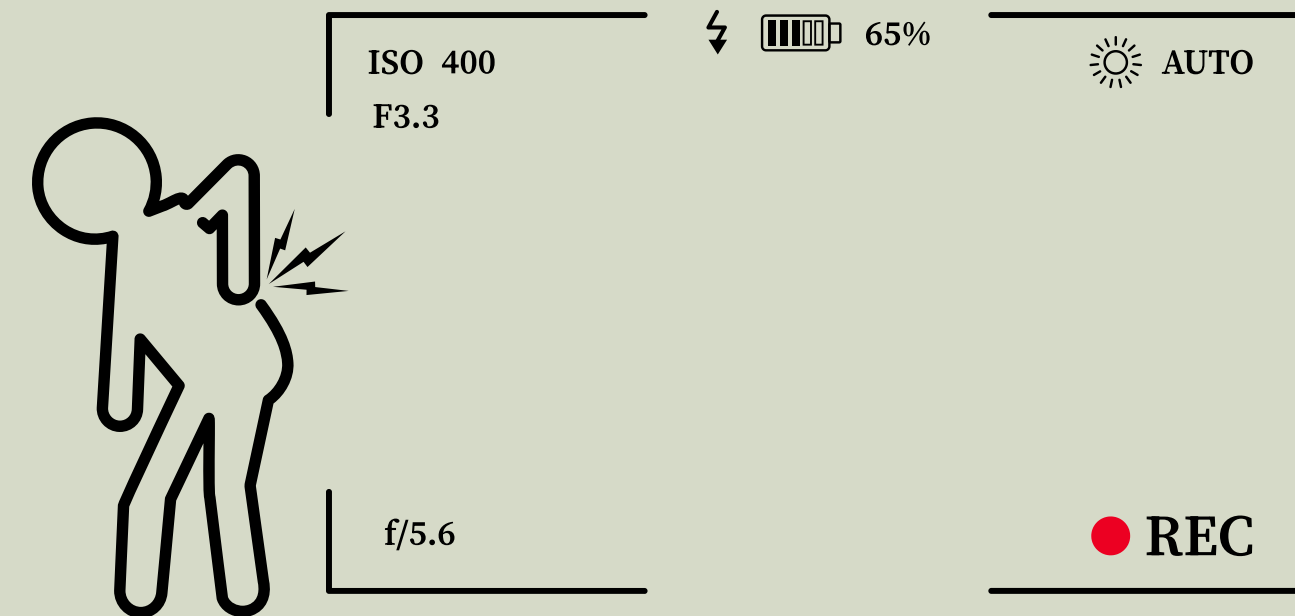
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INTRODUCTION



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



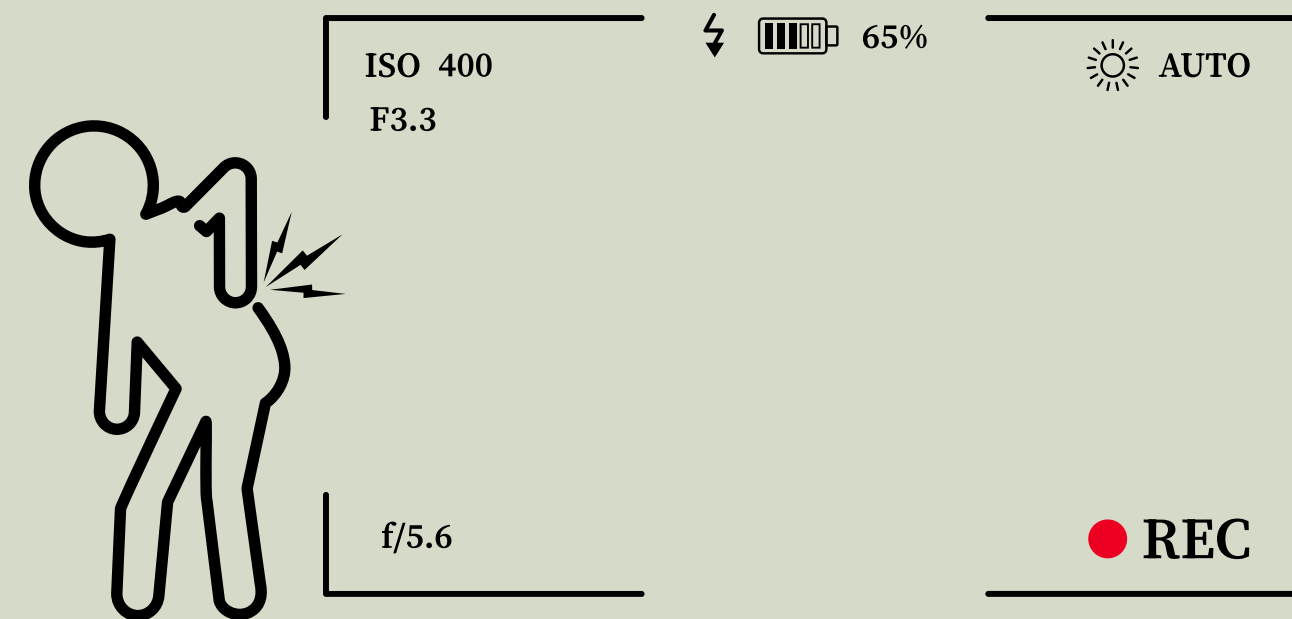
INTRODUCTION



**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.



INTRODUCTION



**THE NUMBER OF OLDER EMPLOYEES IN HOSPITAL AUTHORITY
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OLDER EMPLOYEES

