



OSH Strategies Effectively Reduced Staff Injury-on-Duty in Hong Kong Buddhist Hospital

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Health Care Workers face wide range of occupational risks



In 2023, HA reported of
**Nearly 3.5 Injury-on-duty (IOD) cases
per 100 full-time equivalent (FTE) staff**





Risk Assessment & Management

Corporate OSH assessment,
Safety Guideline
Regular round...



Safety Trainings & OSH Promotion

Manual Handling Operation (MHO)
Strike, Slip, trip and Fall (SSTF)
Workplace violence
Display Screen Equipment (DSE)
Fun day
.....

Existing OSH Measures



Emergency Preparedness

Regular drills & monitoring



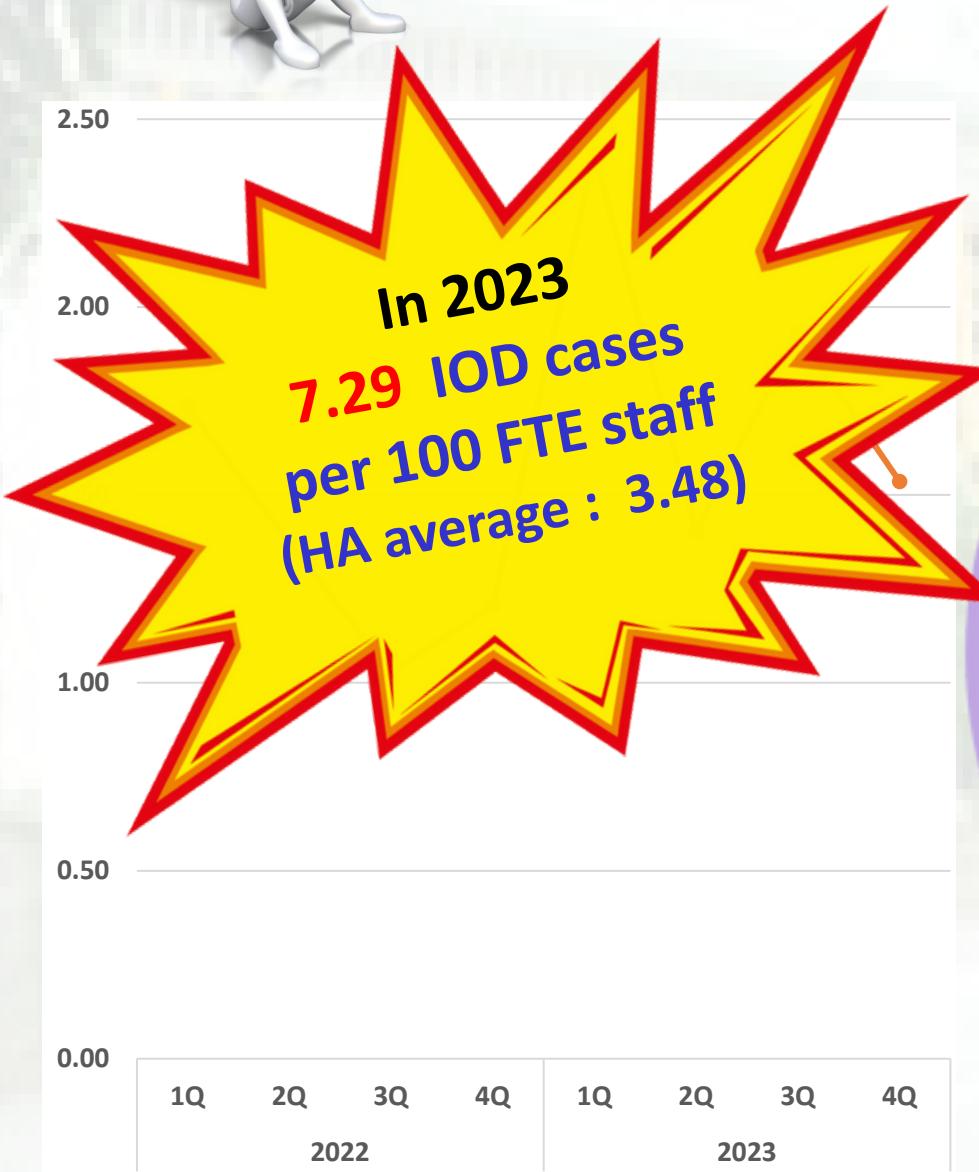
Staff Health Assurance

N95 Fit test
GVP
Staff Psychological Service

At HKBH, though existing measures are in place ...,



Injury-on-duty (IOD) Rate Still HIGH



Our Missions

1. To reduce IOD and keep staff work safe
2. To make OSH management Practices sustainable at workplace





Our Actions

**Explore Staff's Concerns and
work with them**

**Foster staff engagement in
OSH**

Explore Staff's Concerns & Work with Them



"OSH Focus Group"

- **Hear the voices from the frontline staff** on their **daily encountering potential risks and their concerns**
