



**Singapore Healthcare
Management 2015**

Surveying the Academic Medicine Culture in the SingHealth Allied Health Community

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INTRODUCTION

Partnering with Duke-NUS in the last ten years, SingHealth has transformed herself into an Academic Medical Centre. Allied Health Domain has in tandem embarked on the journey to build a stronger culture in Academic Medicine (AM) for better patient care.

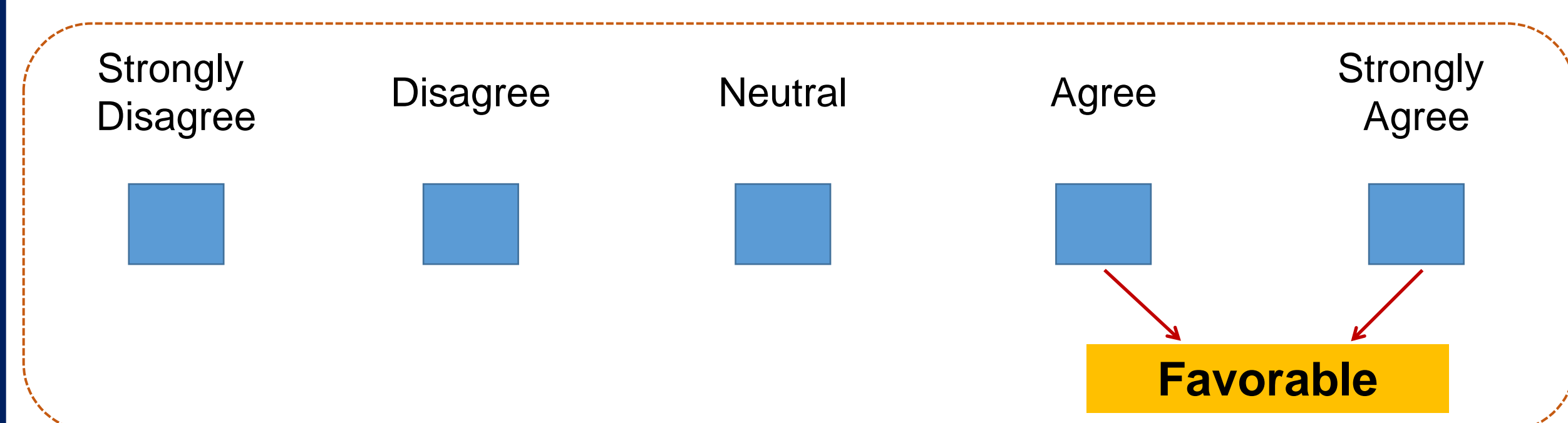
To gather opinions and feedbacks from Allied Health Professionals (AHPs) on AM and further develop a vibrant AM culture for the Allied Health community in SingHealth, the Allied Health domain rolled out the AM culture survey from 24th June to 8th August in 2014 and the survey responses were collated and thoroughly analysed.

METHODOLOGY

A structured multi-dimensional questionnaire from Obstetrics & Gynaecology Academic Clinical Program (OBGYN ACP) was adopted and revised with focus on Allied Health. The questionnaire consists of 13 dimensions that influence or impact AM culture and an additional 14th dimension focusing on the specific issues of AHPs. Each dimension contains 4 relevant questions with possible responses on a 5-point Likert scale. The composite score for each dimension was calculated by averaging the percentages of positive responses to positively worded questions or vice versa.

