



香港佛教醫院  
Hong Kong Buddhist Hospital

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

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Chairman of Occupational Safety and Health Committee**

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**(1) OSH Committee, Hong Kong Buddhist Hospital**

**(2) HCE Office, Hong Kong Buddhist Hospital**

**(3) KCC OSH Team**



## 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**

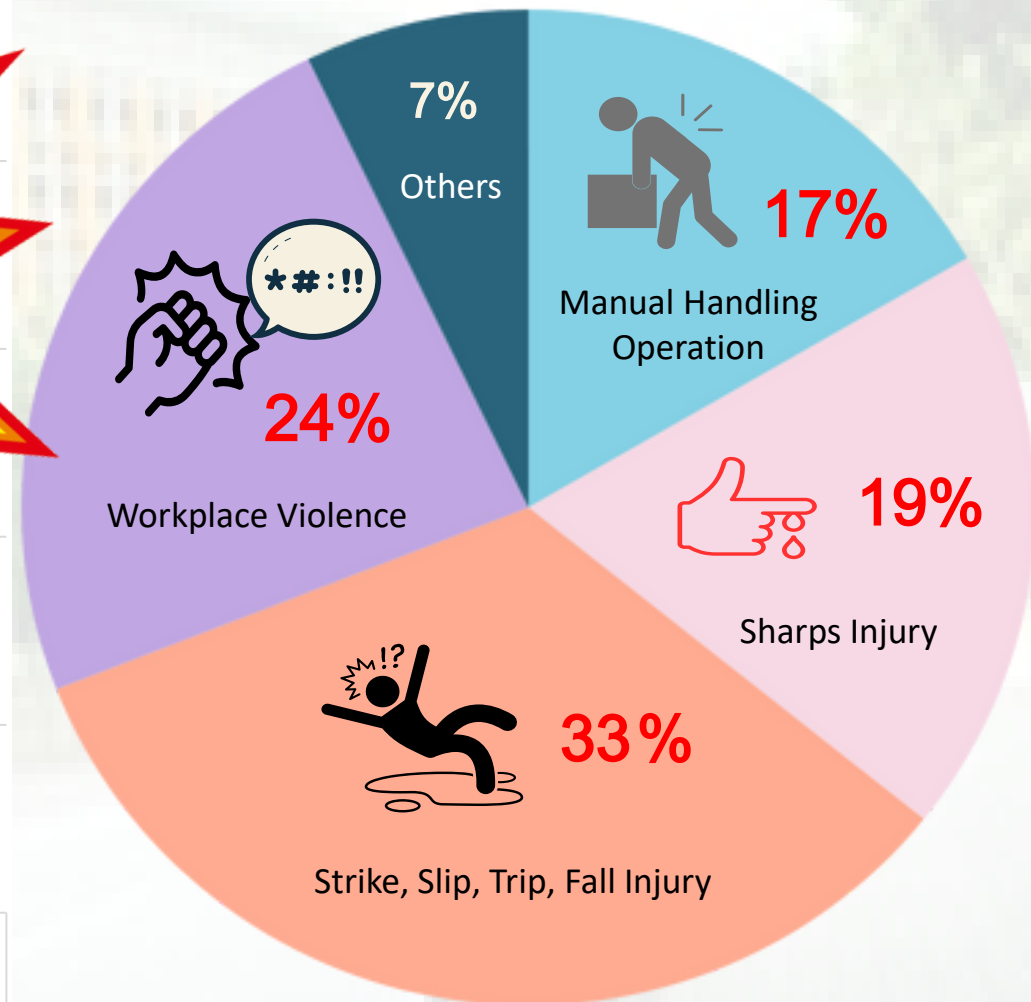
N95 Fit test  
GVP  
Staff Psychological Service

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



**Injury-on-duty (IOD) Rate Still HIGH**

**In 2023**  
**7.29 IOD cases**  
**per 100 FTE staff**  
**(HA average : 3.48)**



# 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

#### 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

Potential risk at workplace

Workplace environment

work practice

Safety culture

OSH Reporting

Adequacy on OSH information





# "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

Patient Care Assistants  
(from different wards)

Nurses  
(From different Wards)