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STAFF INJURIES ON DUTY

DECREASES:

-  **EMPLOYEE WELLBEING**
-  **JOB SATISFACTION**
-  **ORGANIZATION
MANPOWER STABILITY**



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INTRODUCTION



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



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- ☒ **EMPLOYEE WELLBEING**
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- ☒ **ORGANIZATION
MANPOWER STABILITY**



★★★★★
RECOMMENDED

TO SUPPORT THE **PHYSICAL AND
MENTAL WELL-BEING OF STAFF**



RELIEVE POST INJURY SYMPTOMS



FOSTER RECOVERY

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● REC

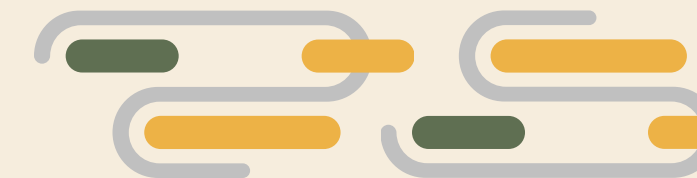
EXISTING STAFF TRAINING AND EDUCATION ACTIVITIES WITHIN THE DEPARTMENT



E-LEARNING:
MANUAL HANDLING
OPERATIONS SKILLS TRAINING



IN-SERVICE TRAINING:
TRANSFER SKILL
TRAINING WORKSHOP



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● REC



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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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.**



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● REC

METHODOLOGY

DECEMBER
2023

SURVEY:

TARGET: **PATIENT CARE ASSISTANTS (PCAs)**

IN OCCUPATIONAL THERAPY DEPARTMENT

? THE NEEDS OF PCAs REGARDING **STAFF'S HEALTH CONCERNS.**



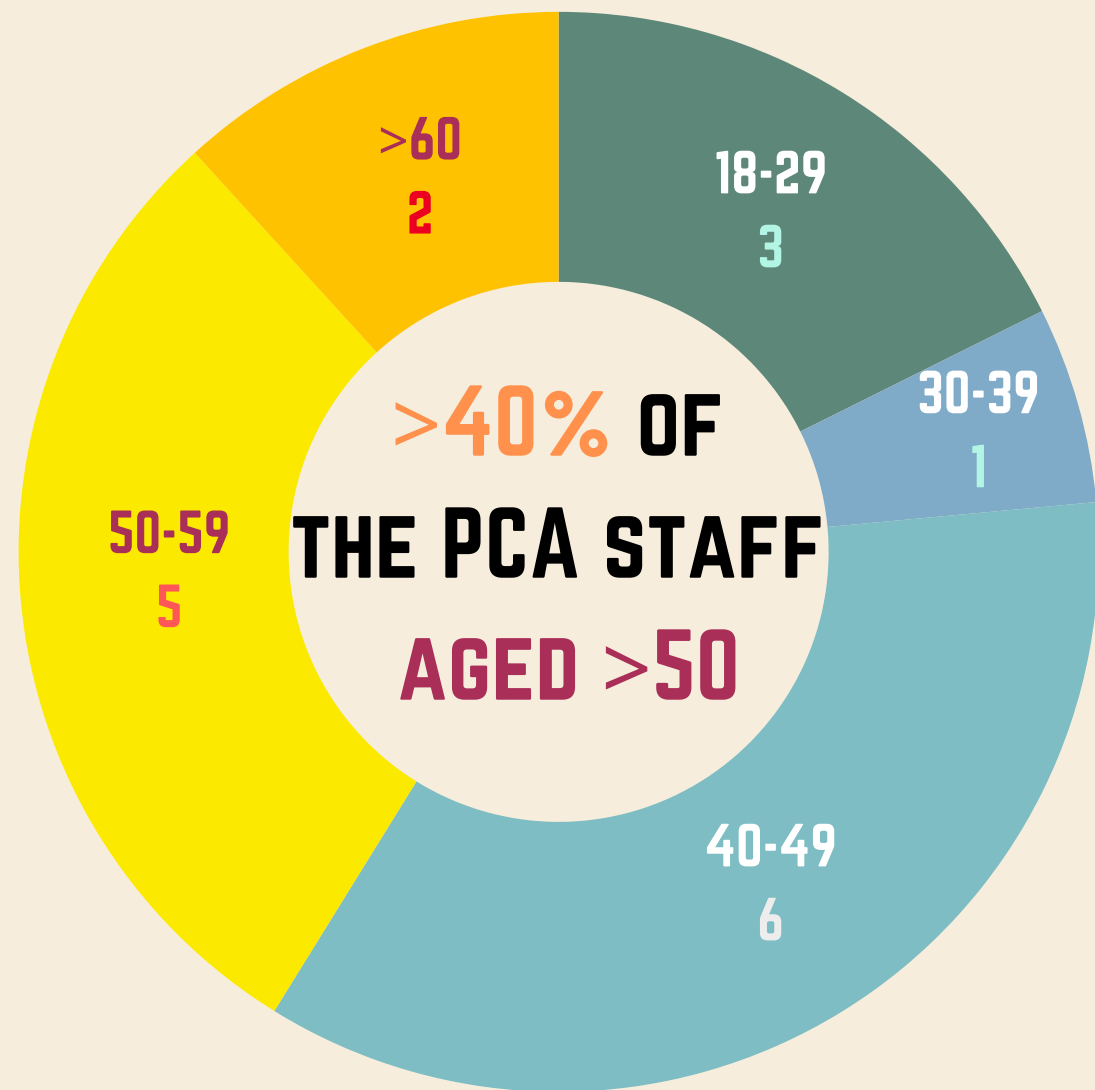
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● REC



