Service Priorities and Programmes
Electronic Presentations

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Return to Work (RTW) Program for Staff with Health Related Work Difficulties
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Introduction
Introduction Department of surgery in NDH is a busy workplace that staff need to perform a lot of complicated pre and post-operative nursing care duties. In view of aging workforce and increasing physical and mental workload, 8 staff with health related work difficulties were identified from 2011 to 2014, their average accrued sick leave day was 108.50. The impact is great to the team and normal daily operation was affected. This paper highlights how the injured staff, supervisors, co-workers, Occupational Medicine Care Services (OMCS) and top management work together to facilitate staff in need to resume duty and sustain at work with reasonable accommodation.

Objectives
Objectives: Support the staff to resume a worker’s role and regain productivity by provision of appropriate workplace accommodation and job coaching with the aim of resuming normal duty by gradual exposure.

Methodology
Methodology The RTW program was introduced to the concerned staff; their consent was obtained before starting the program. Ongoing psychological support from the workplace was provided to help them keep in touch with the team. They were referred to OMCS for RTW recommendation and coordinated care. Workplace supervisors and OMCS had worked closely to identify staff’s need and concern, provide counseling, job coaching, duty re-arrangement and onsite assessment. A supportive approach was adopted emphasizing staff encouragement, empowerment and
engagement with realistic goal settings. Co-workers were well informed and engaged so that joint-effort had been obtained as a sense of team spirit.

**Result**

Results and conclusion The captioned RTW program is a people-centered care program that cultivates committed staff through professional input and teamwork from various stakeholders. After implementation of the program, all the concerned staff was able to resume their duties. 75% had resumed normal duty, 12.5% was transferred to another workplace that better fit her physical and psychological capability, 12.5% opted to retire on medical ground. Staff feedbacks toward our program were very encouraging that they felt being cared, respected and recognized. The success is driven from teamwork among all the key stakeholders backed up by strong management support.