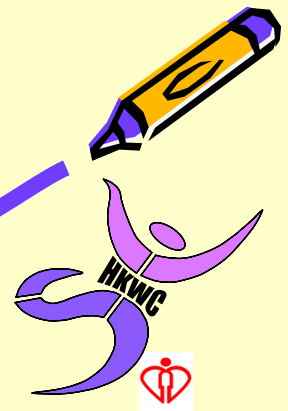
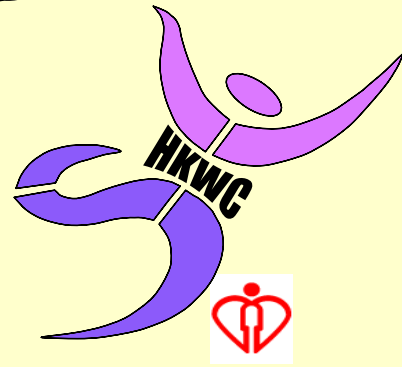
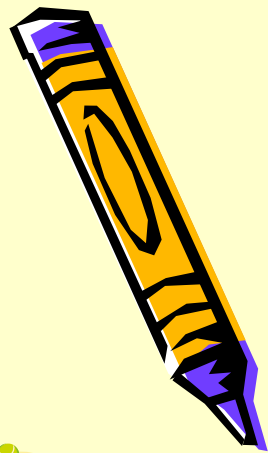


Engaging staff in cultivating a happy and caring
culture through
Sports Association in Hong Kong West Cluster

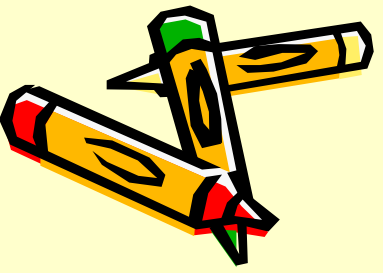
CHIM Stella, TSUI SH, CHAU MT, WONG Alan,
LOK Linda, LEUNG Joyce
Hong Kong West Cluster

HA Convention 2010



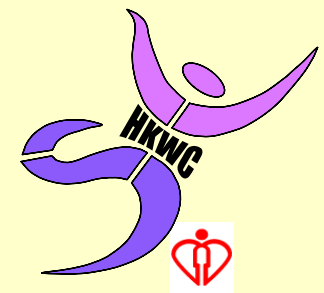


港島西聯網體育會
Hong Kong West Cluster
Sports Association



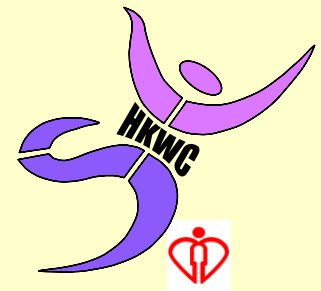
Our Vision

- Balance of the body, mind and spirit through participation in sports
- Balanced Work Life
- Link to HA Vision
⇒ **Healthy** people and **Happy** staff



Our Mission

1. Promote regular exercise and sports for better health
2. Strengthen team spirit and staff affiliation
3. Provide an effective alternative channel of communication for staff from different hospitals, departments, specialties, grades and ranks in the Cluster



