PROMOTION OF STAFF HEALTH THROUGH STAFF WELLNESS PROGRAM IN NEW TERRITORY WEST CLUSTER IN HOSPITAL AUTHORITY

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Introduction
Promoting healthy lifestyle is one of the important ways to minimize absenteeism, sickness and injury in different industries. In order to promote physical and mental health by means of regular exercise habit and learning different ways of relaxation the Department of Physiotherapy in NTWC organized a series of wellness program in NTWC in 2011-2015.

Objectives
To provide colleagues with different types of health promotion program; (2) to evaluate the participants' satisfaction level for different courses

Methodology
Wide variety of staff wellness classes were conducted which can be classified into exercise classes, relaxation workshop and health education. All classes were conducted within six months’ time in each year. Exercise classes included the Pilates Exercise Class, Yi Jin Jing (易筋經) Class, Ba Duan Jin Class (八段錦), Fitball Class, Gym Exercise Class and Sitting Tai Chi 12 Style Class. Each class was conducted in one hour with in total practical approach. Participants with follow the instructors, practice all exercises with an exercise equipment or DVD given to participants for further practice at home. Workshop on relaxation included the Stress Relaxation Workshop, Stretching Class, and Aroma and Relaxation Class. Each workshop and educational class was conducted for 45 minutes with demonstration given. Health education class included the Acupuncture Point Massage and sample of aroma and/or massaging tools were given to participants for home use in the Aroma and Relaxation Class.

Result
35 different classes were conducted from 2011-2015. A total of 406 colleagues attended different classes with the overall satisfaction rate from 86% to 100%. The response for enrollment is overwhelming especially for exercise classes and the satisfactory rate was also higher in exercise classes (average = 96%). It was also found that 95.3% of participants showed positive response in further practice of skills after the classes. This demonstrated participants also showed high motivation in continuation in practicing the learned skills and exercise. Colleagues showed overwhelming responses in different types of staff wellness programs and showed positive response in sustaining healthy lifestyle after the classes. With high percentage of participants showed continuation of exercise and practice of learned skills, the physical health and health awareness are expected to be improved. With an aging workforce, a culture of wellness maintenance has to be well established for a healthy & sustainable workforce in the hospital settings.