



Service Priorities and Programmes
Electronic Presentations

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"Workplace Restorative Exercises Programme to Boost up Staff Wellness"

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Introduction

To maintain staff healthy is a key mission in HAHO. However, high workplace stress, shift duty and lack of recovery after work could lead to muscle fatigue and might cause injury. Staffs working in PYNEH Medical Wards are prone to have high workplace stress especially during winter surge period. Survey was done in 3Q 2016, 90% staff reported to have neck/ back pain and 70% with mood disturbance.

Therefore, workplace restorative exercise programme conducted by physiotherapists was launched in PYNEH medical wards to promote staff recovery after work during 4Q 2016 to 1Q 2017. As potential benefit was predicable for the staffs working in other departments such as Specialist Out-patient Department (SOPD) and Human Resources Department (HRD). Restorative exercise programme was being launch at SOPD and HR department in 2Q and 3Q 2017.

Objectives

(1) To reduce work stress in high risk department

(2) To improve physical fitness to cope with increasing workload

Methodology

Pre-exercise visits were made to medical wards, SOPD and HR departments.

Working environment and job nature were being observed and analyzed.

Physiotherapist who has extensive experience in yoga and pilates tailored the exercises and lead the workshops. Workplace restorative exercise workshops were held in 15 medical wards and 8 sites at SOPD and HRD, each session was about 30 minutes. Exercise video with easy-accessible QR code was made to facilitate staff to

review the exercises at workplace. Post-workshop questionnaires were distributed to participants after 5 months to evaluate the effectiveness of the programme. A total of 205 questionnaires were collected.

Result

More than 300 staff from Medical wards, SOPD and HRD attended the workshops. 80% participants were reported to have back/ neck pain in the previous year. Around 70% staff agreed that neck/ back pain could be relieved with restorative exercises even 5 months after the workshop. Overall, most participants (78%) were satisfied with the restorative exercises.

Conclusion:

Physiotherapy tailored-made restorative exercise can support PYNEH staff to cope with increasing workload. The exercise can help in neck/ back pain. It can be promoted to other departments to improve staff wellness in the future.