- Create **OSH Speak up culture** in a **RELAX** and **COMFORTABLE** environment

Anonymous survey as a warmup exercise

Potential risk at workplace

Workplace environment

work practice

Adequacy on OSH information

Safety culture

OSH Reporting

HKBH OSH Focus Group - Employee Survey 香港佛教醫院職業安全及健康焦點小組 - 員工調查

Aim
Understand blind spots behind IOD issues and developing targeted prevention strategies to create a safer workplace for employees

*The survey will be conducted in strict adherence to confidentiality, ensuring that all responses remain anonymous.

目的
了解意外背後的原因及制定有針對性的預防措施，為員工創造更安全的工作環境。

*本問卷將嚴格遵守保密原則，並確保所有回應均為匿名。

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未共用

* 表示必填問題

Rank 職級 *

您的答案

What is the highest risk in your workplace that would likely cause an IOD to happen?
在你的工作場所中，最大機會引致工傷意外發生因素是什麼?

您的答案



“OSH Focus Group”

Face-to-Face Meeting with Frontline Staff

- Identified some **overlooked areas**
- Worked on their **buy-in solutions** and proposed **methods to mitigate IOD incident**
- Bottom up their **OSH ideas** to the management



Allied Health Staff

Hospital Foreman

Patient Care Assistants
(from different wards)

Clerical staff

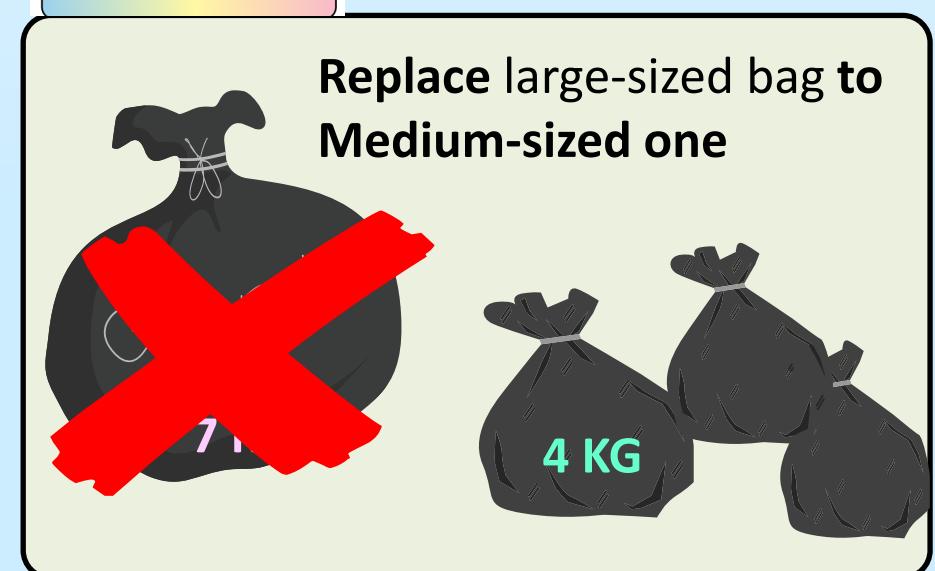
Nurses
(From different Wards)

