



Impact on Staff Satisfaction Based On Sustainable Integrated Programmes: Introducing Hydroponics Within The Office Spaces

Singapore Healthcare Management 2023



Eunice Ng Chu Qing, Environmental Services, SGH
Nur Amalina Binte Sulaimi, Medical Board, SGH
Jocelyn Genevieve Lau Ming Mei, Division of Medicine, SGH

INTRODUCTION

As an institution, SGH has always been actively introducing numerous initiatives to ensure continuous quality improvement. This project aims to combine two of the initiatives, **Environmental Sustainability** and **Joy At Work**, to improve staff satisfaction at the workplace.

The introduction of hydroponics strives to boost the office environments by providing greenery to rejuvenate staff, and inculcate staff's habits in being self-sustaining by increasing interest in planting their own food resources.

In addition, compared to traditional farming, hydroponics uses 98% less water, 99% less land space, lesser energy and lesser manpower to grow equivalent amount of crops



AIM

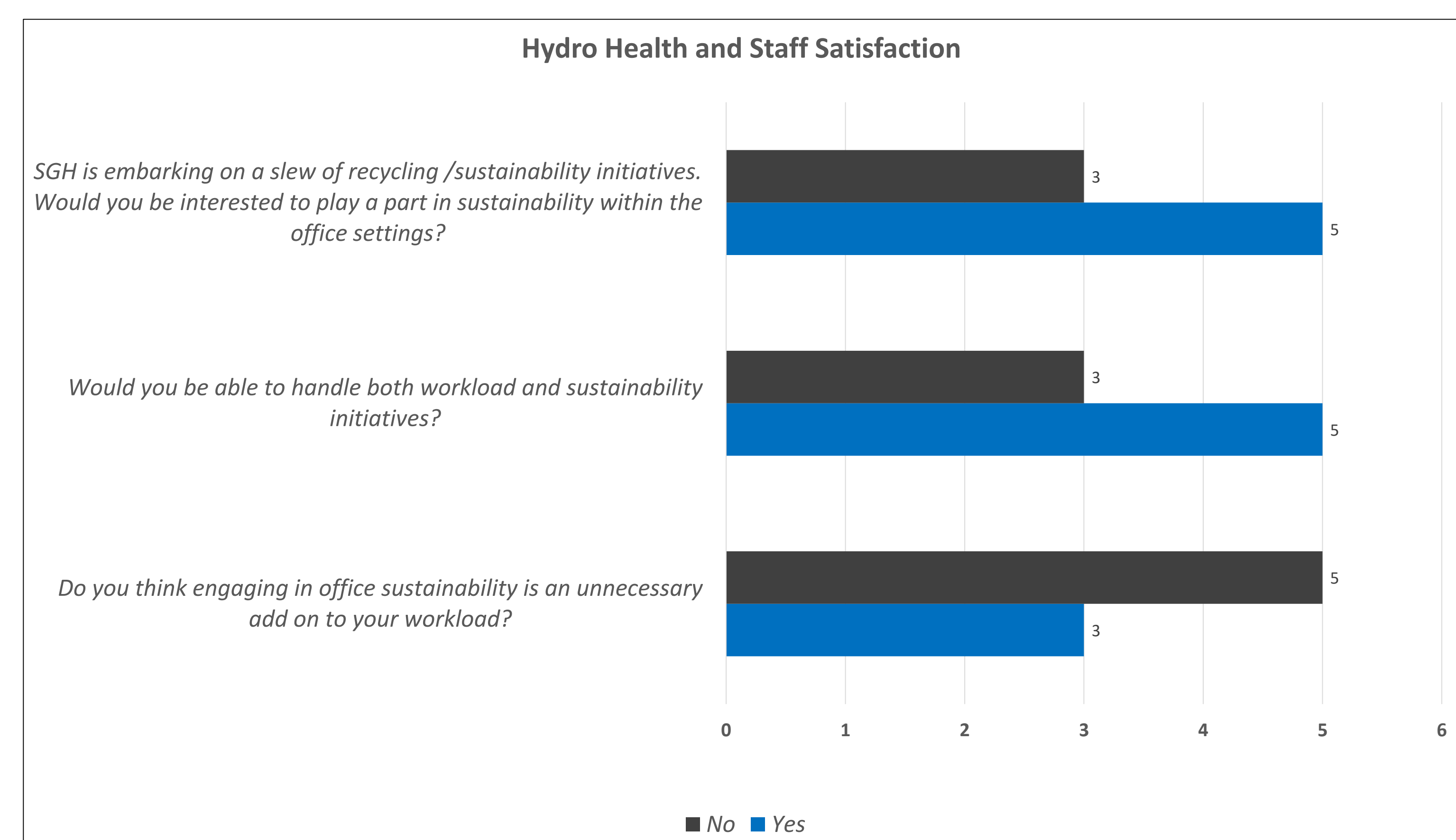
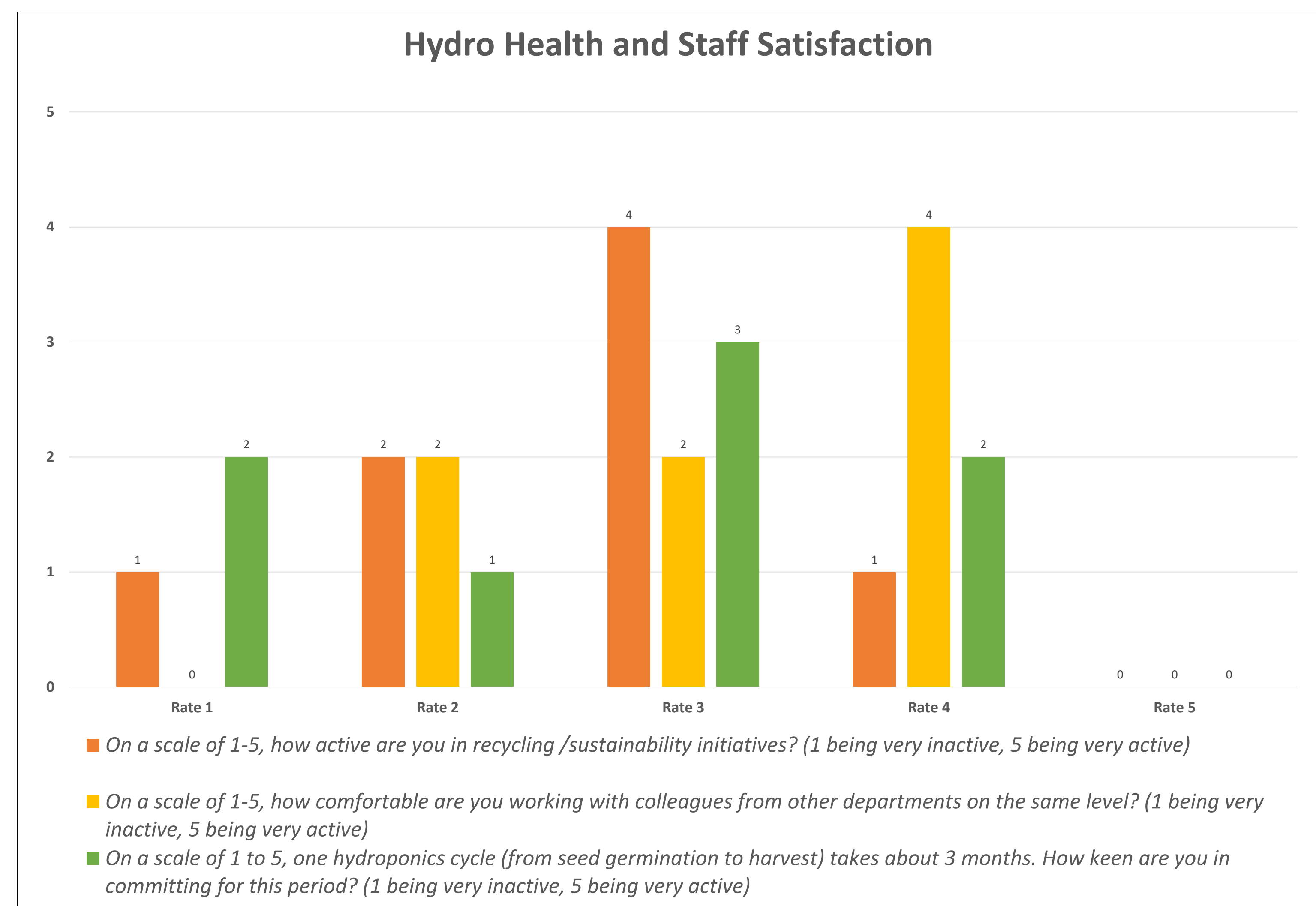
With the introduction of hydroponics within office spaces, we intend to increase staff awareness on self-sufficiency at work and to create an office environment in finding "Joy" and "Meaning and Purpose" at work.

