



Singapore Healthcare Management 2024

Promoting Mental Health At Work: A Mindfulness Initiative

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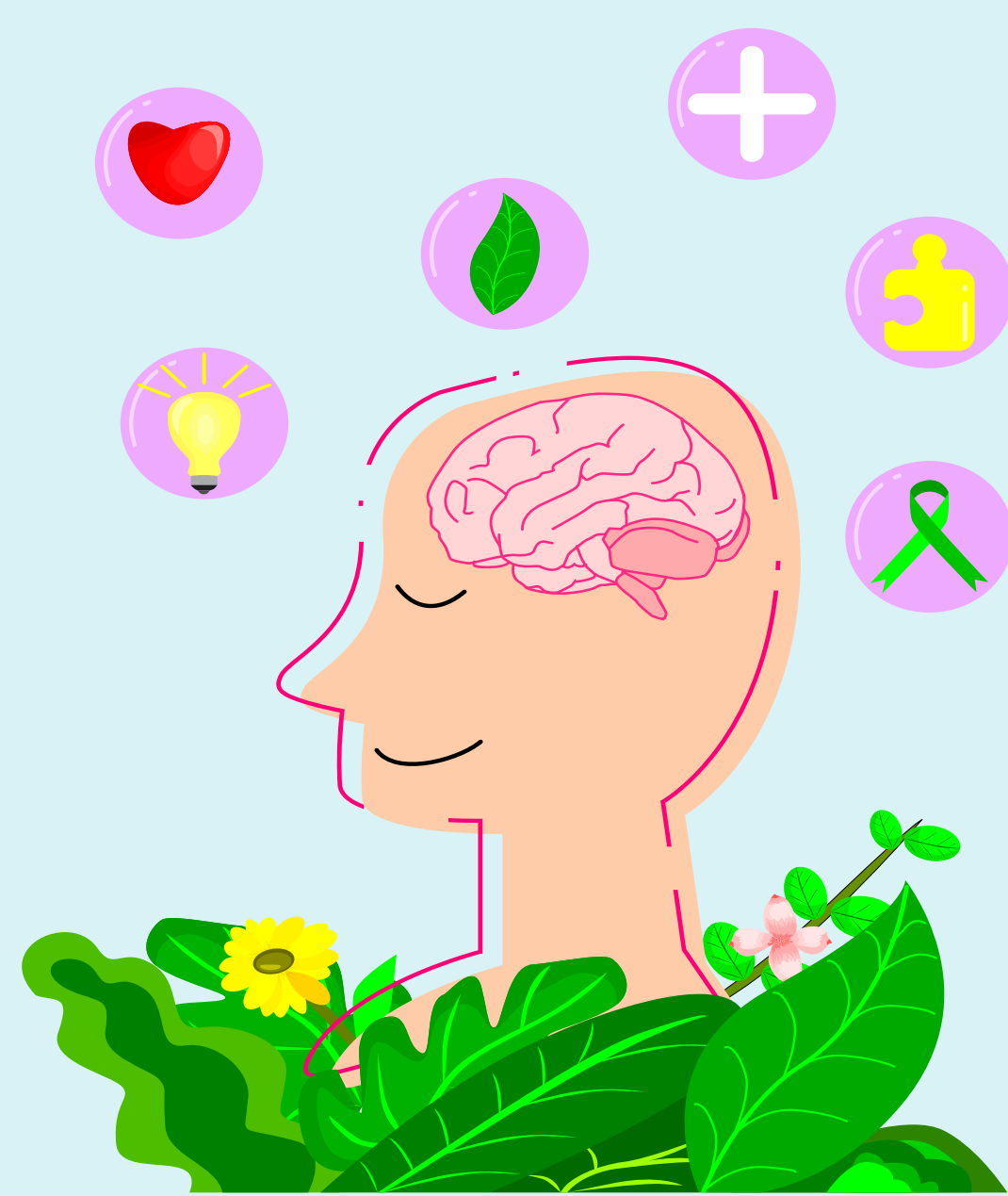
BACKGROUND

In a highly demanding hospital work environment, whilst ensuring the mental well-being of healthcare professionals is paramount, it is often an aspect that is frequently neglected and inadequately addressed. Mindfulness activities have been proven as a powerful tool to alleviate burnout, enhance job satisfaction and nurture work-life balance. Therefore, successful integration of mindfulness practices within the workplace empowers us to cultivate a healthier and more resilient workforce.