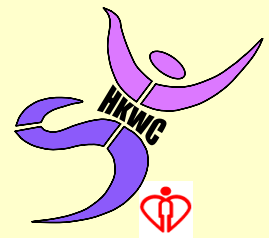
Exercise and mental health

Regular exercise improves physical health is well documented

⇒ **Healthy**

Exercise also improves mental health

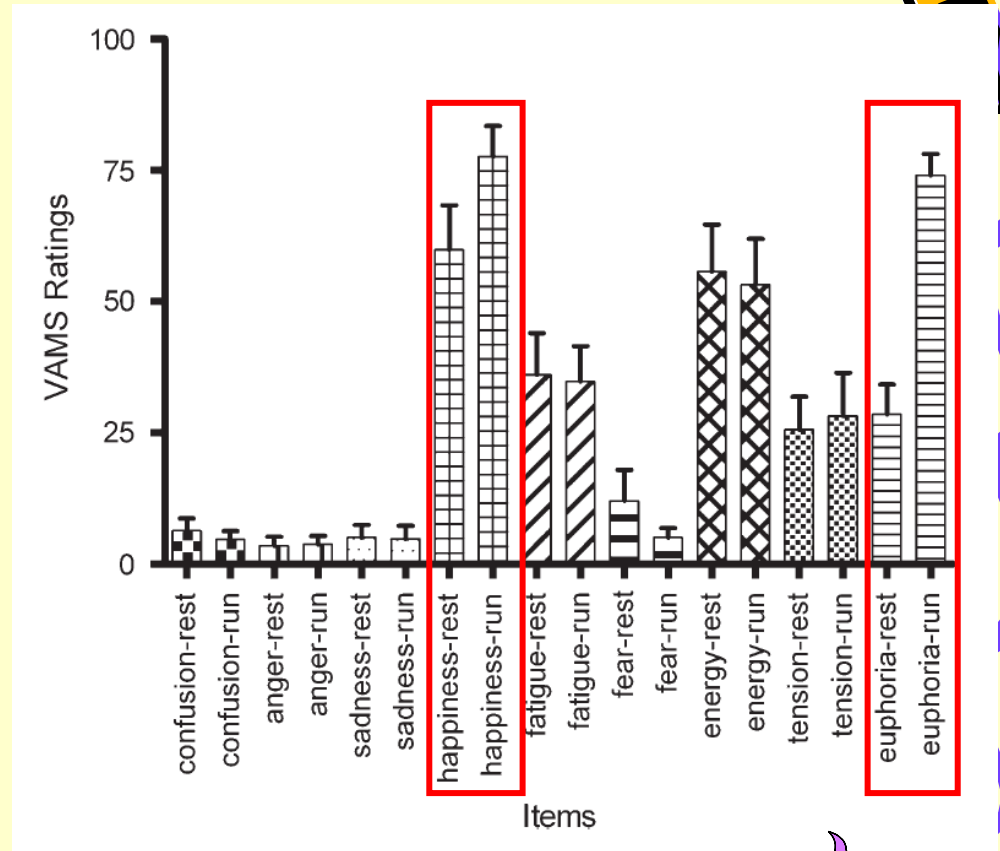
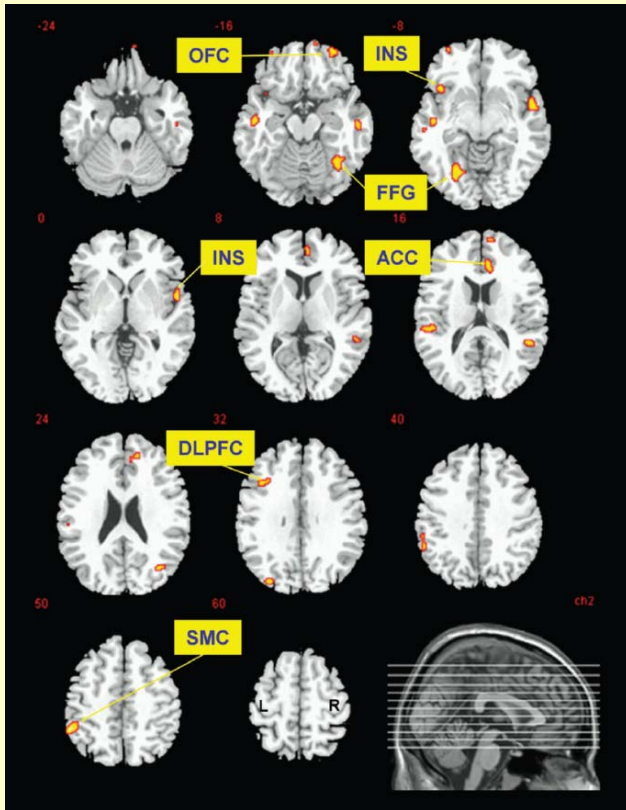
⇒ **Happy**



