

## **Project Title**

Promoting a joyful and motivating nursing team in Special Care Nursery

## **Project Lead and Members**

- Elaine Chan EL
- Lim BL
- Chiew LC
- Aminah Binte Ali
- Chan SH
- Kelly Liow HF

## **Organisation(s) Involved**

KK Women's and Children Hospital

## **Healthcare Family Group(s) Involved in this Project**

Nursing

## **Applicable Specialty or Discipline**

Special Care Nursery

## **Aim(s)**

The aim of this project was to build a positive environment with resilient nurses and enhance work satisfaction.

## **Background**

See poster appended/ below

## **Methods**

See poster appended/ below

## **Results**

See poster appended/ below

## **Conclusion**

See poster appended/ below

## **Project Category**

Organisational Leadership

Human Resource, Staff Engagement, Staff Wellbeing

## **Keywords**

Staff Engagement, Staff Wellbeing

## **Name and Email of Project Contact Person(s)**

Name: Elaine Chan EL

Email: [singaporehealthcaremanagement@singhealth.com.sg](mailto:singaporehealthcaremanagement@singhealth.com.sg)





## INTRODUCTION

Cultivating a workplace with team cohesion promotes staff satisfaction. Nurses need good collaboration to foster effective communication and a sense of belonging. Collaboration requires resources, such as time and opportunities, to form stable trust-based relationships. With the increasing demands at work and despite the limitations during the Covid pandemic, the team wanted to prevent staff burnout and strengthen our workplace culture.

The aim of this project was to build a positive environment with resilient nurses and enhance work satisfaction.

## METHODOLOGY

1 The team brainstormed for activities and involved nurses in the planning and sharing of ideas.

2 The following were implemented over the span of 8 months:



“Wall Of Fame” & “Thank You” Board



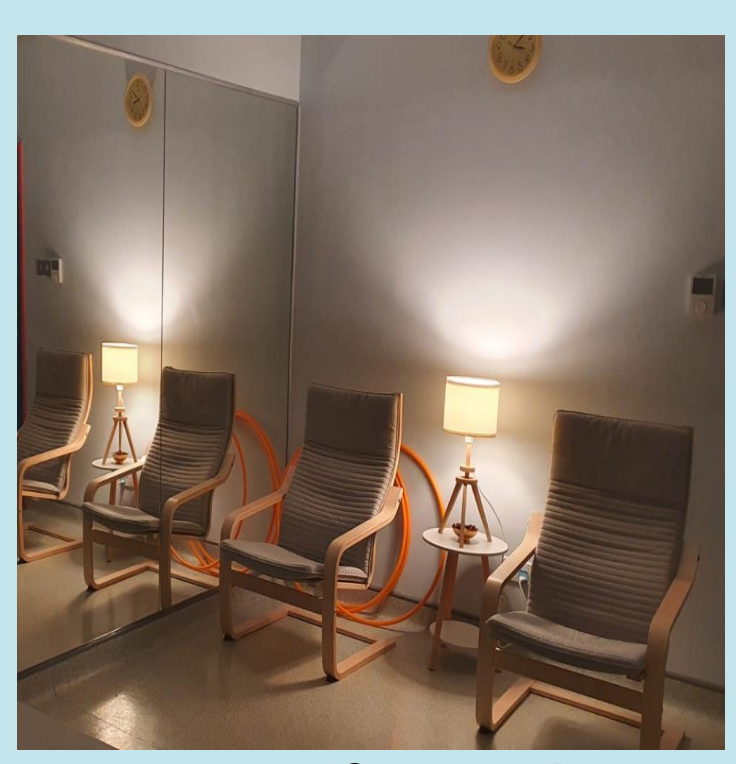
Roll call activities to start shifts



Energy Booster Corner



Year End Themed Party



Creation of a meditative space using “Joyful Workplace Award” fund



Encouragement goodies for jobs well done by staff

3 Nurses were given an electronic self-administered survey after the launch of these activities. Five close-ended questions using 5 point Likert scale were disseminated to the nurses indicating “Strongly Disagree”(1) to “Strongly Agree” (5).

The questions are listed below:

- 1) These activities have helped in boosting my morale.
- 2) These activities helped in boosting team morale.
- 3) It has become easier for me to communicate with my colleagues after joining these activities.
- 4) I feel a sense of belonging to the department after attending these activities.
- 5) Overall, these activities were effective in team integration.