OBJECTIVES

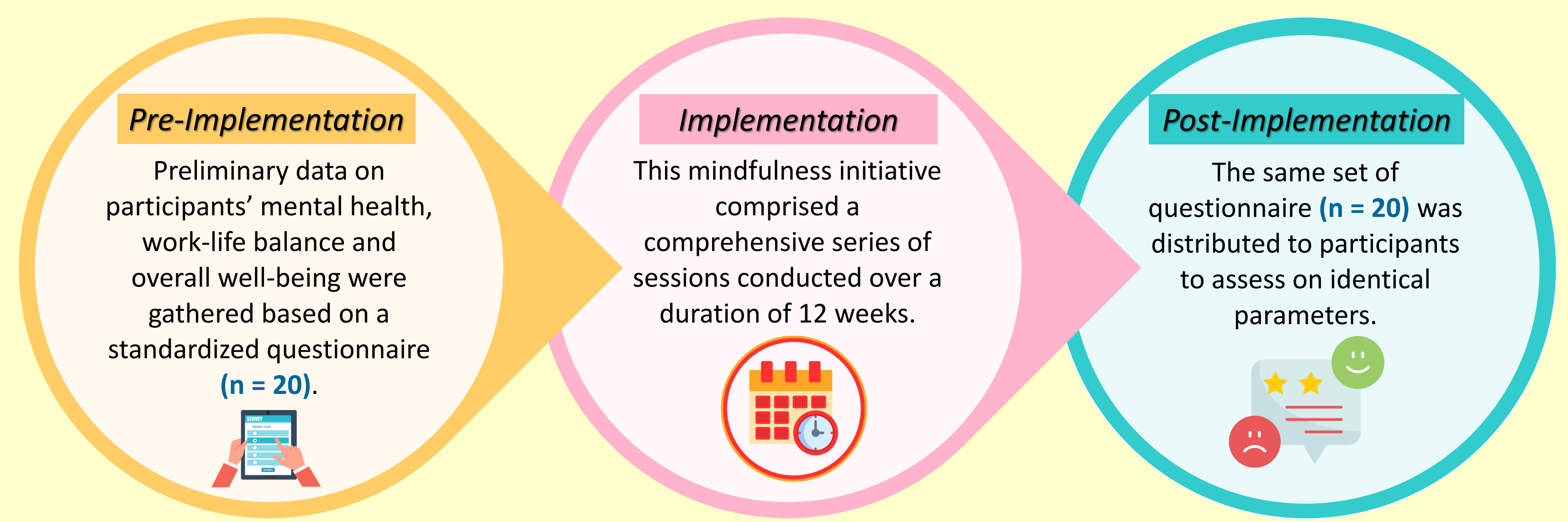
To determine the effectiveness of mindfulness implementation within the hospital work environment on promoting:

1. Mental health
2. Work-life balance
3. Overall well-being



METHODOLOGY

This study comprised mainly of three stages: Pre-Implementation, Implementation and Post-Implementation. The target population consisted of employees in Clinical Measurement Centre, which includes allied health professionals, administrative and support personnel.



Mindfulness Implementation

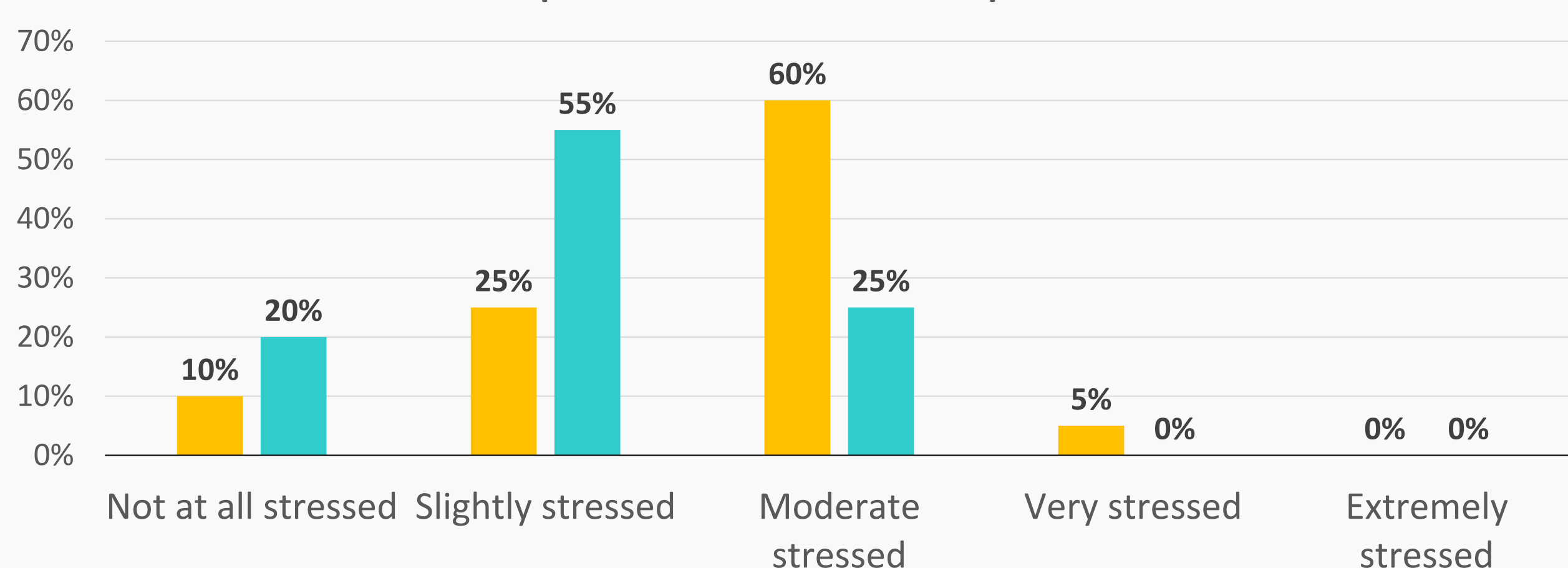
The duration of each activity, varying from 15 to 40 minutes, was intentionally selected based on the specific nature of the activity. Participants were provided with the flexibility to engage in these sessions either independently encouraging an introspective and personalized mindfulness experience, or as a group nurturing shared experiences and mutual support. The meticulous curation of these activities provided participants an opportunity to explore a diverse range of mindfulness practices, fostering adaptability and integration of mindfulness into their daily routines that could be embraced at any moment and space.