Operation Assistant

Injury-on-duty Management

Case of Manual Handling Operation Injury

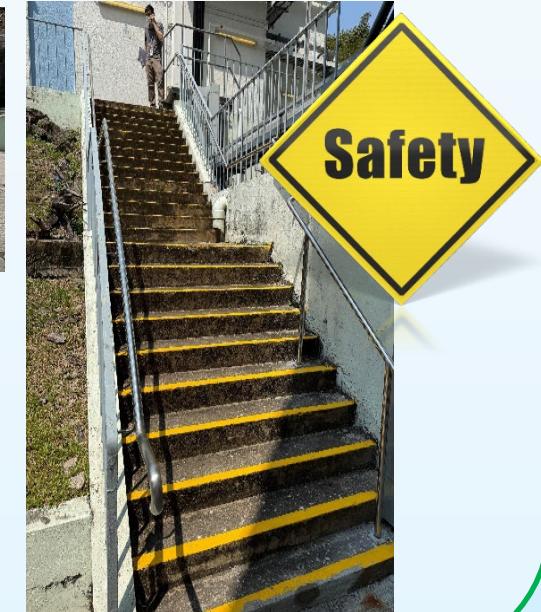
Back injury when handling heavy garbage bags after napkin round



Injury-on-duty Management



Case of Slip & Trip Injury



Case of Sharp Injury



Use of assistive device

Use of ampoule opener





2. Foster Staff's Participation

HKBH OSH Ambassador

Recruited from different Departments



- To **mentor, motivate and influence their peers** on safe practices
- To **collect concerns and ideas from the peers**
- To **support OSH events and activities**



2. Foster Staff's Participation

HKBH OSH Ambassador

29 OSH Ambassadors were appointed by HCE

OSH Ambassador Appointment Ceremony



Specially-designed Pin



Certificate of Appointment





Our OSH Ambassadors Contributed...



Risk Assessment



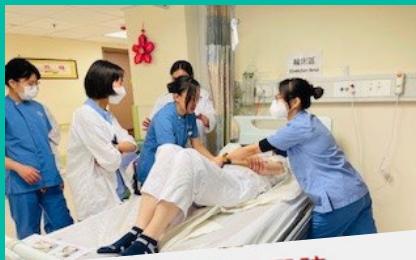
Environmental Walk round



Q&S round



OSH Training



Train-the-trainer workshop



OSH Promotion



OSH Fun day

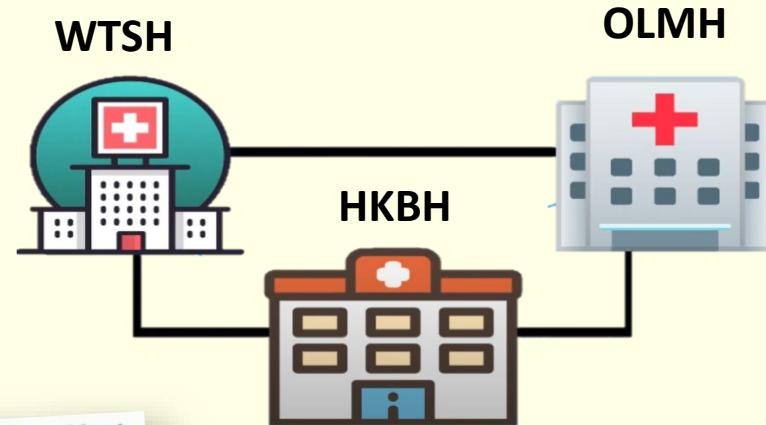
All-Round Communication



Weekly review on IOD case and timely investigation reporting at **Weekly Hospital Operation Meeting**