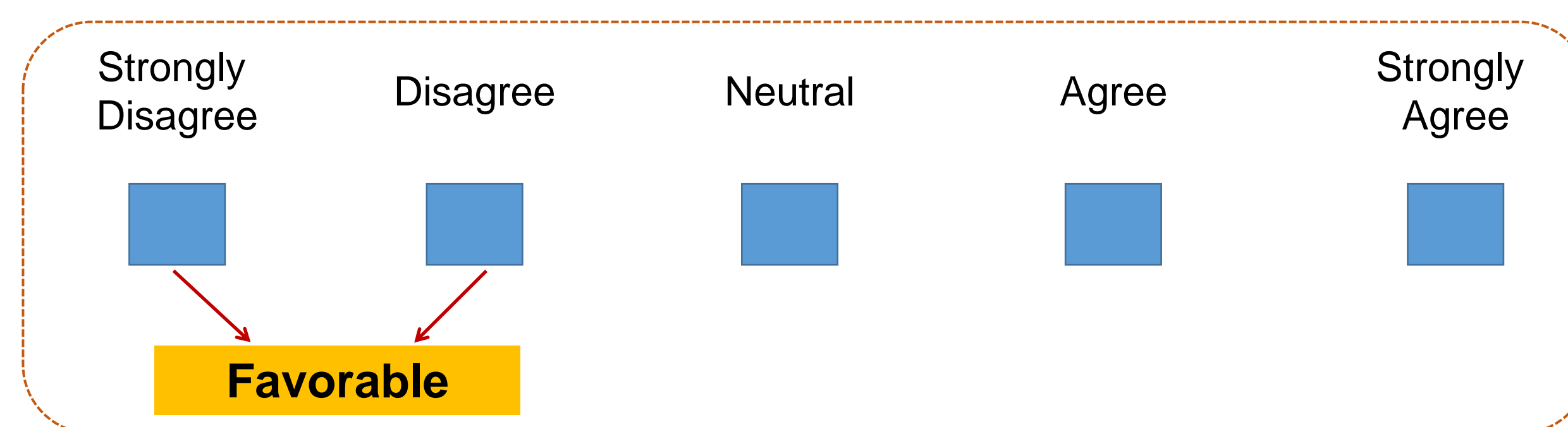
Positively Worded Questions

Example: Evidence-based practices are promoted in SingHealth Allied Health.



Negatively Worded Questions

Example: An academic appointment is not important to me.

