Presentation no.: SPP7.6

Presenting Author:

**Project title**
Disability management program (DMP) in hospital domestic services supporting unit

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**Keyword(s)**
Disability management
staff support
injury on duty
sick leave

**Introduction**
Workers in hospital DSSU are required to perform manual handling tasks such as dusting and mopping during ward cleansing which demands are expected to increase due to heightened infection controls. The injury on duty (IOD) rate was on rising trend from 2010 to 2012. An initiative was formed and this paper highlights how various stakeholders worked together to enhance workplace OSH, improve workers’ function and facilitate return to work (RTW) arrangement.

**Objectives**
1) Identify workplace safety issues and work on improvement measures through staff engagement and management support. 2) Help the injured staff to resume their worker’s role and regain productivity. 3) Proactively identify staff with health related work difficulty and support them with appropriate work accommodation.

**Methodology**
Hospital OSH team and DSSU worked closely with OMCS in the DMP. Worksite meetings and visits were conducted with frontline staff. OSH hazards were identified, corresponding OSH advices, MHO training and a new ladder trolley was tailor-made to enhance work safety. Based on injured staff’s health condition, medical recommendations were given to support their capability in performing different tasks at work. RTW plan was formulated with engagement of staff and supervisor. The staff could voice out their concern in performing any specific job tasks while supervisor could elaborate the room for work accommodation under operation needs. Genuine communication among worker, supervisor and OMCS with expectation management paved the way for realistic goals setting and further success in our DMP.

**Result**
After implementing DMP from early 2013 to the end of 2014, a significant drop in average IOD sick leave (SL) day was noted. The average SL day per injured staff dropped from 164 days (in 2010 to 2012) to 38 days (in 2013 to 2014). The drop in IOD figures was postulated by OSH improvement measures and appropriate work accommodation under the DMP. Staff feedbacks towards DMP were encouraging, 80% respondents rated very satisfactory in the evaluation survey. Supervisors’ feedbacks were also very positive that DMP can help to facilitate timely RTW and subsequent work arrangement.