RESULTS OF PRE-PROGRAM SURVEY



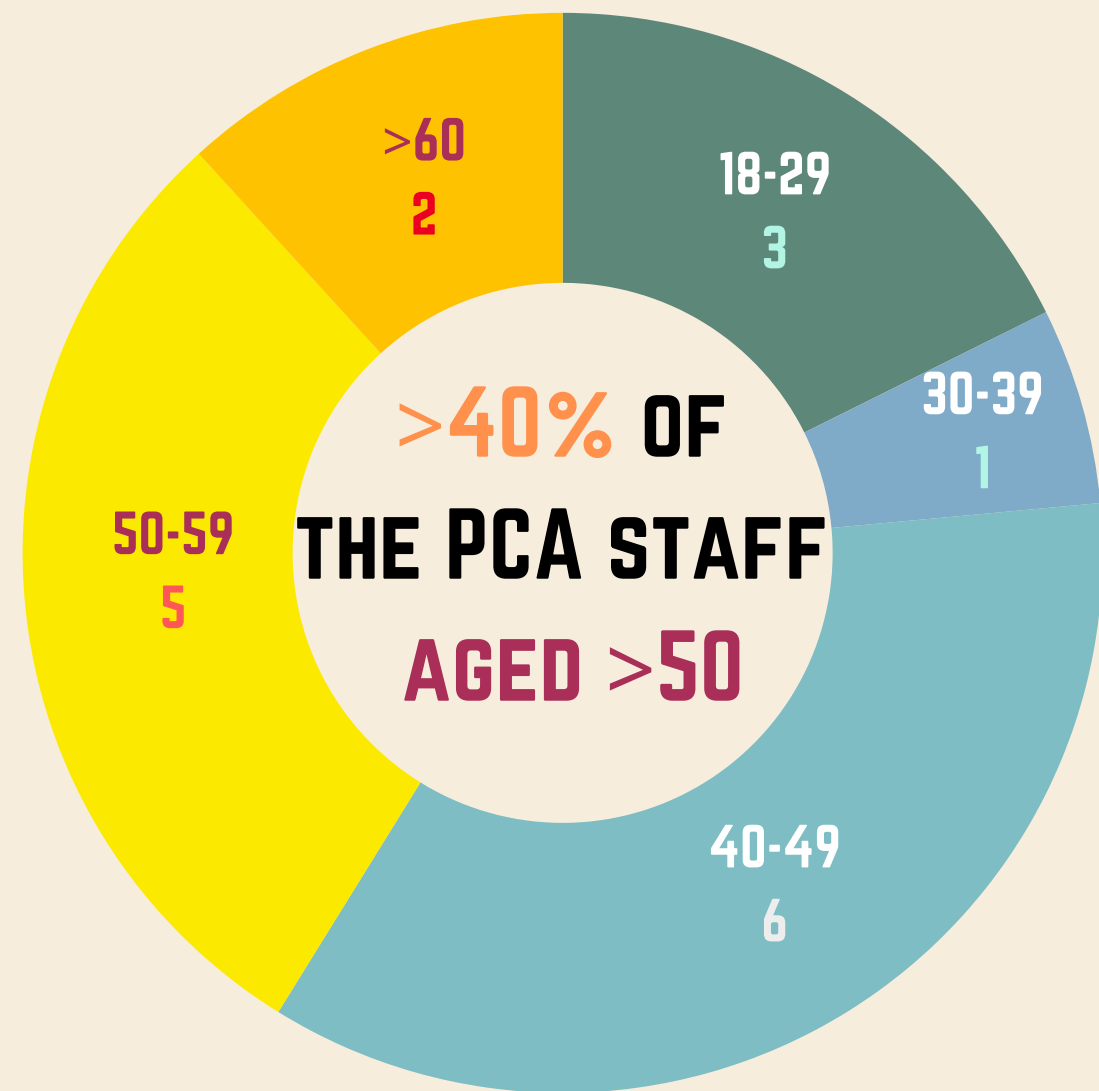
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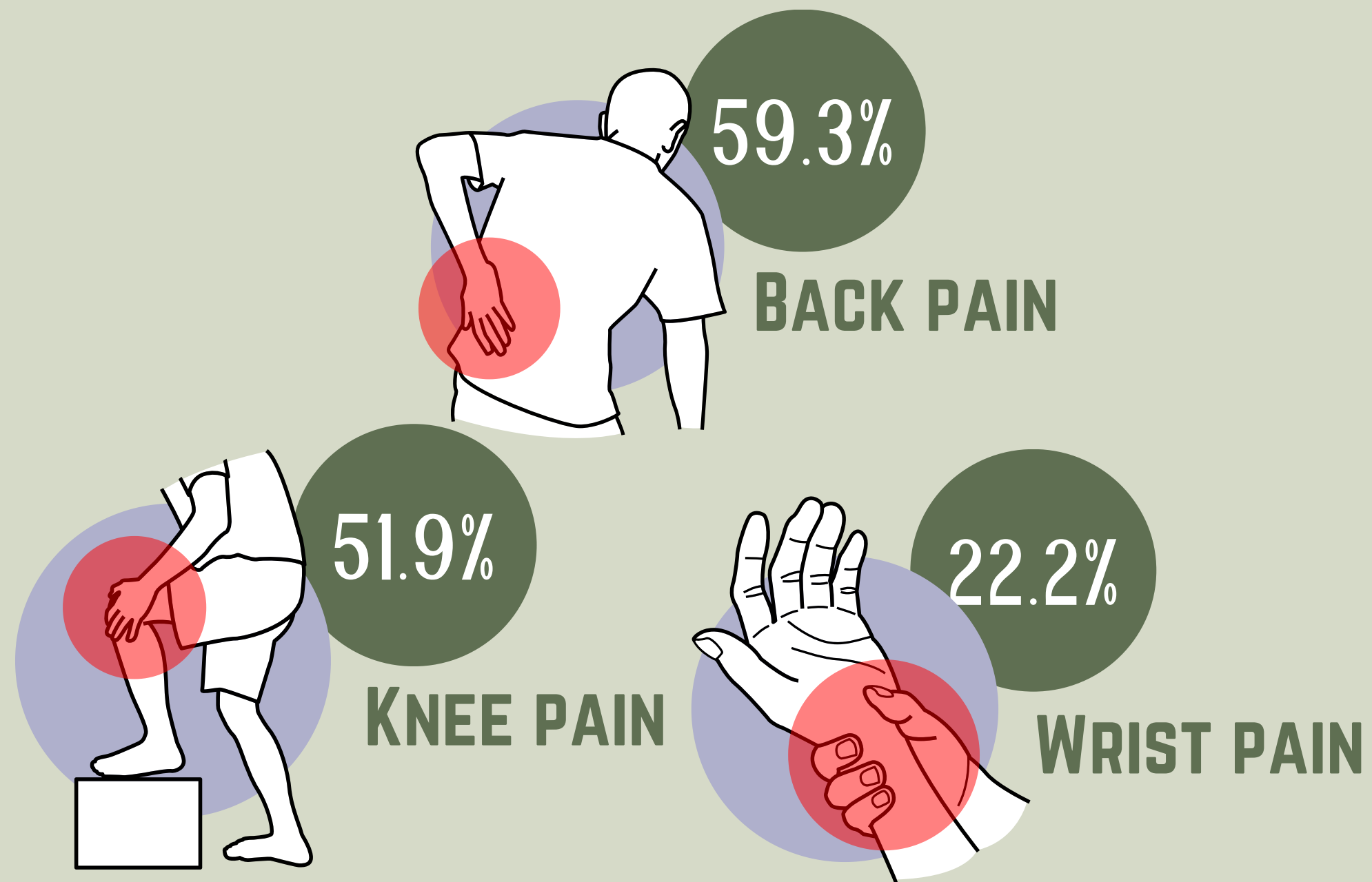
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● REC