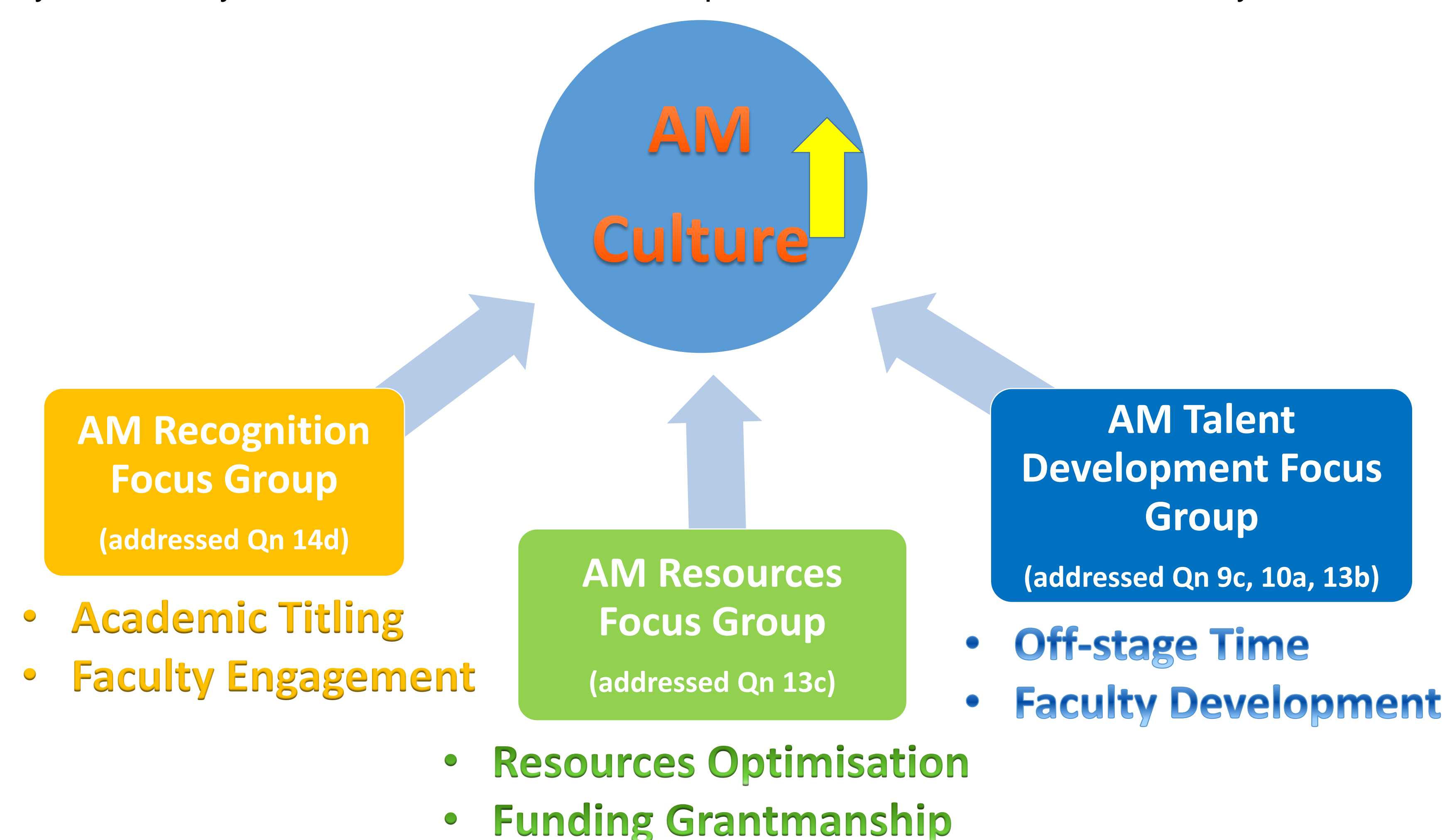


$$\text{Composite Score} = \frac{\text{No. of Favorable Responses}}{\text{Total No. of Responses}} \times 100\%$$