Monthly report to Hospital Management Committee

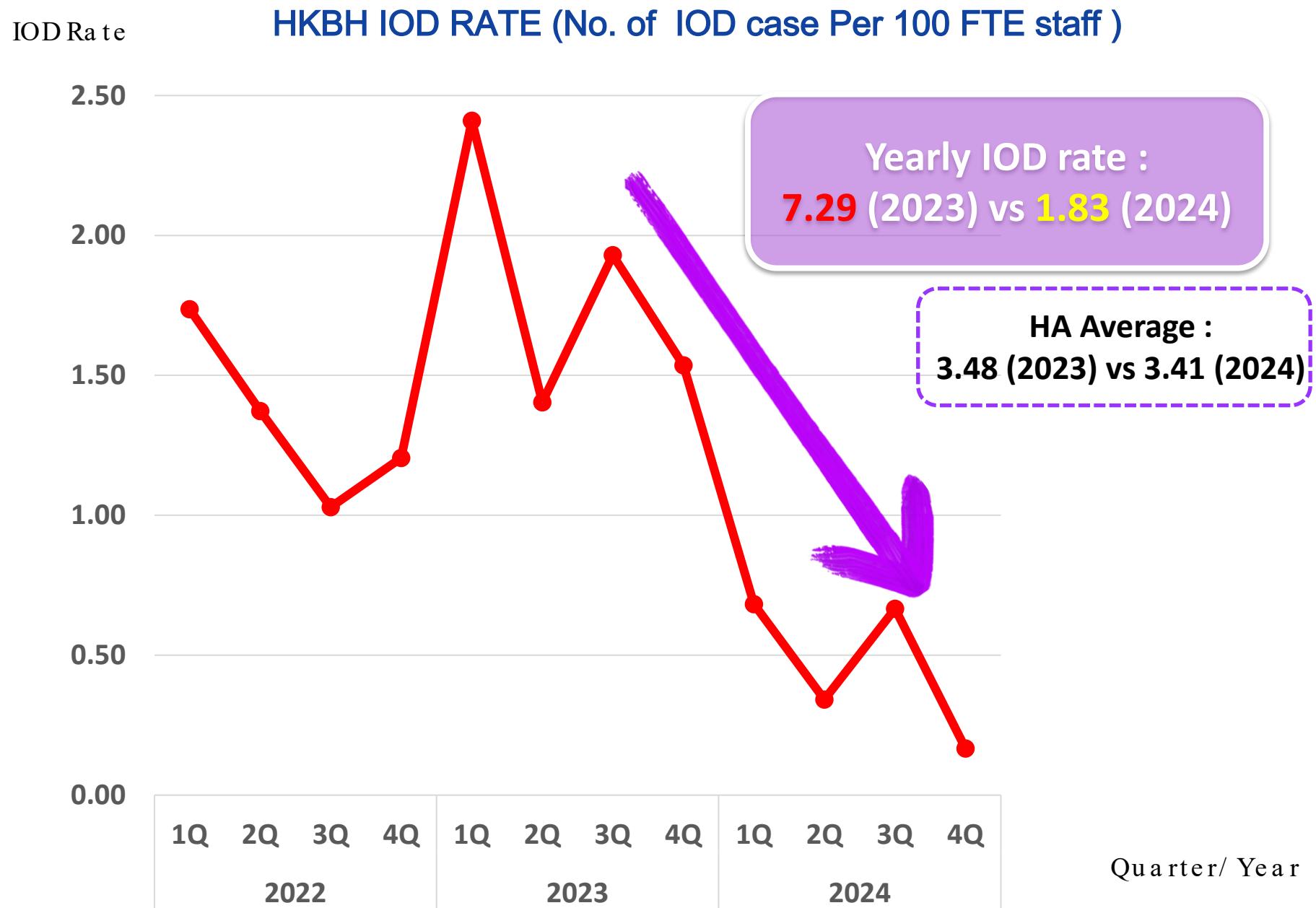
Close Communication channel amongst HKBH/ OLMH/ WTS (BMW) Hospitals to strengthen joint efforts