RESULTS OF PRE-PROGRAM SURVEY



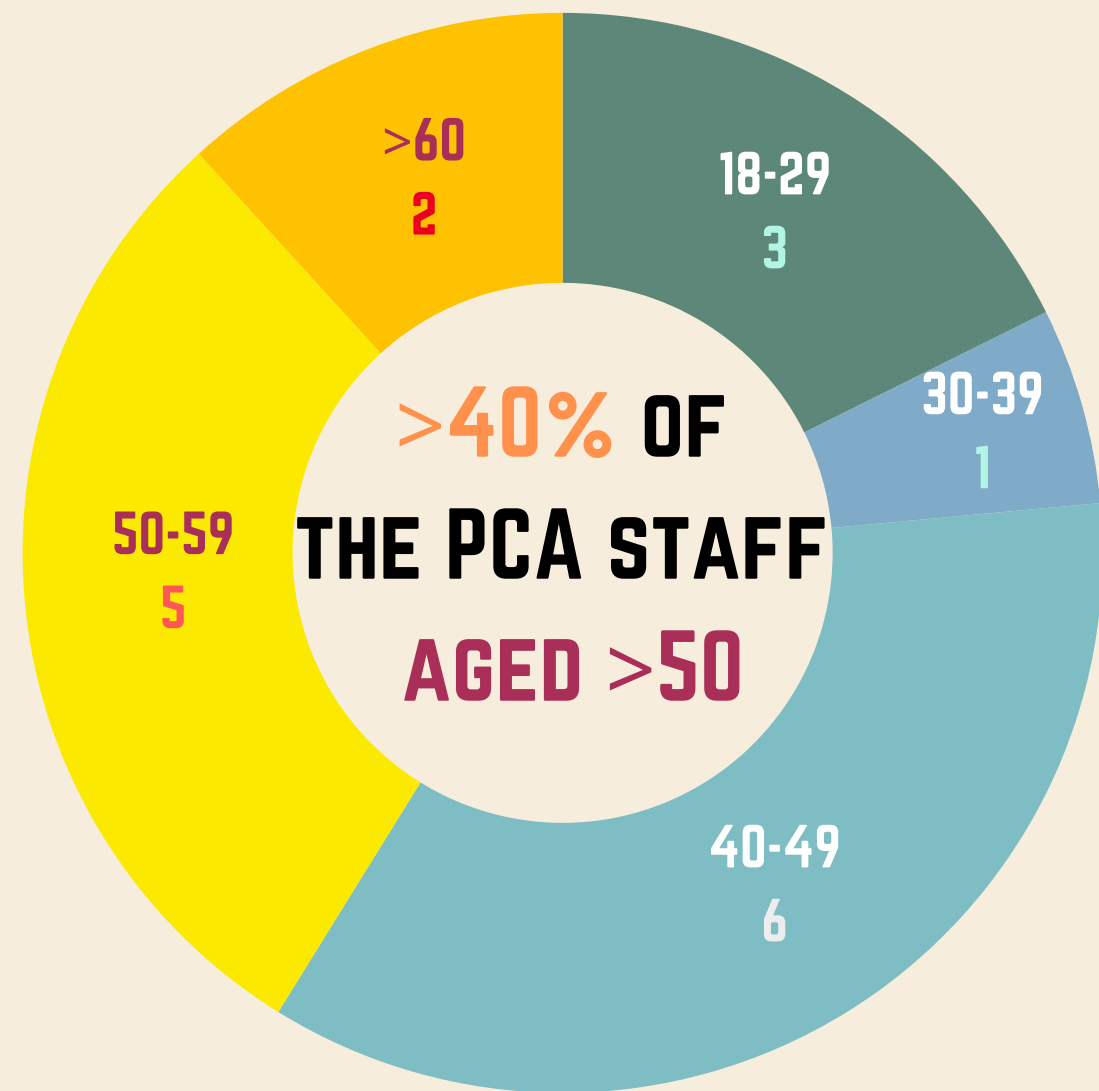
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⚡ 🔋 65%