## CONCLUSION

A positive environment increases morale and enables nurses to cope with challenges, leading to a more cohesive team. Despite limitations caused by the pandemic, a systematic approach was employed to identify staff concerns via surveys. Overall, the initiatives carried out have encouraged nurses to remain resilient and foster collaboration with one another by promoting joy at work.

## RESULTS

Results illustrated in figure 2 showed consensus amongst SCN nurses that the team-building activities were successful in boosting individual and team morale, improving communication, fostering a sense of belonging, and improving overall team integration.

- 76% of 84 nurses (n=64) participated in the survey.
- Jamovi was used to analyse data and assess the effectiveness of team-building activities.

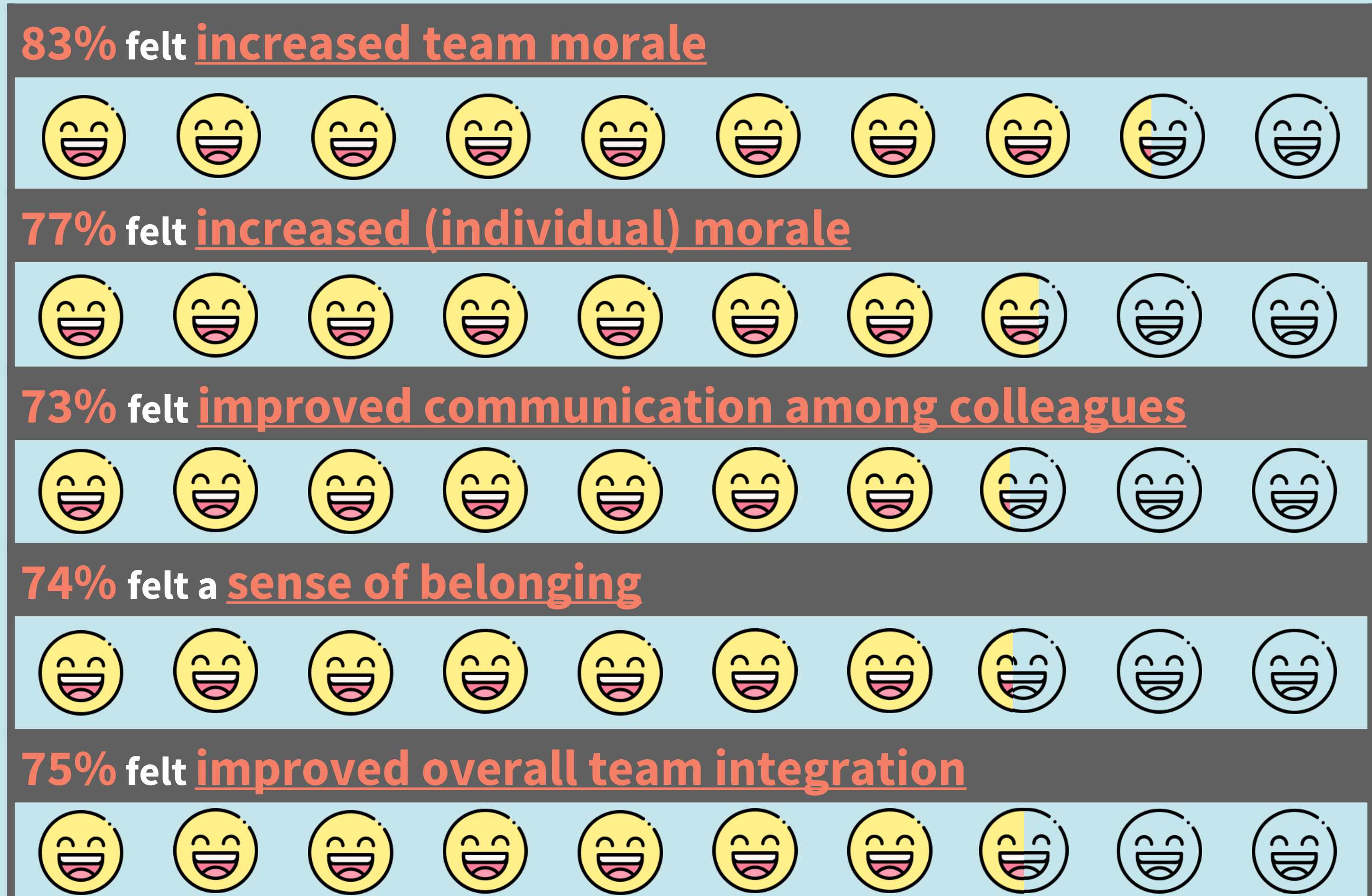


Figure 2 Survey results

## Employee Engagement Survey (EES) 2019 - 2021

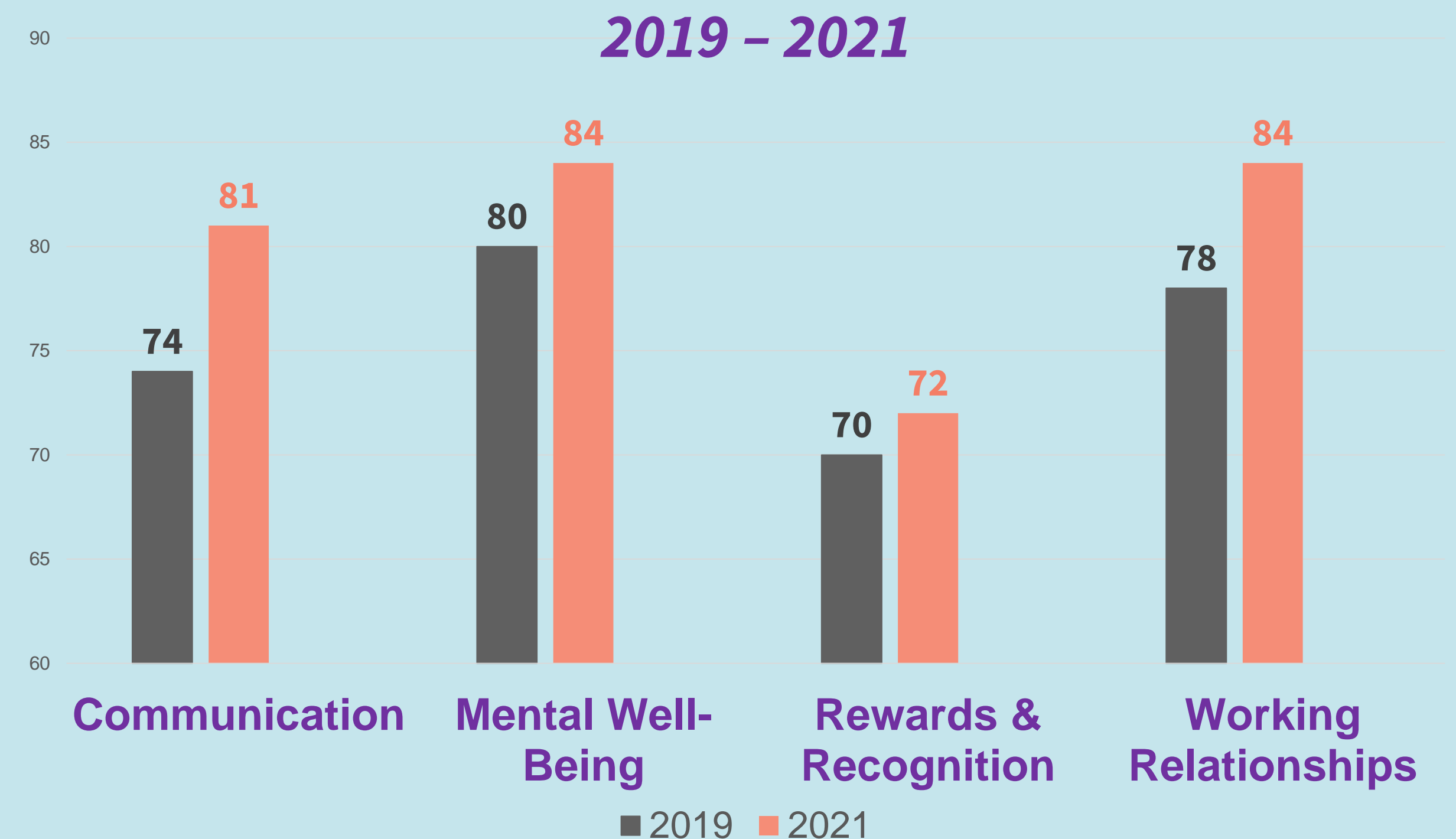


Figure 3 EES results

2021 EES results in comparison to 2019 results (Figure 3) showed that the communication, mental well-being, rewards and recognition and work relationships indexes have increased ranging from 2% to 7%. Having a designated resting place rejuvenated nurses, improving their mental wellness. Receiving peer appreciation motivated nurses to plant kindness and build cohesiveness during work. Efforts to congratulate awardees also made them feel recognised. With the ‘Energy Booster’ corner, staff appreciated knowing that they were being cared for.