



Service Priorities and Programmes Electronic Presentations

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Stay Safe at Work: A Multidisciplinary Programme to Reduce Injury on duty

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Introduction

Being injured in the workplace is not only negatively affected employee oneself but also hit the staff morale and decrease overall productivity within hospitals. In 2016, a significant increase of injury on duty (IOD) rate caused by environmental decanting and renovation was observed. A multidisciplinary programme was implemented in 2017 to tackle this problem.

Objectives

(1)To identify area of existing/ potential risk affecting staff safety and health; (2)To implement strategic measures for IOD prevention (3)To promote a safety culture in workplaces

Methodology

An IOD reviewing core group under the governance of Occupational Safety and Health Committee (OSHC) was responsible to investigate the root cause of incidents, to oversee the logistics of handling of incident by different respective teams and to make strategic work plan. A local database was established to capture information of IOD cases reported through Advanced Incident Reporting System (AIRS). Besides immediate actions taken to correct the existing risks, data analysis was conducted to identify the potential hazard affecting staff safety. Interventions for high risk and high volume incidents had been prioritized according to analytical results. Three levels interventions were implemented to fill the gaps: (1) Inspection team with multidisciplinary core members and clinical observers carried out hospital-wide inspection. (2) Target inventions e.g. tailor-made trainings and site renovations were conducted for identified departments. (3) Full year training plan covered all OSH topics was developed with speakers from different disciplines, specialties and outside organization. Activities like 'OSH Fun Day', 'Healthy menu competition', 'OSH Quiz' and 'Joyful@Healthy Workplace' programme were organized to enhance team spirit and to promote the safety culture in workplaces.

Result

Figure of 2017 shown a significant decrease of IOD rate by 18.6% (KWH) & 17.7% (WTSH) when compare with 2016 data. And the absenteeism of staff had also been improved by the positive impact of programme. In conclusion, our multidisciplinary programme was effective in reducing IOD rate, improving staff morale and enhancing hospital productivity.