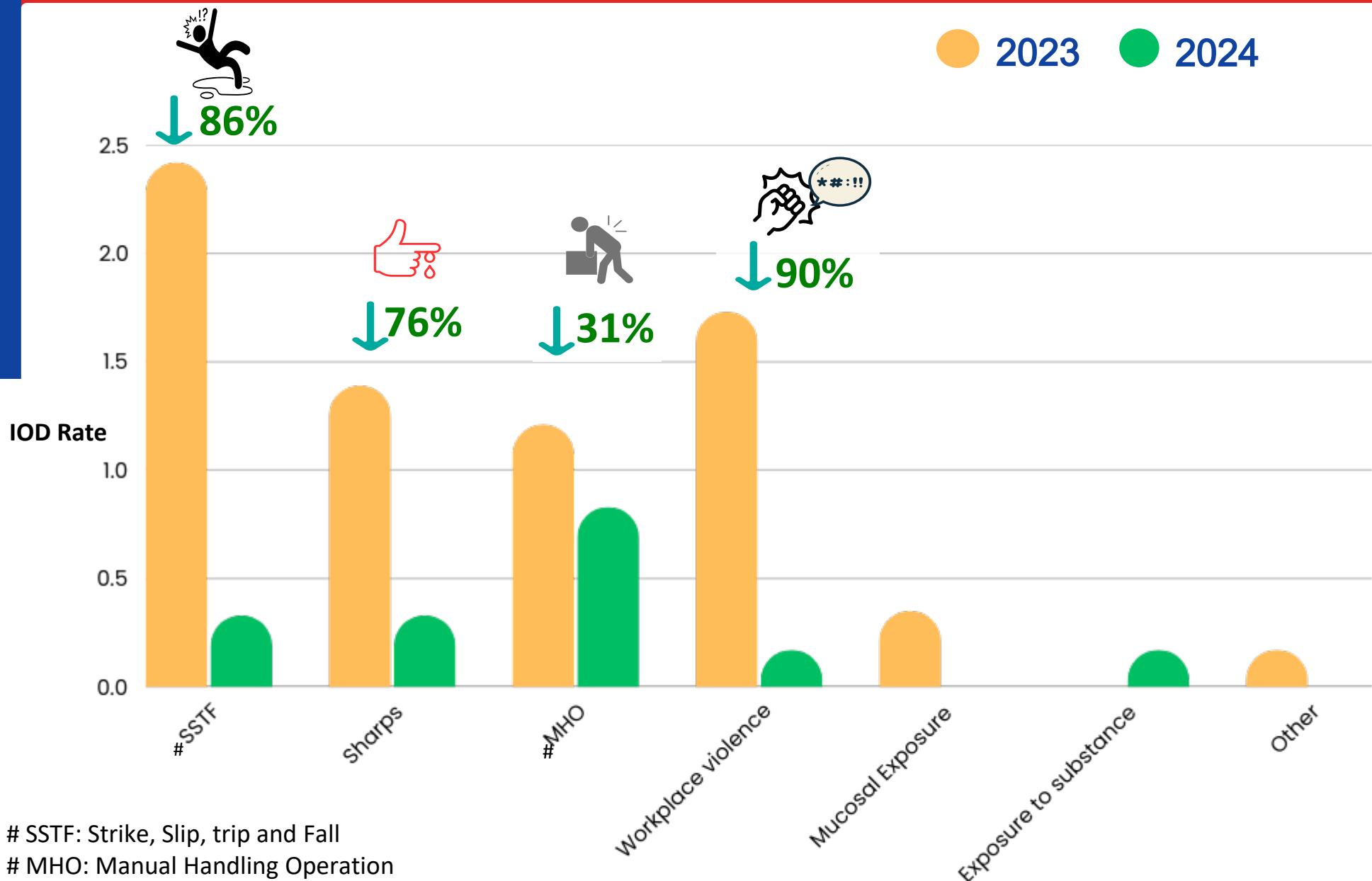
RESULTS



RESULT : Reduced Overall IOD Rate



RESULT: Reduced IOD Rate in Types of Accidents



RESULT: Reduction in IOD sick leave days

Marked reduction in total sick leave days incurred in 2024
From 793.5 days to 42 days



Reduce IOD-related productivity loss : 2 calendar years + 21.5 days



Happy faces seen and positive feedback received!



Way Forward

Uphold Occupational Safety and Health (OSH) in HKBH



香港佛教醫院 職安健號

HKBH OSH

Acknowledgment

**Dr. Frank CHAN (HKBH Hospital Chief Executive)
KCC OSH Office**



**THANK
YOU**

