Convention ID: 64
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An innovative tool for recognise staff for staff motivation and team building: A survey from NTWC Family Medicine & Primary Health Care
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Keywords:
recognise staff
staff motivation
innovative tool

Introduction
Many people like to be recognised and appreciated for their efforts. This may be especially true in the workplace, where recognition for employee performance is often neglected. Fortunately, there are creative ways that managers can show their staff members that their work is valued. Happy staff is one of the key components in the Hospital Authority's vision statement. Our people are the key factor in the delivery of our services. We therefore need to ensure they feel happy, motivated in their work by treating them fairly and helping them to maintain a good work-life balance.

Objectives
(1) To assess the prevalence of key components for the Recognition that works on the colleagues (2) To identify key components for the Recognition that works on the colleagues

Methodology
An innovative tool for the Recognition that works on staff was developed by Mgt 101 external consultants and used by Hospital Authority Training & Development program. A cross-sectional survey was done with the questionnaires distributed to the medical staff within the department from 4th-29th Jun2012. The staff were invited to participate in this survey on a voluntary basis. All the data collected in the questionnaire would solely be used for team development and academic use. Strict confidentiality was ensured because they did not need to write their name and they returned the completed questionnaire by put back in the enclosed envelop. For the questionnaire, the staff need to put down A for Most work on them, B for Moderate work on them and C for Least work on them. [Each Letter can use more than 1 time] for the 20 items in the survey form. In the end of the survey, the staff need to choose the top 3 Most work on them.

Result
From our medical staff survey, we found the following recognition items most work on

colleagues: 1/ The boss admits your suggestion, and makes the corresponding action 2/ Gives you the good evaluation in SDR 3/ Listens respectfully carefully, makes the response 4/ The sincerity to you for your suggestion/action We would like to share this innovative tool and survey outcome so as to cultivate the appreciation and recognition culture in our service and working environment.