



Establishing Work-Life Balance to Keep Health Care Safe

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Introduction



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Contents

- Definitions
- Prevalence in Singapore and the Healthcare Industry
- Causes of fatigue/stress
- Why is there a need?
- Methods to manage

**YOU CAN'T
DO A GOOD
JOB
IF YOUR JOB
IS ALL YOU
DO.**

ARTIFACT UPRISING

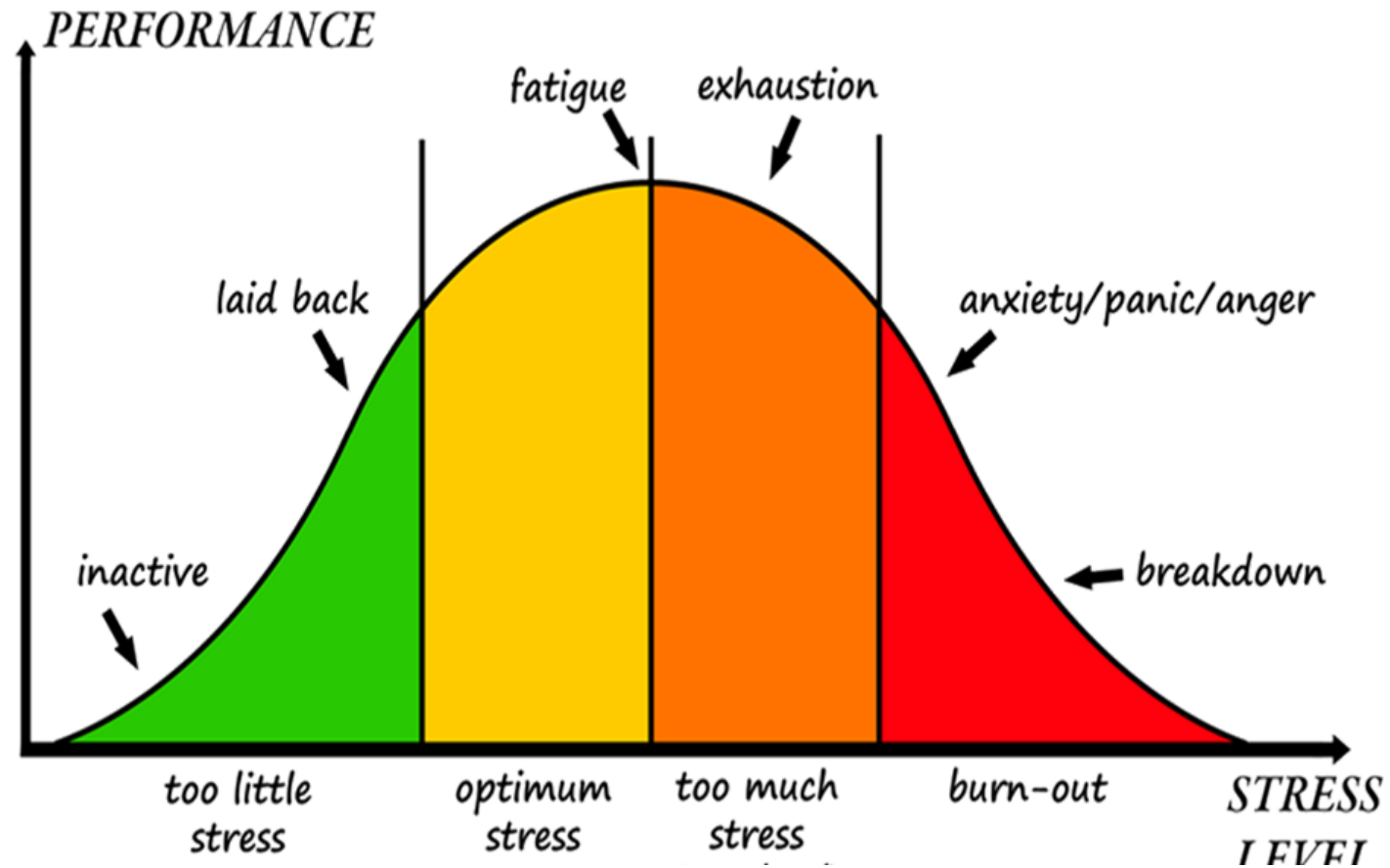
Definitions

Work-Life Balance: the amount of time you spend doing your job compared with the amount of time you spend with your family and doing things you enjoy

Stress: a specific response by the body to a stimulus that disturbs or interferes with the normal physiological equilibrium of an organism.

Burnout: psychological condition which develops as a result of an inability to cope with chronic stressors on the job; consists of two dimensions: exhaustion and disengagement.

Stress and Burnout



Prevalence of Stress/Burnout-related Occurrence in Singapore - Healthcare sector

Singapore (2004;2014)

- ▶ Prevalence of Depression: 35%
- ▶ Prevalence of Anxiety: 28%
- ▶ Prevalence of Burnout (measured against nurses): 33.3%

Other Countries (New York, 2012)

- ▶ Moderate to high levels of role stress: 73%
- ▶ Moderate to high levels of emotional exhaustion: 56%

P e a n u t s W i s d o m

Me, Stressed Out?