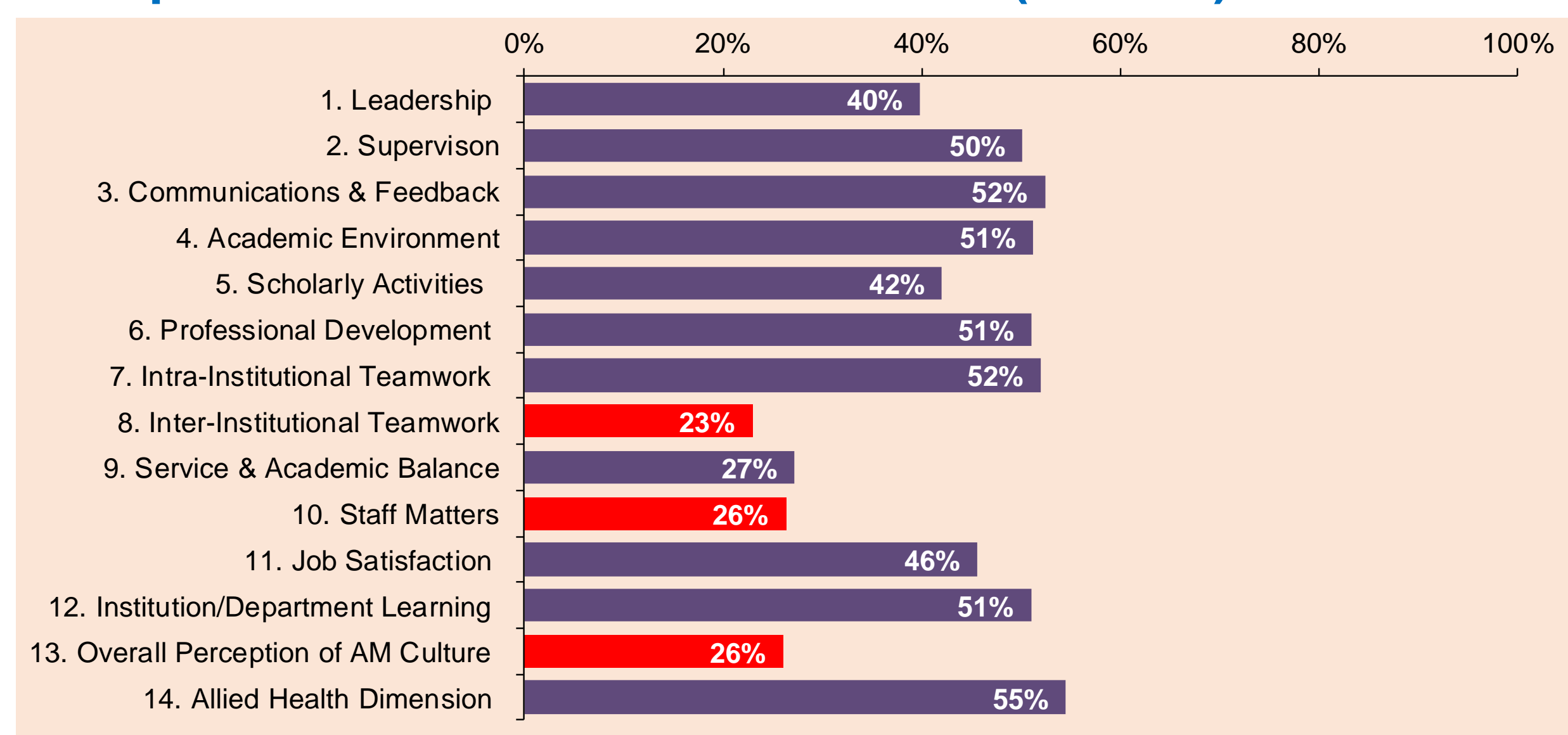
RESULTS & DISCUSSION

The survey response rate was 58% (1379 out of 2373 AHPs). Results revealed the three favorable dimensions (with highest composite scores) were: Allied Health Dimension (54.6%), Communications & Feedback (52.4%) and Intra-Institutional Teamwork (52.0%). While the bottom three dimensions (with lowest composite scores) were: Inter-Institutional Teamwork (23.0%), Overall Perception of AM Culture (26.1%) and Staff Matters (26.3%).

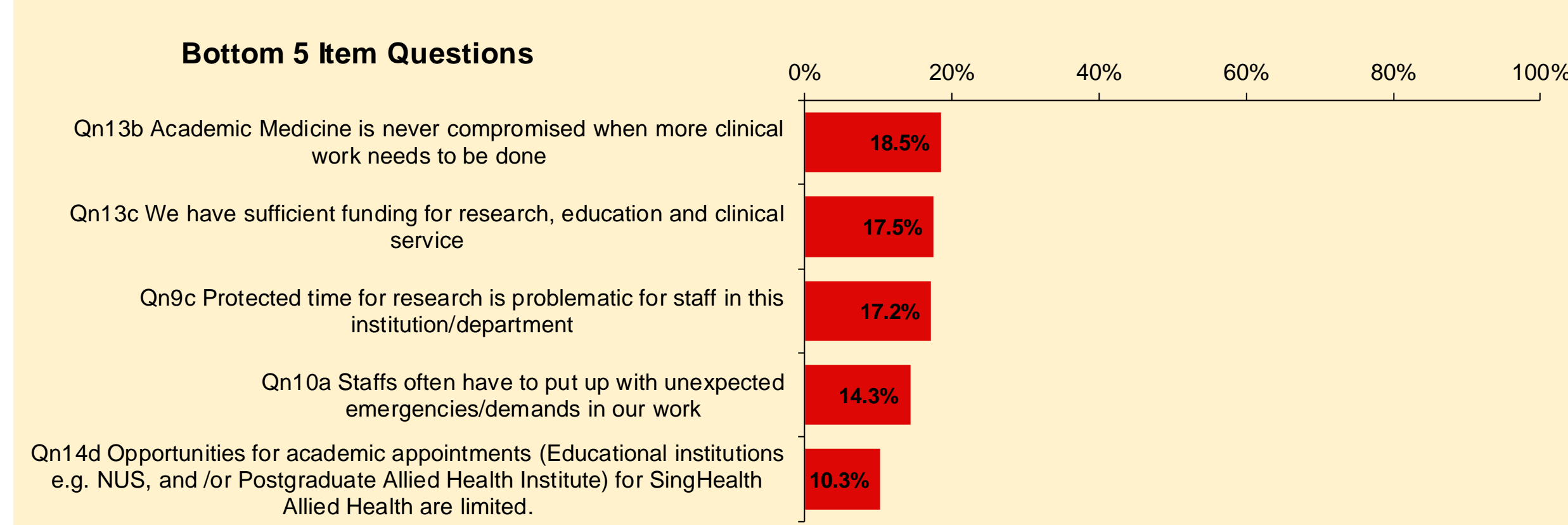
The top five and bottom five item questions were identified. The bottom five item questions were related to academic titling, funding matters and proper staff scheduling/ planning. Following the survey, and to address these issues with appropriate initiatives, the Allied Health AM Culture Workgroup was formed with 3 focus groups which aimed to systematically enhance academic medicine practice in Allied Health community.



Composite Score for Each Dimension (n=1379)



Bottom 5 Item Questions



This AM survey was important as it helped us to

- ✓ Create a platform/channel for the ground to give feedbacks and ideas
- ✓ Better engage our large Allied Health community
- ✓ Better understand the current AM culture in our Allied Health community
- ✓ Facilitate the AM transformation with effective focus groups to address relevant key issues identified from the survey

CONCLUSIONS

- The survey was a useful tool to assess AM culture amongst SingHealth AHPs and helped us to identify and address key AM issues.
- It provided a baseline data for monitoring and promoting AM culture in SingHealth Allied Health community following implementation of interventions to address the issues.
- Effects of the interventions on building the AM culture among AHPs will be reviewed by repeating the survey in 2016.