Hospital Foreman

Clerical staff

Operation Assistant



# Injury-on-duty Management

## Case of Manual Handling Operation Injury

Back injury when handling heavy garbage bags after napkin round

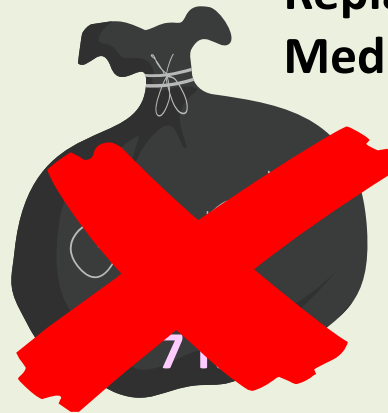


BEFORE



AFTER

Replace large-sized bag to Medium-sized one



# Injury-on-duty Management



## Case of Slip & Trip Injury

## Road Safety Enhancement



## Case of Sharp Injury



Use of assistive device

Use of ampoule opener





## 2. Foster Staff's Participation

### HKBH OSH Ambassador

Recruited from different Departments



**Engage & Empower**

- 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

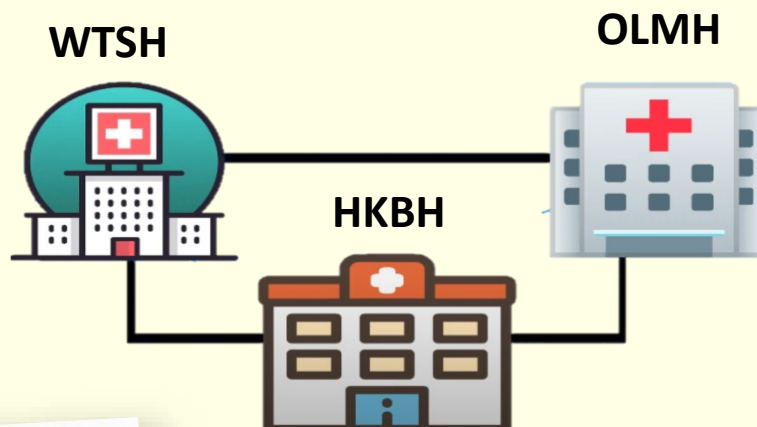




Weekly review on IOD case and timely investigation reporting at **Weekly Hospital Operation Meeting**