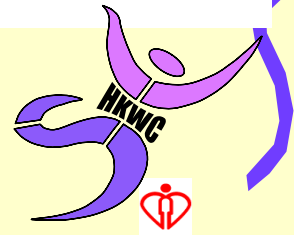
The Runner's High - Endorphins

Release of endorphins after sustained exercise

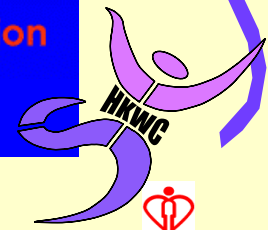
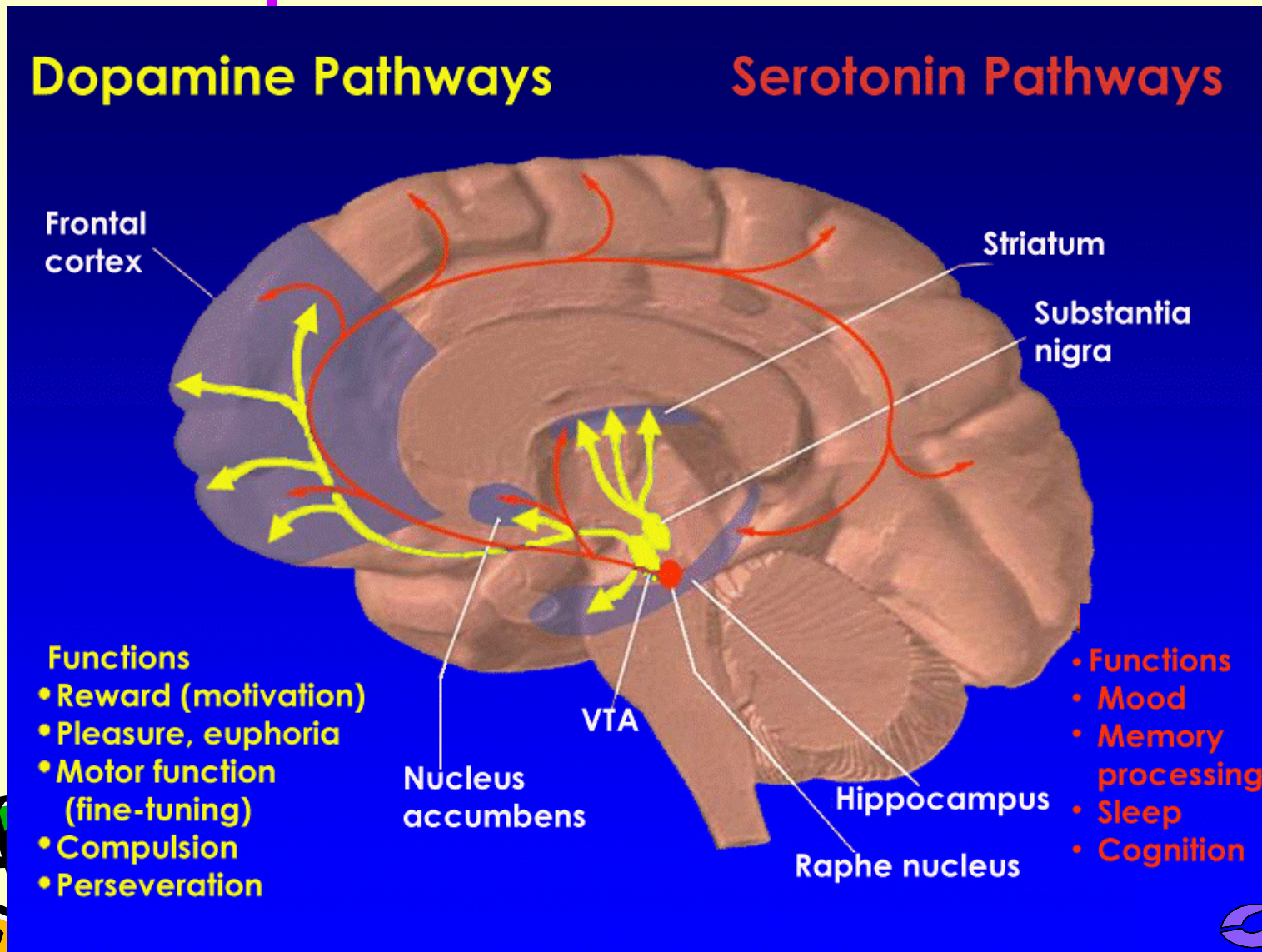
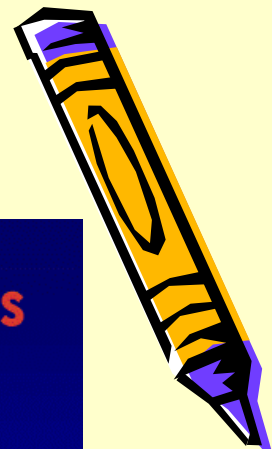
Close correlation with perceived euphoria of runners

