



Singapore Healthcare
Management **2019**

HEAL PROGRAM FOR STAFF ENGAGEMENT AND HEALTH AT ST LUKE'S ELDERCARE

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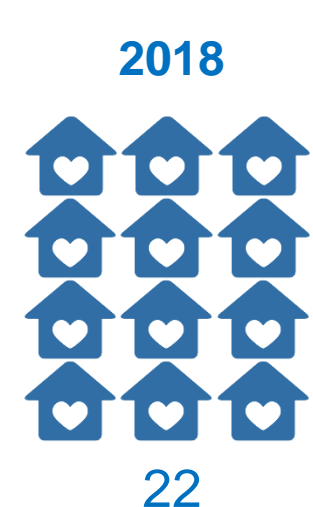
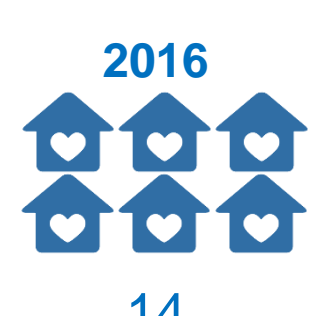


Background

SLEC grew exponentially in 2016 – 2018



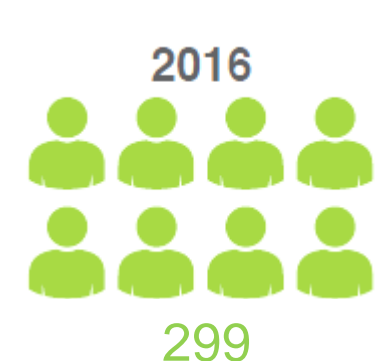
Centres



57%
growth



STAFF
STRENGTH



60%
growth

Such fast growth could cause staff to **overwork** and **burn-out**.

In addition rapid increase in staff number might have adverse impact on **team work** and **engagement**



Aims

To deliver programmes that can:

- **be enjoyed by staff** so that they can rejuvenate themselves
- improve **wellness** so that staff are always in their peak performance
- improve staff **bonding** and **engagement**

Methodology

Staff were surveyed to gather their activity preferences.

Participation data from each programme was gathered and analysed.

Staff resignation data in 2018 was gathered and compared between staff who participated and overall resignation rate.

Conclusions

Staff participation rate per activity in 2018 has increased by 46% compared to that in 2016.

With increasing participation of staff in the HEAL programme, there is greater engagement of staff, which may be a contributing factor to the lower attrition rate seen for staff who participated in the HEAL programme, as compared to that for overall staff in the organisation.

Results

Healthy Eating And Living (HEAL) Programme was launched in 2016.
Based on the survey, the programme focused on improving:

1. Nutrition knowledge 2. Mental health 3. Physical activities.

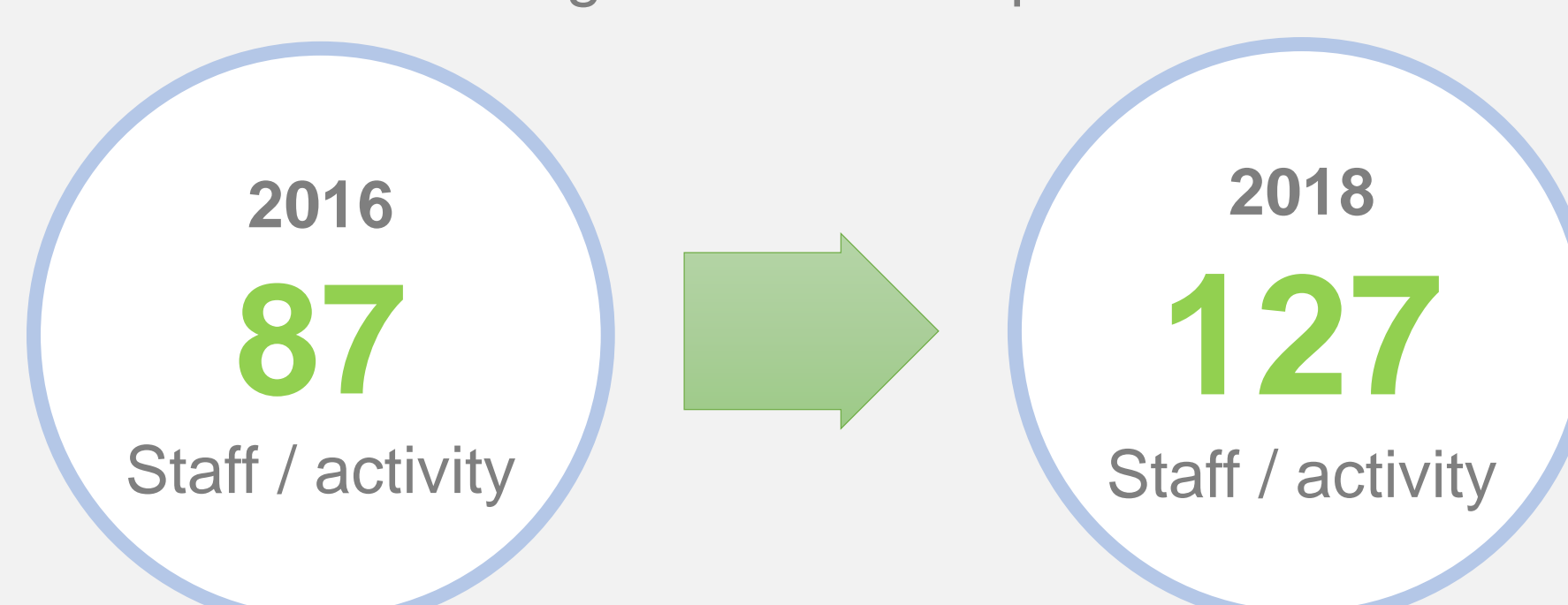


Programmes Launched

	Nutrition Knowledge	Mental Health	Physical Activities
2016	Nutrition Sharing Session	Pottery lesson	Badminton Dragon Boat Archery Walkathon
2017	Picnic Coffee appreciation	Emotional Intelligence Talk Smart Phone Photography	Outdoor Cycling Trekking
2018	Ice Cream Workshop	Movie Night Corporate Social Responsibility event	Hiking Mass workout + Skyline Luge

There is an **increase in average participation** for activities in the HEAL programme

HEAL Programme Participation Rate:



Lower resignation rate for staff who participated in the HEAL programme in 2018 compared to 2018's overall resignation rate.

Resignation Rate

