**A multidisciplinary CQI Program “CQIIOD1314” for enhancing workplace safety in Accident &**

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**Introduction**
Promoting a happy and healthy staff environment in workplace will lead to better morale and improved productivity. Injury on Duty (IOD) incurs much resource implication in workplace e.g. sick leave, modification of works and psychological impact of the injured staffs. AED/TMH is a busy department with daily attendance ranged from 550-750. The complexities of services model in the AED make the working environment rush and chaotic that induces potential hazards which may lead to injury during work. A multidisciplinary team including AED, hospital administration and physiotherapy department was formed to tackle the challenge.

**Objectives**
To decrease the overall IOD rate by 10% in 2014. To increase awareness of workplace safety in the department

**Methodology**
The Deming Cycle was adopted. PLAN: analysis data by brainstorming, pareto analysis and Fishbone Diagram. DO: Developed three sub-groups: A. Manual handling operation (MHO) & environmental injury; B. Workplace Violence (WV) and C. Sharps injury & mucosal exposure to work out initiatives and gimmicks to promote workplace safety. CHECK: regular meetings to review all new IOD cases. ACT: Refined the strategy. Standardized approaches and started follow-up actions.

**Result**
Preventive measures: Departmental IOD slogan competition involved over 200 staff; WV drill involved staff from multi-disciplinary units in hospital; Safety Ambassadors;
Individual coaching; In-house and cluster-based training; Promoted the “first-touch discard culture”; Audits; Environmental hazards petrol; Posters. The number of IOD cases per 100 Full-time equivalents (FTE) was 20.2 and 14.2 in 2013 and 2014 respectively. The overall IOD reduction rate was 42.3% in 2014 compared with 2013. The number of IOD cases per 100 FTE of the subgroup A, B & C was 7.3, 5.1 & 7.9 respectively in 2013 and 6.3, 3.9 & 3.9 respectively in 2014. The IOD reduction rate was 15.9%, 30.8% & 102.6% of the subgroup A, B & C respectively in 2014 compared with 2013. The CQI project was succeed in terms of decreased IOD rates and created a good safety culture. It is worth to promulgate this culture not only within AED, but also the whole Hospital Authority. The symbol of “CQIIOD1314” is a self-explanatory motto which demonstrating the spirit of promoting workplace safety is a “life-long” battle!