



Service Priorities and Programmes Electronic Presentations

Convention ID: 471

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Possibility of 5-Day Week for Nursing Staff in NDH Department of Medicine

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Keywords:

5-Day week

Introduction

Hospital Authority has progressively to implement the 5-day week in different disciplines since April 2007. The 5-day week can bring us a better work-life balance and enhance our quality of family life. The excessive accumulation of COs is the key factor for us to explore the feasible measures to meet the HA policy and the wishes of nursing frontline staffs to implement the 5-day week in medical unit. The ultimate aims are to improve the staffs' morale, quality of life as well as enhance patient safety.

Objectives

- 1.To optimize manpower allocation
- 2.To enhance quality of duty handover
- 3.To enhance quality of nursing care
- 4.To enhance patient safety

Methodology

- 1.Formation a workgroup in medical unit to study and explore the feasible measures to implement the 5-day week.
- 2.To collect the staff's opinion towards the 5-day week by the workgroup representatives.
- 3.Design and formulate a calculable formula as an index of minimum manpower requirement for implementation of 5-day week.
- 4.Target manpower of different ward setting was calculated and proposed to pilot if the target manpower was achieved.

Result

Staff in Department of Medicine did welcome the idea of 5-day week. Staff's attitude towards 5-day week was overall positive. However, current nursing manpower in general medical ward was not able to implement 5-day week. In addition, changes of ward routines and shift patterns may also be a hurdle to change. 5-day week can certainly benefit both nursing staff and patients.It will be a big change for Department of Medicine in NDH in the near future.