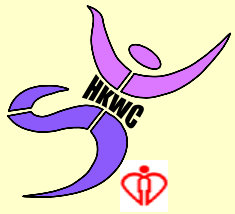


Endorphins ⇒ natural pain killers, positive emotion, sense of reward



Exercise enhances release of dopamine and serotonin



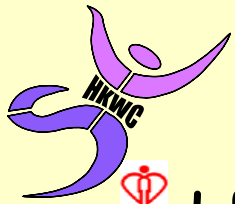


Our Conception

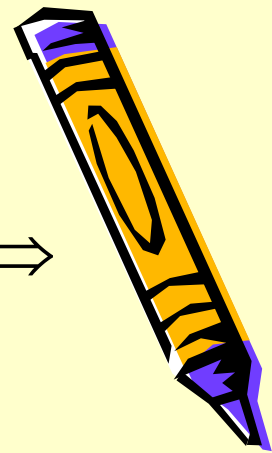
"Bottom-up and top-down" Approach

- Staff provide the stimulus and desire for the formation
- Cluster management facilitates and provides the support
- "Join hands" between management and staff nurture its growth





Our Birth



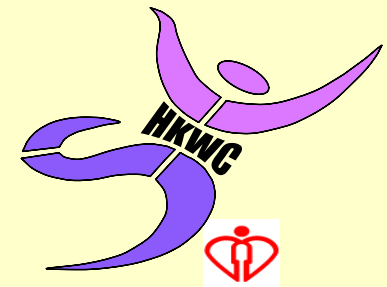
- HKWC Sports Association inauguration ⇒ 13.6.2007
- Before HKWCSA: Only 5 sports teams
- After HKWCSA:
 - 10 sports teams & 3 interest groups (2007)
 - ⇒ 12 sports teams & 5 interest groups (2009)

