



Service Priorities and Programmes Electronic Presentations

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Staff Empowerment: 5-day week Pilot Project for Nurses at Surgery Unit, A8 ward, RTSKH

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Introduction

Hong Kong Special Administrative Region (HKSAR) government had launched 5-day week working at July, 2006. Hospital Authority (HA) also conducted 5-day week working in phases respectively since April, 2007. A8 ward, Department of Surgery, was one of the pioneered wards in RTSKH to trial 5-day week working in nursing staff. The program was started in 2016 and the trial was from June to December 2016.

Objectives

Under the HA principles on 5-day week arrangement (<http://ha.home/visitor/> under "Benefits & Welfare"), our task group aim to implement the 5-day week working in nursing staff with following objectives:

1. No change in nurses' gross working hours (44hours/ week)
2. No change in nurses' manpower (total no. of nursing staff)
3. Modification of nursing routine work to fit 5-day week working to achieve:
 - a. better nurse-patient communication
 - b. ensure patient safety
 - c. quality of nursing care
 - d. To improve work efficiency and quality
4. Staff could benefit and enjoy work-life balance through 5-day week
5. Maintain high morale in A8 ward
6. To achieve high staff satisfaction rate towards 5-day week

Methodology

1. Form a task group led by Ward Manager & Advanced Practical Nurse
2. To gather "5-day week working" information & experience from other hospitals
3. Review A8 ward nursing staff's duty hours, routine work & manpower
4. Initiate discussion among nursing staff

5. Draft proposed duty hours, routine & start date
6. Formulate survey to collect staffs' comment and willingness
7. Prepare contingency plan
8. Analyze survey/ make adjustment & review
9. Get approval from management
10. Trial for 6 months
11. Collect feedback, satisfactory survey and make final adjustment
12. Perform post-implementation satisfactory survey

Result

Nursing staffs showed high satisfaction rate (100%) towards 5-day week working, and they are willing to adjust and adapt to 5-day week working (95%). Moreover, they think that 5-day week working could improve nursing quality, work efficiency and work-life balance (90%/100%). After implementation of 5-day week working, Result showed that with no change in manpower, nursing quality is maintained while the sick leave rate was significantly decreased.