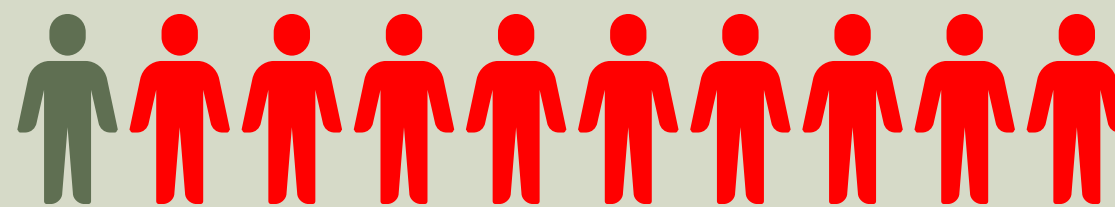
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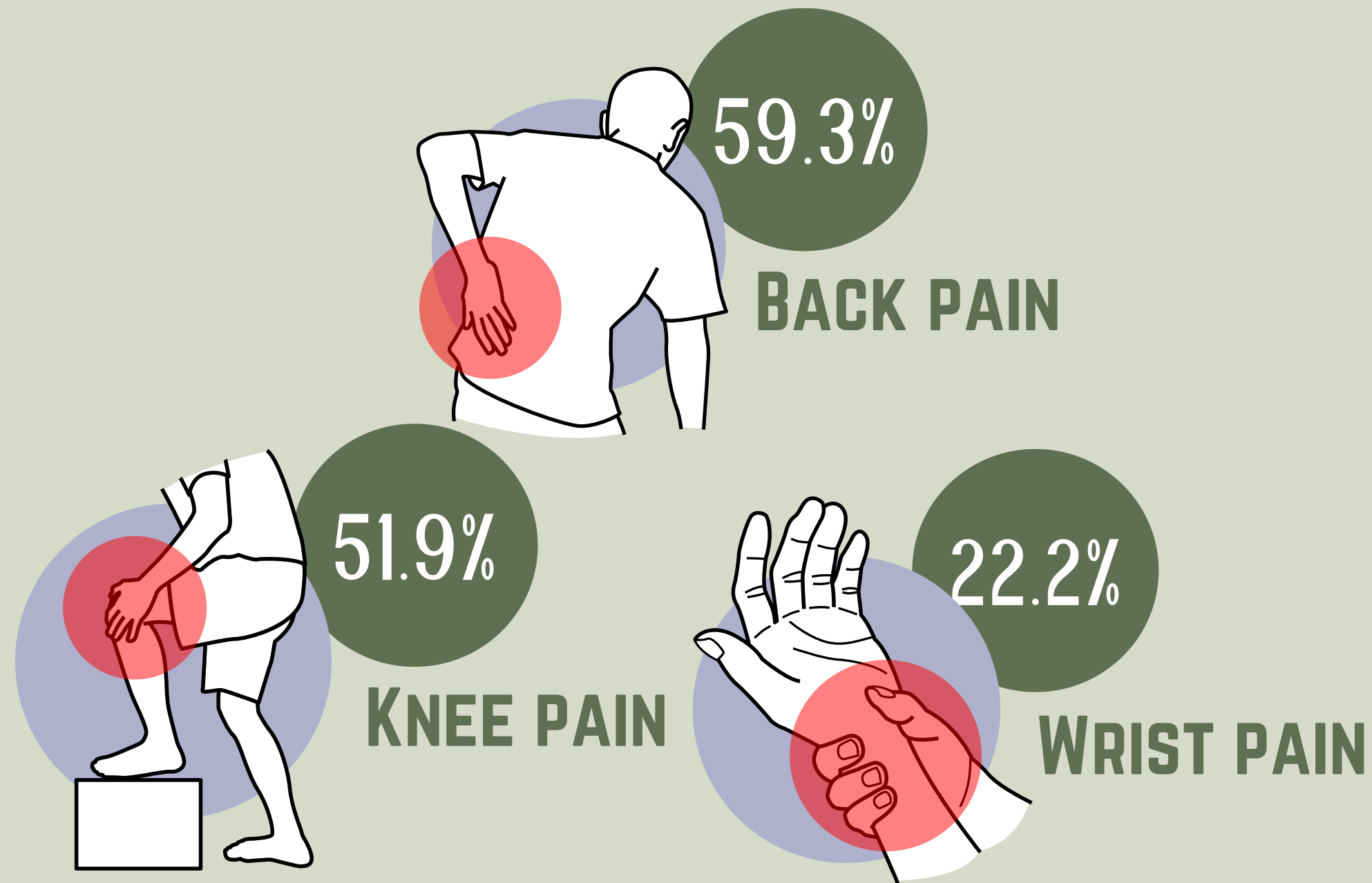
● REC