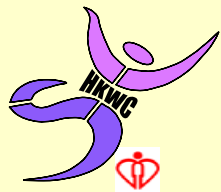


Our Organization

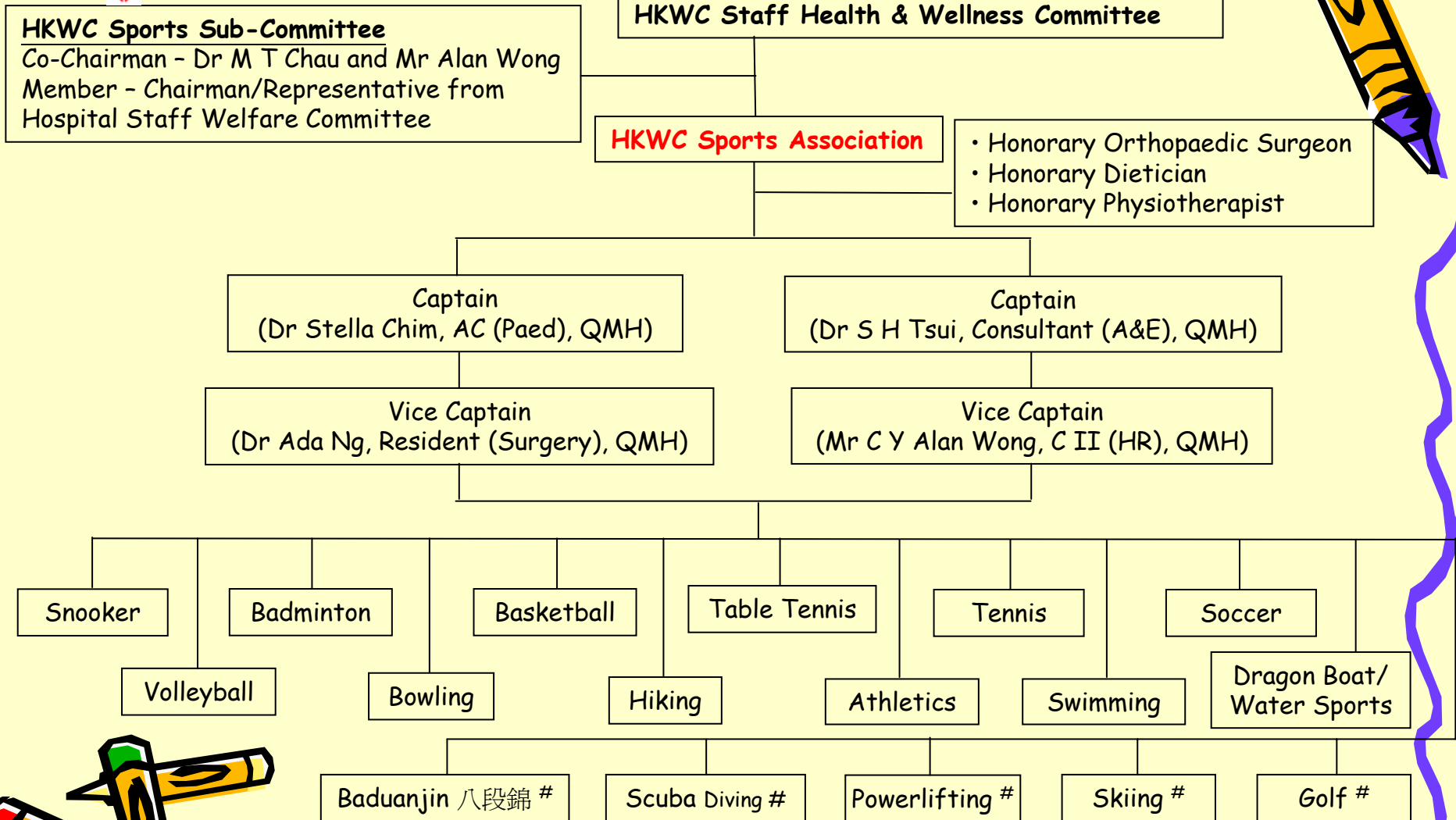
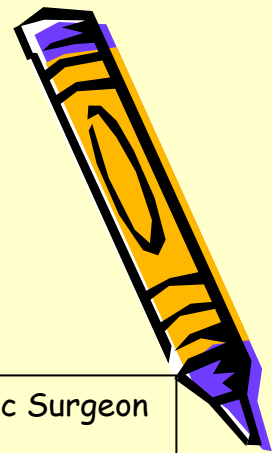
Well structured

- Self-initiated, committed staff volunteers
- Dedicated administrative support
- Own logo, identity and team uniform
- Publicity through email, designated notice boards and intranet website (activities update and facilities booking)



