



Singapore Healthcare Management 2024

Technologists' Day: An Initiative to Promote Camaraderie and Boost Employee Morale



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BACKGROUND

Providing a work environment that offers **great camaraderie** and **mutual appreciation** is paramount to sustaining employee morale and ensuring continued organisational success. While 2021's Employee Engagement Survey revealed a positive staff satisfaction towards team cohesion, it is imperative that continuous efforts are made to sustain and improve it. The Technologists' Day initiative, which is held annually, seeks to **integrate enjoyment with work** via team-bonding activities, and thus providing more opportunities for mutual appreciation to strengthen camaraderie.

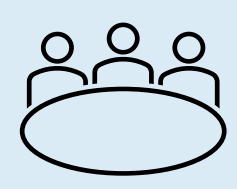
AIM

Increase in overall staff satisfaction towards team cohesion and mutual appreciation

METHODOLOGY

Past department bonding activities

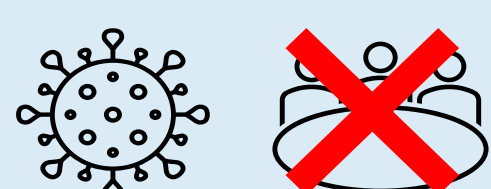
Formal Setting



Brief meal gatherings



COVID-19 Pandemic



- Potentially fleeting and **superficial**
- Formal setting **discourages in-depth mutual understanding** and bonding
- The COVID-19 pandemic further exacerbated this problem as social gatherings were prohibited

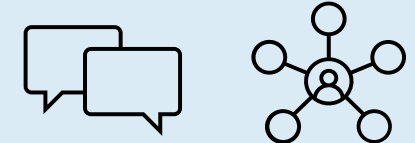
Description of Technologists' Day initiative

PRE-EVENT

Takes place few months before actual day

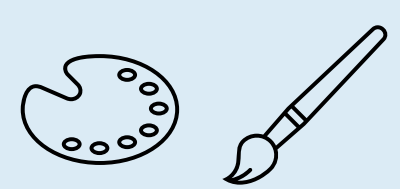
Event Planning

A committee comprising of representatives from different sections, **regardless of seniority**, is set up to brainstorm and exchange ideas



Department Decorations

Provides opportunities for **inter-section interactions** as the department get together to craft and put-up decorations



DURING EVENT

Event with department-wide activities

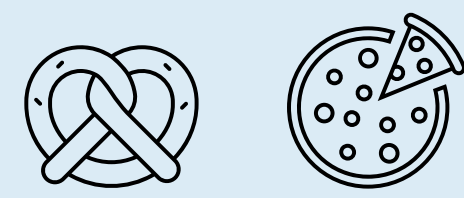
Physical Activities

Incorporates **elements of fun** to encourage deeper inter-sections bonding as staff mingle and relax