RESULTS OF PRE-PROGRAM SURVEY



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



92.6%

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● REC

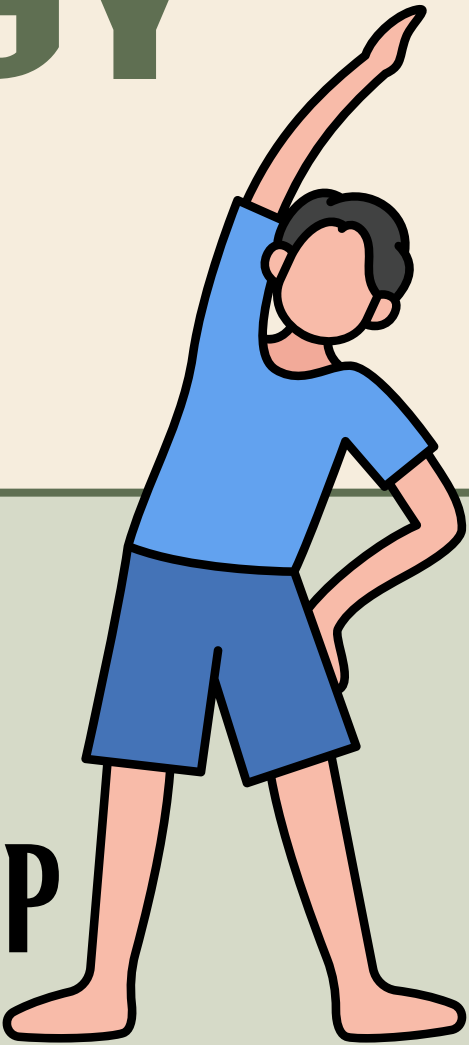
METHODOLOGY

DECEMBER
2023

SURVEY
TO PCAs

FEBRUARY
2024

ASSISTANT
TRAINING WORKSHOP



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⚡ 🔋 65%



☀️ AUTO

f/5.6

● REC

ASSISTANT TRAINING WORKSHOP



 **REINFORCED:**
**SAFE WORKING PROTOCOLS
**ERGONOMIC TECHNIQUES IN
CLINICAL WORK 
LED BY OCCUPATIONAL THERAPIST

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F3.3

⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

METHODOLOGY

DECEMBER
2023

SURVEY
TO PCAs

FEBRUARY
2024

ASSISTANT
TRAINING
WORKSHOP

APRIL
2024

HEALTH-QIGONG
PROGRAM



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⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

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



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⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

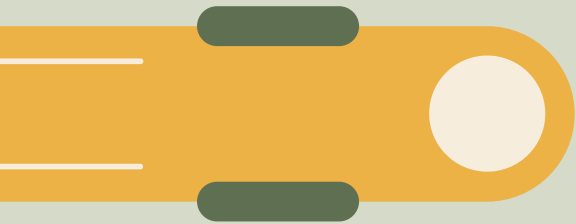
MEASURES TAKEN

× **AVOID** ×
INJURY



A **POSTER** DISTRIBUTED TO THE PCAS

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



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⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