Cause of Stress & Burnout

- ▶ Occupational Stress: “Harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of works.” (NIOSH)
- ▶ Demands from work in terms of volume, working hours, or task specificities
 - ▶ Organisational dynamics
 - ▶ Personal background
 - ▶ Personal Health
 - ▶ Potential for career growth
 - ▶ Moral, legal and social implications

Implications of Stress & Burnout

- ▶ Declining mental health
- ▶ Behavioural reactions
- ▶ Physical symptoms

May eventually evolve to become ASD or even PTSD.

P
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TRAUMATIC
STRESS
DISORDER

Benefits of a Healthy Work Life Balance

For Employees

- ▶ Retain knowledge and skills needed without interruption of career
- ▶ Maintain professionalism during working hours
- ▶ Health benefits
 - ▶ Mental
 - ▶ Physical
- ▶ Increased productivity
- ▶ Greater employee loyalty, commitment and motivation

Benefits of a Healthy Work Life Balance

For Patients/Clients

- ▶ Knowledge that they are being taken care of by healthy and able professionals
- ▶ Receive better service from healthcare professionals
- ▶ Client loyalty and commitment



Objective

- To prevent stress, fatigue and burnouts for our healthcare workers - to maximise the service and care they can provide to patients and clients.

Identifying Burnout

- ▶ Areas to look out for include;
 - ▶ Sleep and energy
 - ▶ Mood – range and congruency
 - ▶ Attitude towards self, others, and the world
 - ▶ Cognitions and internal voice
 - ▶ Relationships
 - ▶ Physical health
 - ▶ Efficacy of coping mechanisms



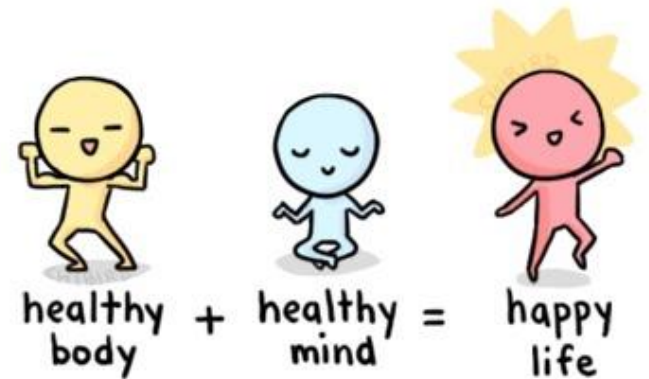
Methods to manage stress/burnout

- ▶ Self-Care self-assessment
- ▶ Elements of self-care
 - ▶ Physical
 - ▶ Psychological
 - ▶ Emotional
 - ▶ Spiritual
 - ▶ Professional



Methods to manage stress/burnout

- ▶ Elements of self-care: Physical (“Healthy Body, Healthy Mind”)
 - ▶ Obtain sufficient sleep
 - ▶ Exercise
 - ▶ Go for regular medical checkups
 - ▶ Maintain a healthy diet (less sugar, refined carbs, caffeine, trans-fats, food with chemical preservatives, hormones, nicotine, and moderate alcohol intake)



Methods to manage stress/burnout



- ▶ Elements of self-care: Psychological
 - ▶ Disconnect from technological devices
 - ▶ Challenge yourself by facing something you have been avoiding
 - ▶ Stimulate your brain by doing something challenging it (try something new!)
 - ▶ Do something pleasurable (hobbies, etc.)
 - ▶ See a counsellor or psychotherapist if need be

Methods to manage stress/burnout

- ▶ Elements of self-care: Emotional
 - ▶ Recognise your emotions and accept them for what they are
 - ▶ Tap on social contact (positive relationships, building a social community)
 - ▶ Laugh
 - ▶ Recognise the good things you have done every day



Methods to manage stress/burnout



- ▶ Elements of self-care: Spiritual
 - ▶ Re-evaluate your values, and consider what you can do to follow them
 - ▶ Read inspirational texts and literature
 - ▶ Employ relaxation techniques (meditation, yoga, deep breathing)
 - ▶ Connect with the nature
 - ▶ Attend religious proceedings (should you have any religion)

Methods to manage stress/burnout

- ▶ Elements of self-care: Professional
 - ▶ Purpose at work
 - ▶ Find a balance to your workload
 - ▶ Take time off when necessary (physical and psychological recovery)
 - ▶ Build a supportive work community



Summary

Work Life balance plays an important role in maintaining the professional image and retaining important skills required for professionals within the healthcare sector. For patients/clients, the returning factor is an important part in the recovery process. In order for patients/clients to fully commit to their treatments and commitments to the clinic/medical facility, they need to feel that they are under the care of professionals who know how to manage their own stress and keep a healthy work life balance.



Thank You!



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