Monthly report to **Hospital Management Committee**

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



**員工座談會**



**HKBH · OLMH · WTS Quality and Safety Alert**  
香港佛教醫院/聖母醫院/東華三院黃大仙醫院質素及安全通報

**預防工傷意外小貼士 - 病房篇**

**HKBH · OLMH · WTS Quality and Safety Alert**  
香港佛教醫院/聖母醫院/東華三院黃大仙醫院質素及安全通報

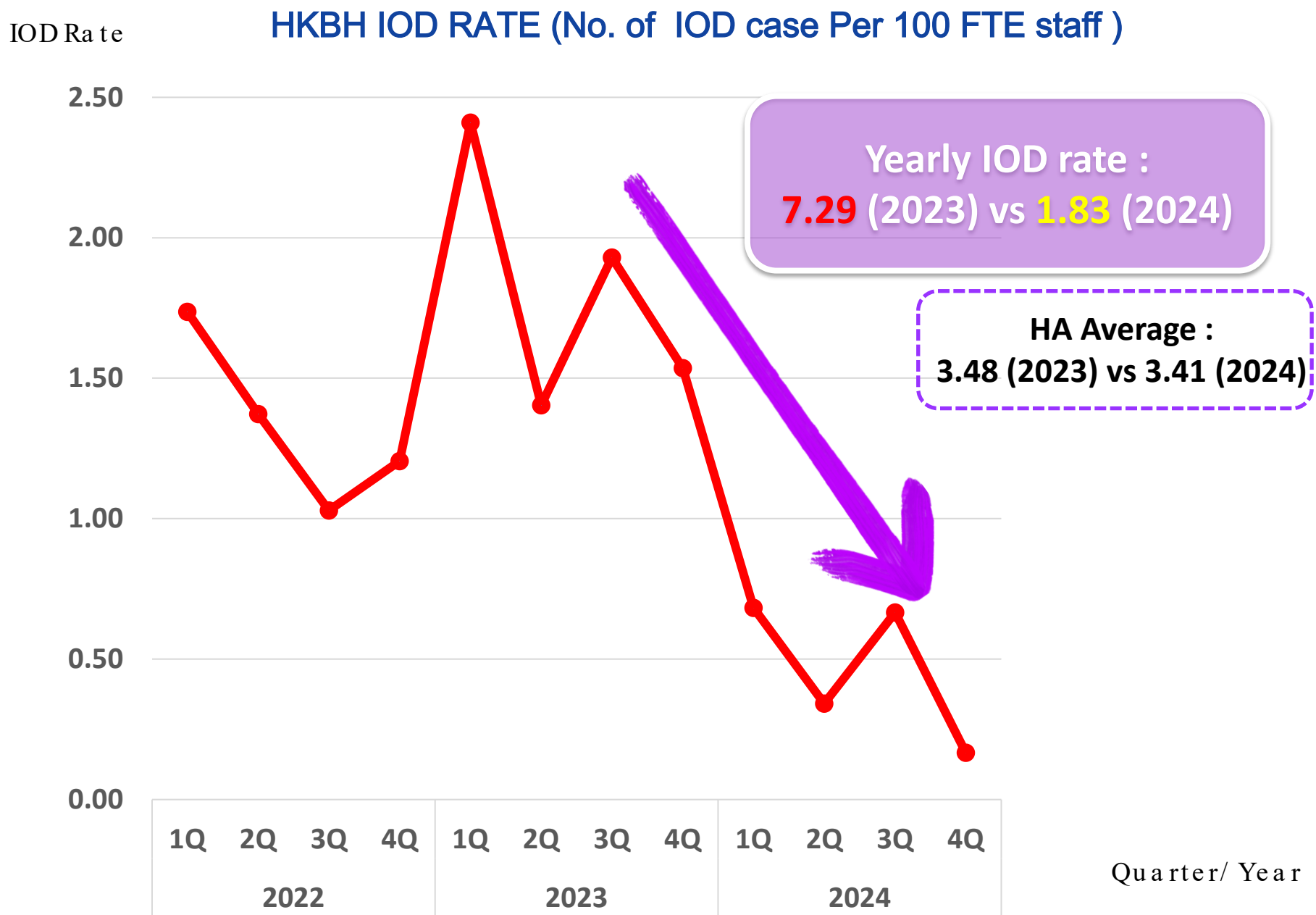
**狹窄空間移動重物 安全第一要留神**



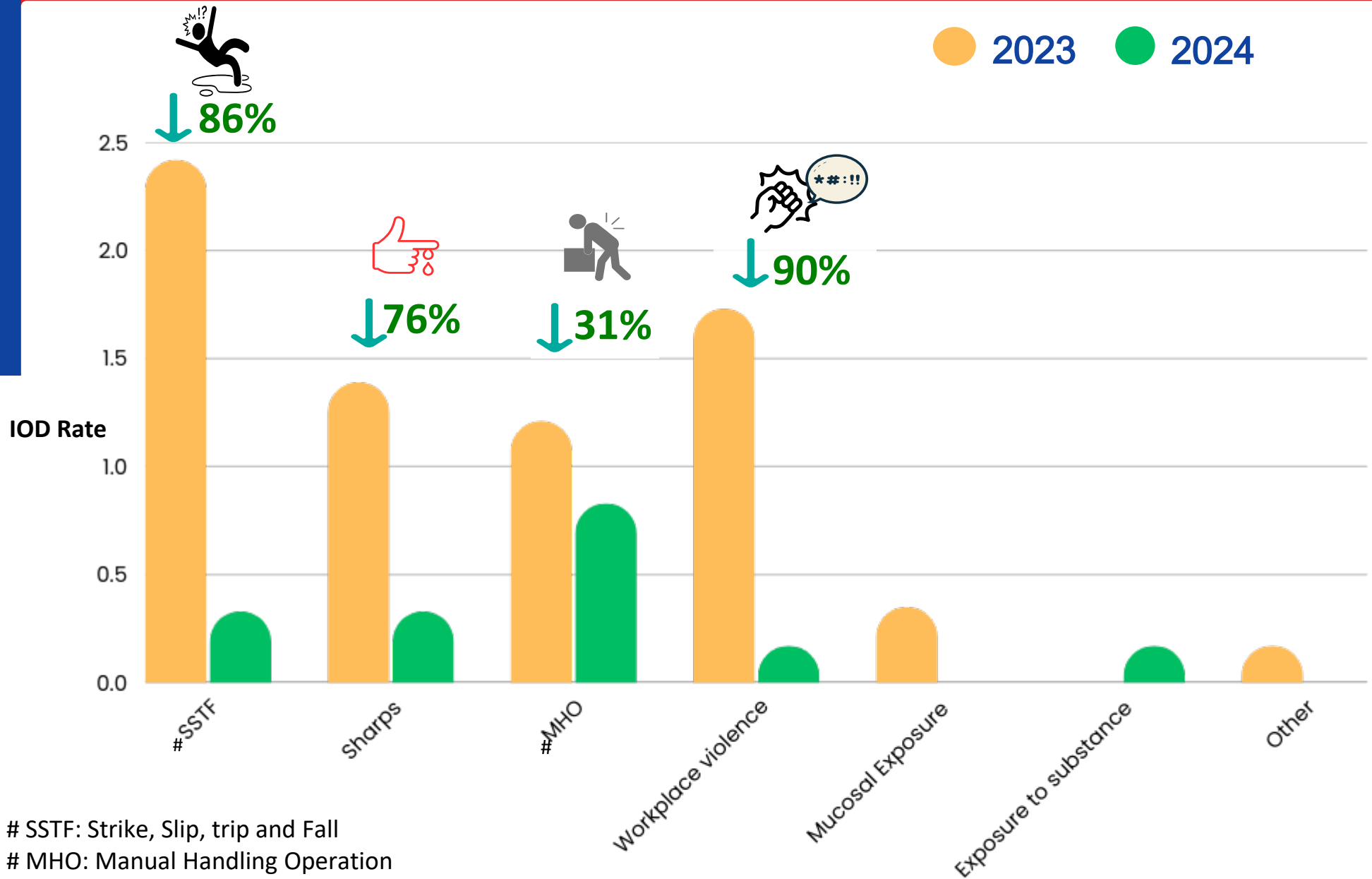
# RESULTS



# 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*

Outcomes  
Evaluation

Safety Training  
&  
Promotion

Risk Assessment  
&  
Management

Good  
Leadership &  
Management  
Support

**Staff Engagement & Empowerment**  
foster ownership for long-term success in OSH



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**