MEASURES TAKEN

× **AVOID** ×

INJURY

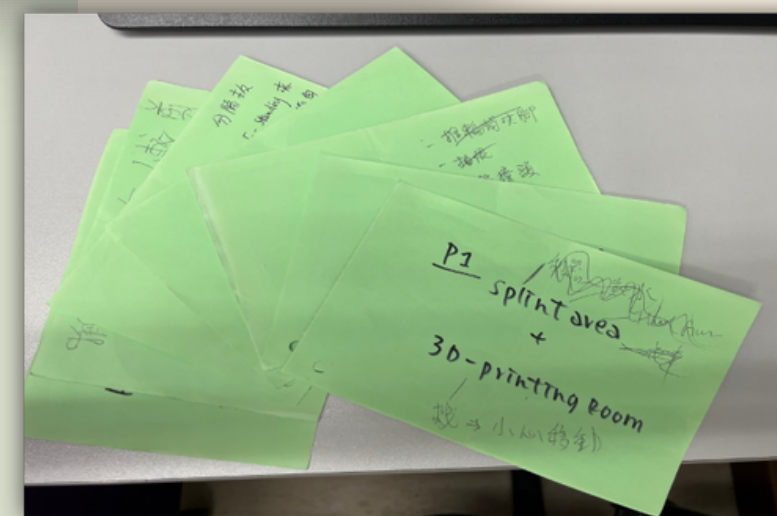


A **POSTER** DISTRIBUTED TO THE PCAS

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



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



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⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

MEASURES TAKEN

× **AVOID** ×

INJURY

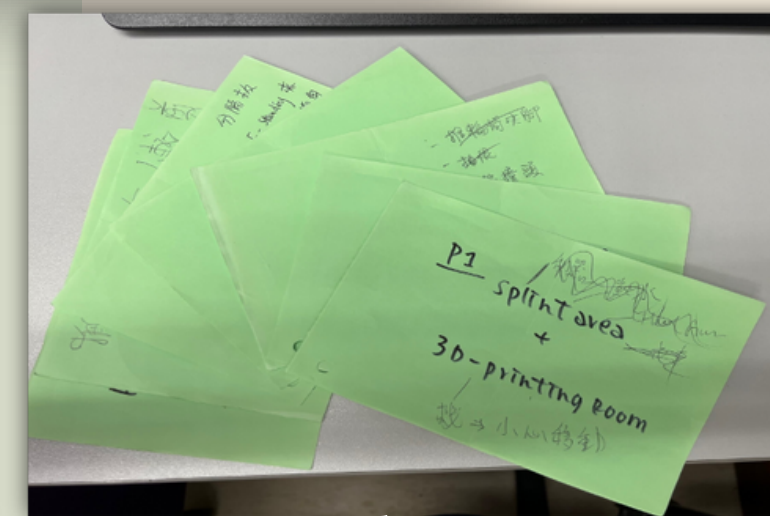


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CONTINUALLY DISCUSS & IDENTIFY **POTENTIAL
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ENCOURAGES **REPORT INJURIES DURING WORK**

(TO SUPPORT AND
PROVIDE PROMPT RESPONSE)



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F3.3

⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

METHODOLOGY

DECEMBER
2023

SURVEY
TO PCAs

FEBRUARY
2024

ASSISTANT
TRAINING
WORKSHOP

APRIL
2024

HEALTH-
QIGONG
PROGRAM

DECEMBER
2024

POST-PROGRAM
SURVEY

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f/5.6

● REC

RESULTS OF POST-PROGRAM SURVEY

HEALTH QIGONG SESSIONS



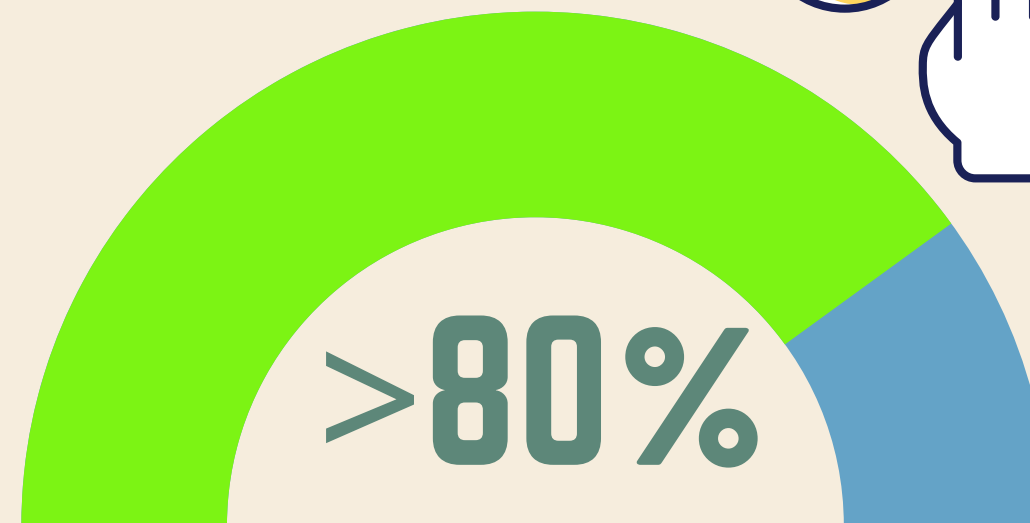
71 SESSIONS

PCAS ACTIVELY PARTICIPATE

POSITIVE RESPONSE:



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



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

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⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

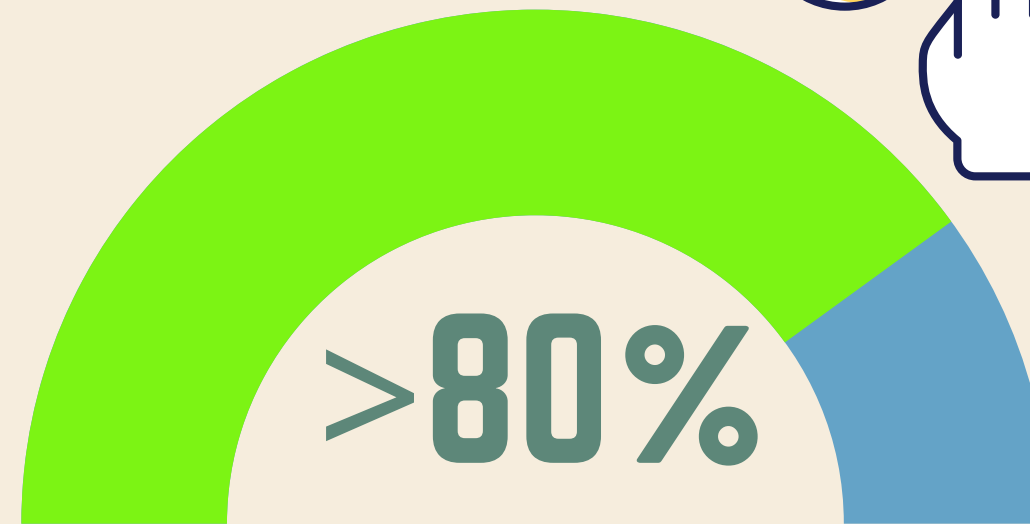
RESULTS OF POST-PROGRAM SURVEY

HEALTH QIGONG SESSIONS

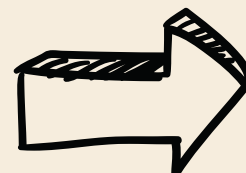
 **71 SESSIONS**
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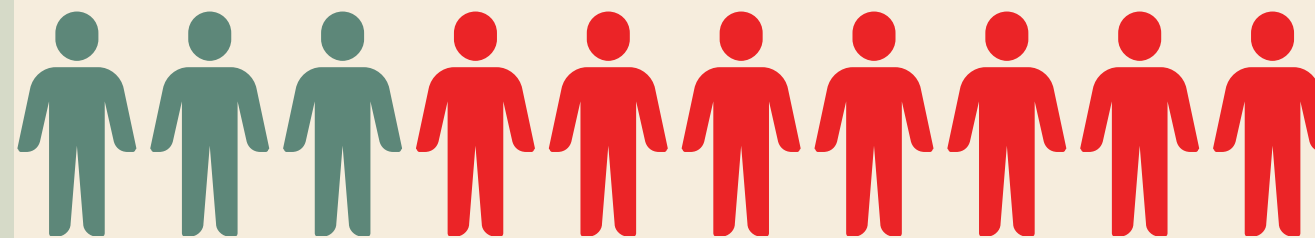
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SATISFIES WITH THE PROGRAM
& BELIEVED THE PROGRAM AND
ACTIONS TAKEN WERE **HELPFUL** FOR
STAFF INJURY PREVENTION.

7.4%  25%



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

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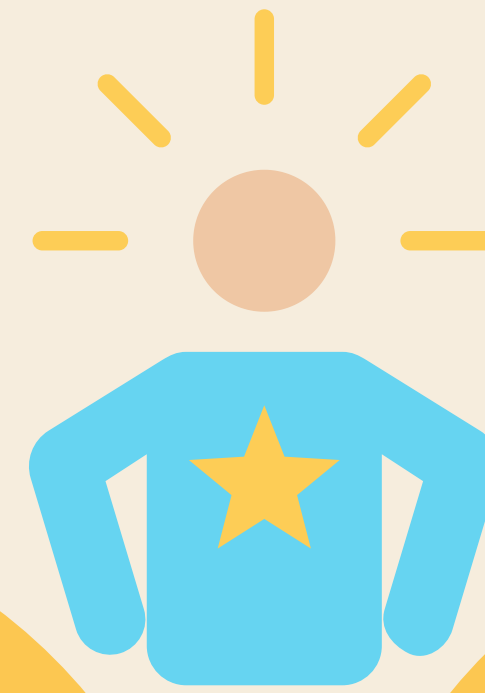
 65%

 AUTO

f/5.6

 REC

RESULTS OF POST-PROGRAM SURVEY



NO IOD EPISODES

SINCE INITIATION OF
STAFF SAFETY AND WELLBEING
PROGRAM



6.7



7.6

CONFIDENCE SCORE
IN AVOIDING WORK-RELATED INJURY

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⚡ 🔋 65%

☀️ AUTO

f/5.6

● REC

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)




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F3.3

 65%

 AUTO

f/5.6

 REC

THANK YOU

ISO 400
F3.3

⚡  65%

 AUTO

f/5.6

 REC