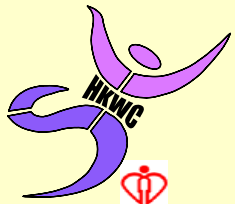


Organization Structure for Hong Kong West Cluster Sports Association



Interest groups



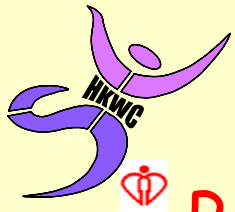


Our Aims

Breath and depth

- Involves staff from different ranks and grades in all Cluster hospitals and institutions
- Provides a wide variety of sports activities, from "entry" to "competition" levels, for staff choice and ability



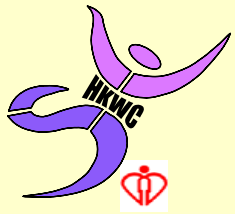


Our Aims

Popular and elite

- Training courses, regular practice sessions
- Hiking trips, sports facilities booking
- Intra-cluster tournaments
- Sports teams representatives in HA tournaments





Our Finances



- Self-sustaining from donations
- Annual HKWC Chinese New Year walkathon

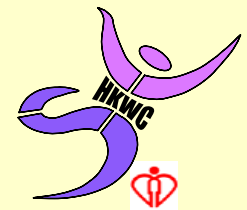


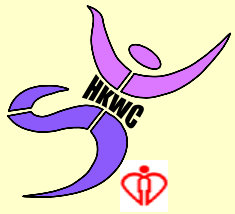
2010 Chinese New Year Walkathon at the Peak

Donations from walkathon



Year	No. of Participants (Staff + Family Members)	Fund Raised for Sports Association via Chinese New Year Walkathon	
		From Hospital Governing Committees/ QMH Charitable Trust/ other donors	From Staff
2010	275	34%	66%
2009	246	41%	59%
2008	207	63%	37%





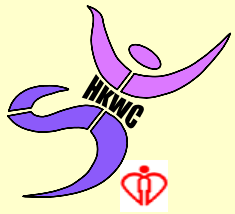
Our Achievements



Team building and sense of belonging

- Champion in many major HA events, such as 2007 & 2009 Aquatics, 2008 Athletics
- ⇒ Achieved by group effort with large number of participants, led and supported by elite players, energetic team captains, staff volunteers, cheer leaders and management





Our Achievements

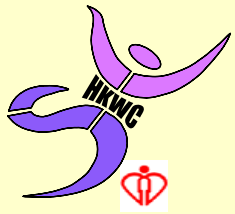


	Before 2007	2007	2008	2009
HA Sports Meet	~ 30		103	
HA Swimming Gala		67		101



Happy faces!

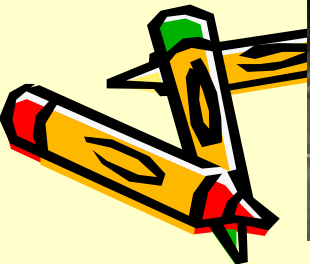


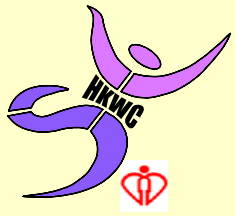


Our Achievements

Rapid growth in activities and participants

	07/08	08/09	09/10
Total Programs	32	43	47
No of Participants (Entries)	1051	3715	5894

