

Project Title

WE-CARE for Junior Doctors in Sengkang General Hospital

Project Lead and Members

Project members: Pek Jen Heng, Hamid Rahmatullah Bin Abd Razak, Mayank Chawla, Iris Rawtaer , Chua Hui Wen, Chan Kong Ngai Thomas, Ng Hui Lee Christina, Tan Pei Pei Agnes and Aw Kuei Ling Jocelynn

Organisation(s) Involved

Sengkang General Hospital

Healthcare Family Group(s) Involved in this Project

Medical

Applicable Specialty or Discipline

Human Resource

Project Period

Start date: 2020

Completed date: 2022

Aims*

- Creating a joyful workplace through its cluster-wide 'Joy at Work' initiative.
 1. Workflow models & work hours
 2. Career development & training
 3. Culture to speak on matters related to safety and wellness

Background

See poster appended/ below

Methods

See poster appended/ below

Results

See poster appended/ below

Conclusion

See poster appended/ below

Project Category* *(refer file attached for more info)*

Organisational Leadership

Human resource, Staff engagement, Staff wellbeing

Keywords*

Junior doctors; engagement; wellbeing

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WE-CARE for Junior Doctors at Sengkang General Hospital



Sengkang General Hospital
SingHealth

Junior Doctors are integral to Singapore's healthcare system.

The **Ministry of Health's** national wellness committee focuses on 3 key areas for junior doctors:

1. Workflow models & work hours
2. Career development & training
3. Culture to speak on matters related to safety and wellness

SingHealth prioritises creating a joyful workplace through its cluster-wide 'Joy at Work' initiative.

Sengkang General Hospital established its Junior Doctor Well-Being Committee in August 2020 to care for and support junior doctors in their growth as healthcare professionals and individuals.

WE-CARE

Ensure
Well-being &
Engagement

Support
Clinical,
Administrative,
Research &
Education activities

FRAMEWORK

ABCD Initiatives

Appreciation



Appreciation lunches, achieve awards, refreshment corners

Balance



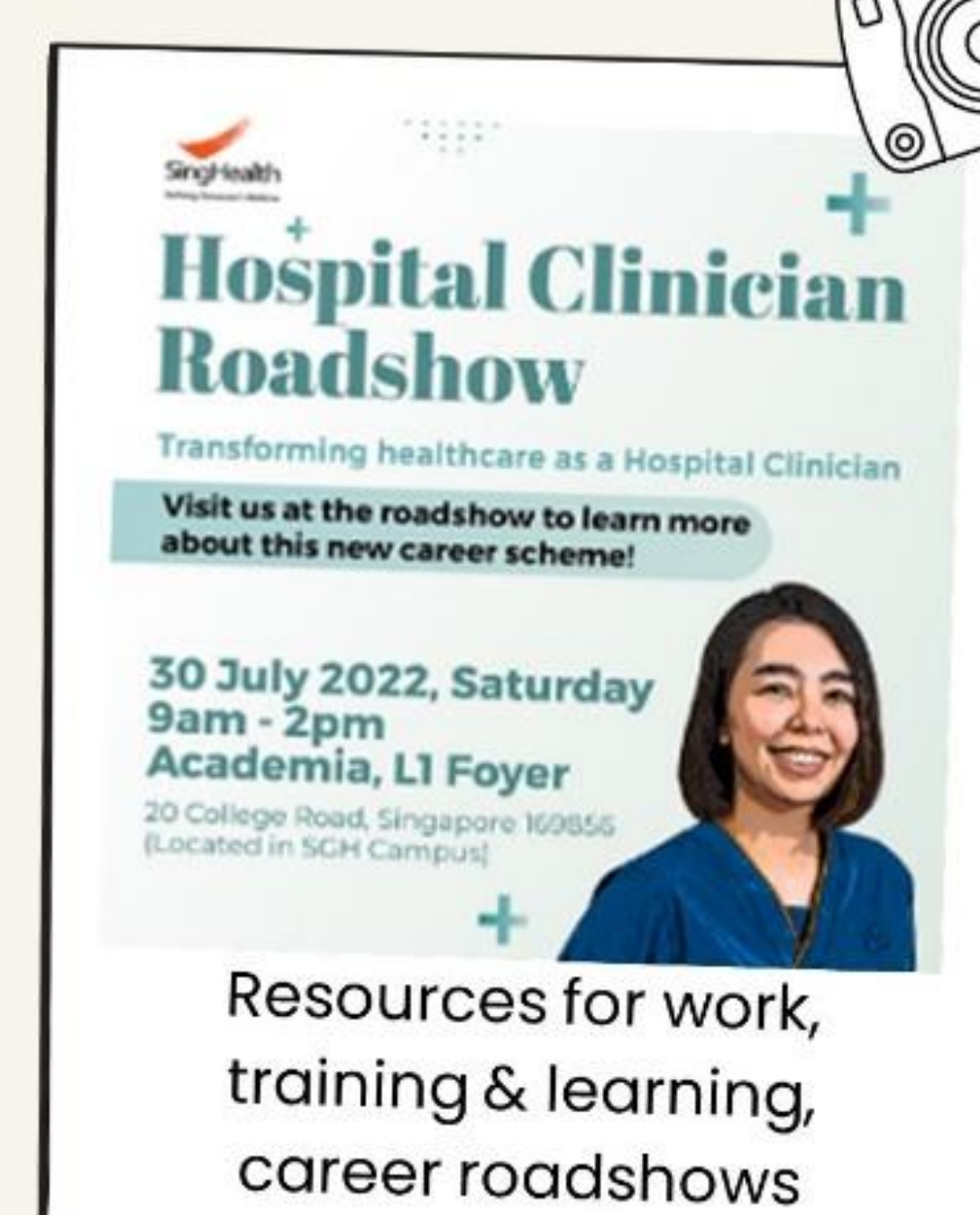
Recreation & recharge corners, cohesion activities

Communication



In-person engagement, feedback channels, department welfare officers

Development



Resources for work, training & learning, career roadshows

Impact

1) Junior doctors who feel engaged:

38.0% (2020) → 74.7% (2021) → **87.5% (2022)**

2) Junior doctors who feel well-being is taken care of:

75.0% (2020) → 78.6% (2021) → **90.5% (2022)**

Joy at work is attainable - identify the needs and take practical steps to ensure junior doctors' well-being and engagement