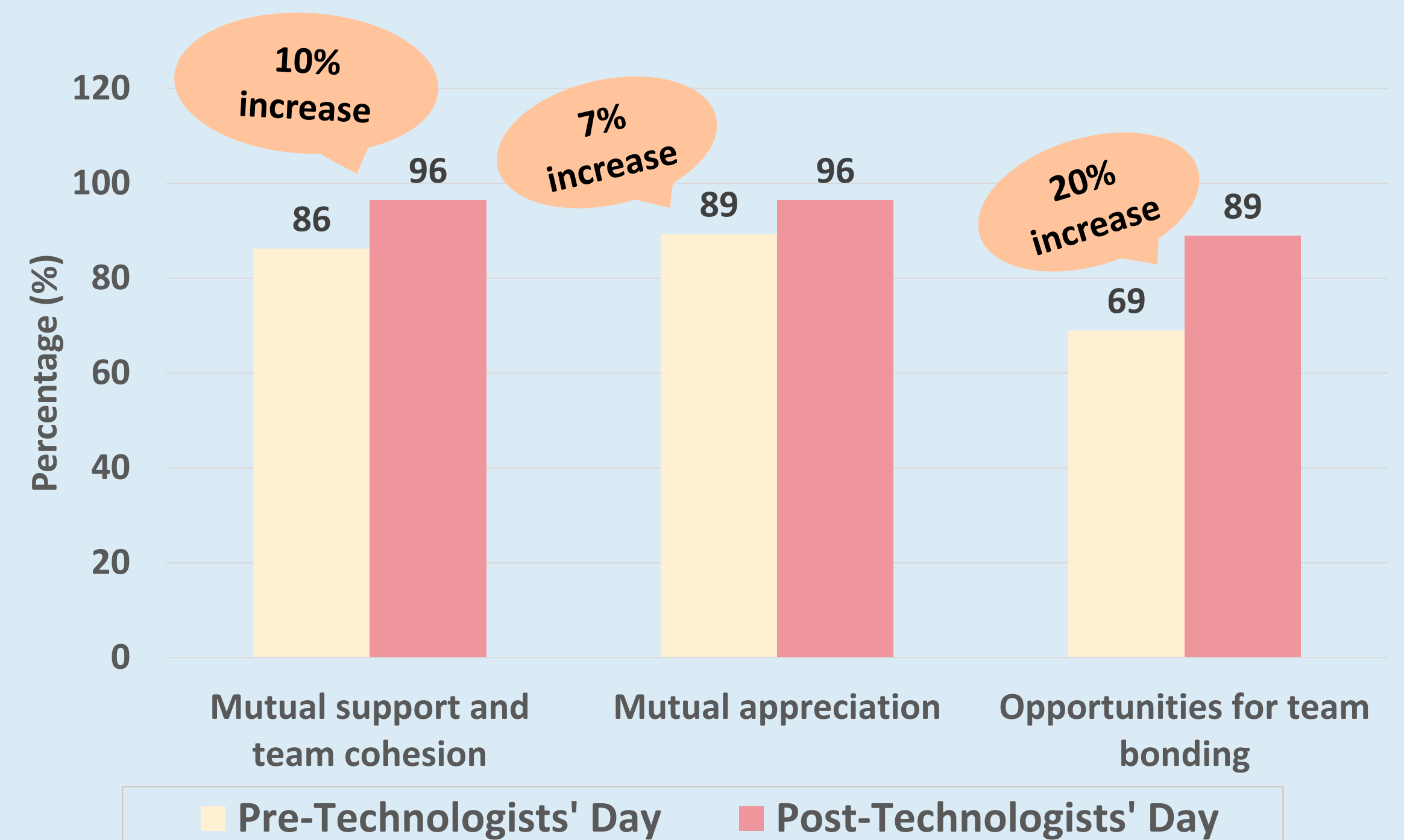
Casual Setting

Meal gatherings in an **informal setting** allows staff to wind down and have longer conversations



- **Safe environment** created that is distinct from routine clinical work allows people to speak up freely. This provides opportunities to develop hidden potentials, thereby building confidence and engagement
- **Adequate duration and informal setting** enables staff to relax and gradually open up to each other
- **Boosts team cohesion and mutual understanding**

RESULTS



A retrospective survey was conducted to evaluate staff satisfaction towards team cohesion and mutual appreciation within the department after Technologists' Day in 2023.

Post-Technologists' Day:

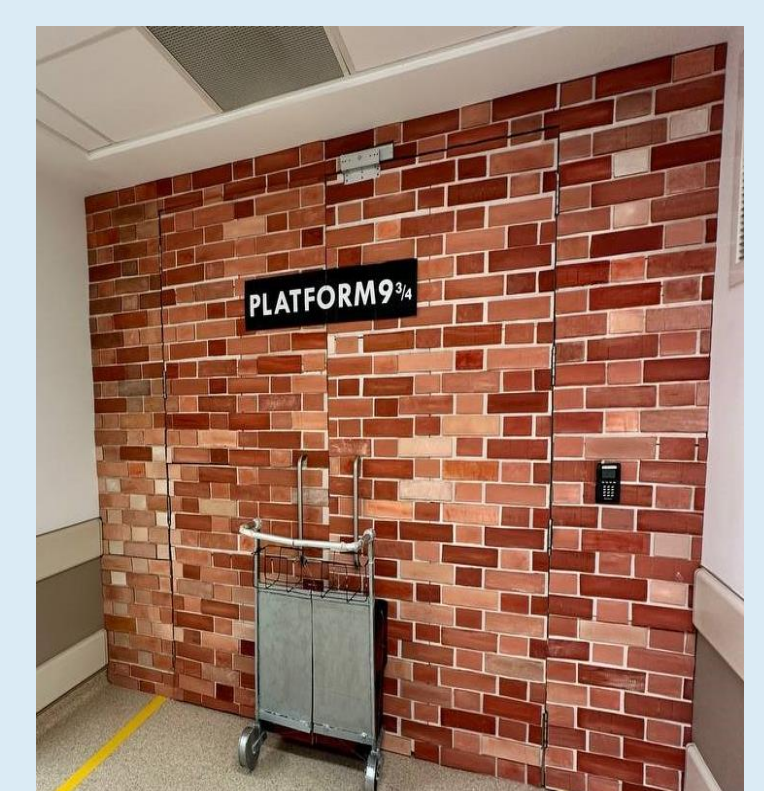
➢ Overall staff satisfaction rate increased to:

➢ Staff acknowledgement in opportunities provided for team bonding within department increased to:

This affirms the committee's belief that implementation of Technologists' Day has a positive impact on the department, with better mutual appreciation and stronger camaraderie among co-workers. Hence, it will be beneficial to continue holding Technologists' Day annually.



Meal gathering



DIY decorations



DIY decorations



Team bonding activities

CONCLUSION

Implementation of Technologists' Day helped foster camaraderie and encouraged peer-to-peer appreciation within the department by providing opportunities for face-to-face interactions and mutual understanding. These are pivotal in boosting employee morale and ensuring long-term organisational success. Regular interaction in a relaxed or casual setting can improve communication amongst team members, whilst games are a fun way to encourage teamwork with cooperation and creativity.