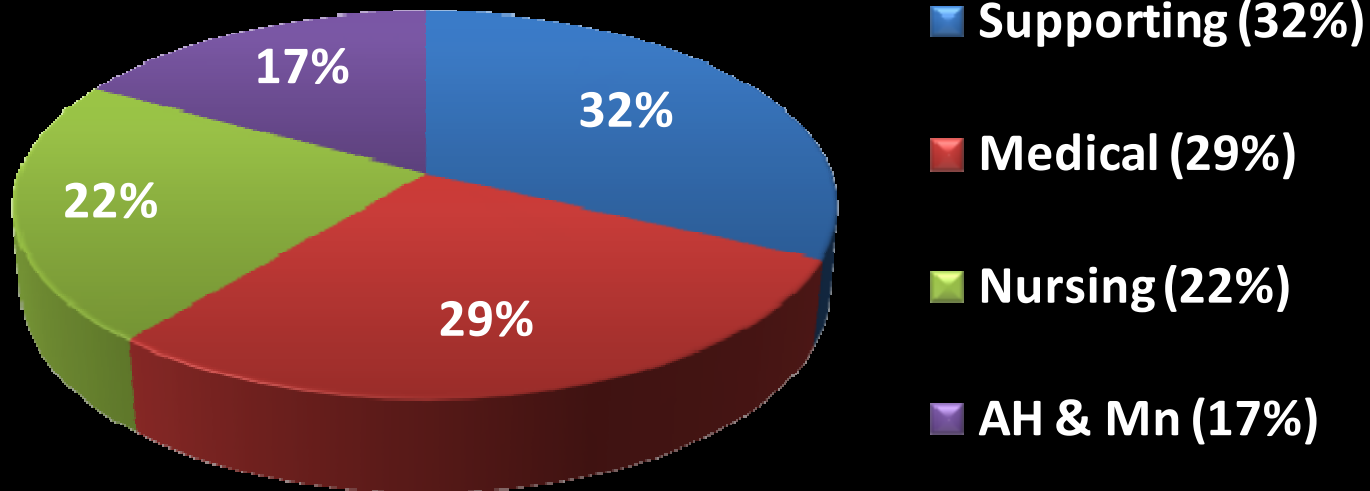




2009/10 participation rate break down (n = 5894)

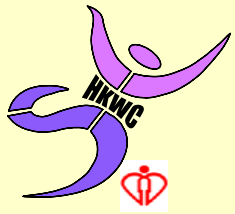


Participation by staff group

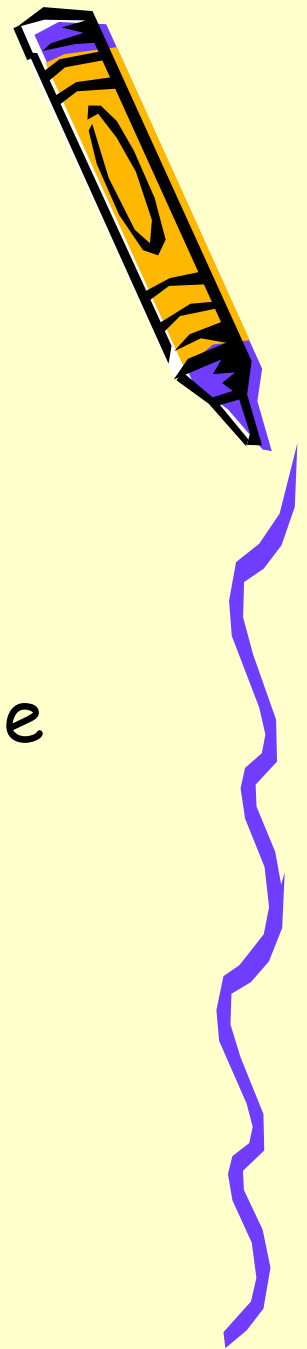


AH & Mn: Allied Health and Management



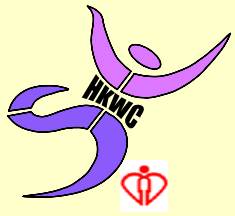


Conclusion



- HKWCSA demonstrated a successful model of engaging staff in cultivating a happy and caring culture for fellow colleagues
- More staff took part in regular exercise
- Friendship developed across disciplines and departments
- Increased collaboration beyond sports





Our Goal



- One staff one sport
- Health, Wellness and Fun
- From intra-cluster communication to inter-cluster communication to realize the HA Vision of
"Healthy People and Happy Staff"
through the promotion of sport and wellness activities



Thank you very much



Celebrating our 2nd anniversary
On 12th June 2009