METHODOLOGY

The DMAIC method was used to come out with ideas to combine the 2 initiatives together.

| | |
|---------------------|---|
| D Define | To promote environmental sustainability and staff well being in departments through the introduction of an activity |
| M Measure | From 2021 to 2022, there was an increase of only 1% in the SingHealth staff engagement survey results, despite several initiatives such as enhanced Employee Engagement Fund, Conversation with CEO and CMB and the setup of Joy @ Work Taskforce |
| A Analyse | The solutions undertaken by the institution are not suited to staff's needs |
| I Improve | A hydroponics system will be purchased. Interested departments can borrow the system to try harvesting plants. A survey is done before the system adoption to gauge if they are engaged by the activity. |
| C Control | This initiative will potentially be promoted in various workplace channels such as Workplace@Facebook, posters, Infopedia and e-newsletters to generate adoption and interest as a staff engagement activity |

RESULTS



A survey was shared with selected team members to gauge interest in office sustainability. The results shows that:

- 63% of staff are interested to take part in the hydroponics as an environmental sustainability initiative;
- About 63% to 70% of staff are willing to work with colleagues from other departments and commit through the whole cycle from germination to harvest.

However, there is concern that there is not enough support by respective department's management on sustainability initiatives, complicated processes, and the lack of supporting personnel in charge of office sustainability.

CONCLUSION

Environmental Sustainability and **Joy at Work** is a continuous journey that requires on-going improvement within the healthcare industry. Studies have shown that gardening helps people to relax, focus, boost self-esteem, encourage social bonding and problem solving. Thus by engaging in hydroponics, it helps to increase staff wellness and teamwork amongst staff of various departments.

By sharing the ideas and benefits of hydroponics, we can better understand how climate change affects the growth of crops. Moreover, by encouraging and promoting sustainability lifestyles, we can better secure future resources and a greener earth for the future generations