RESULTS

Work Stress Levels

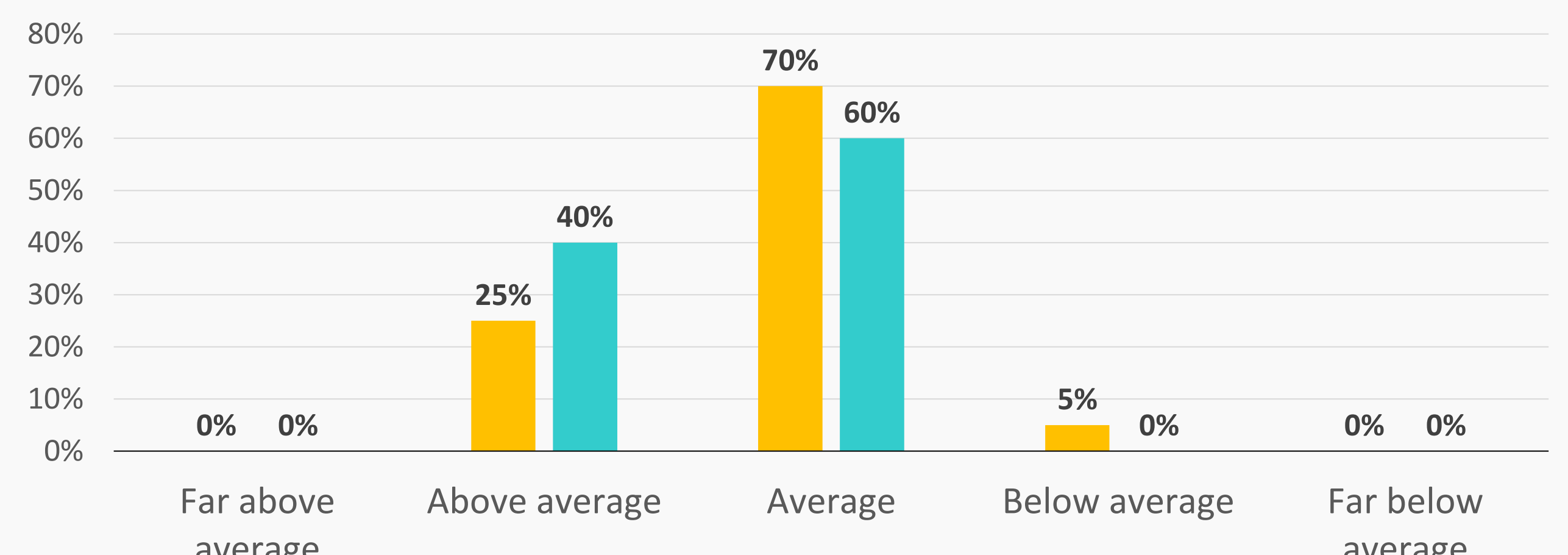
Pre-implementation Post-implementation



✓ A 40% increase in the percentage of employees inhabiting lower stress categories ("slightly stressed" and "not at all stressed") post-implementation.

Overall Well-being

Pre-implementation Post-implementation

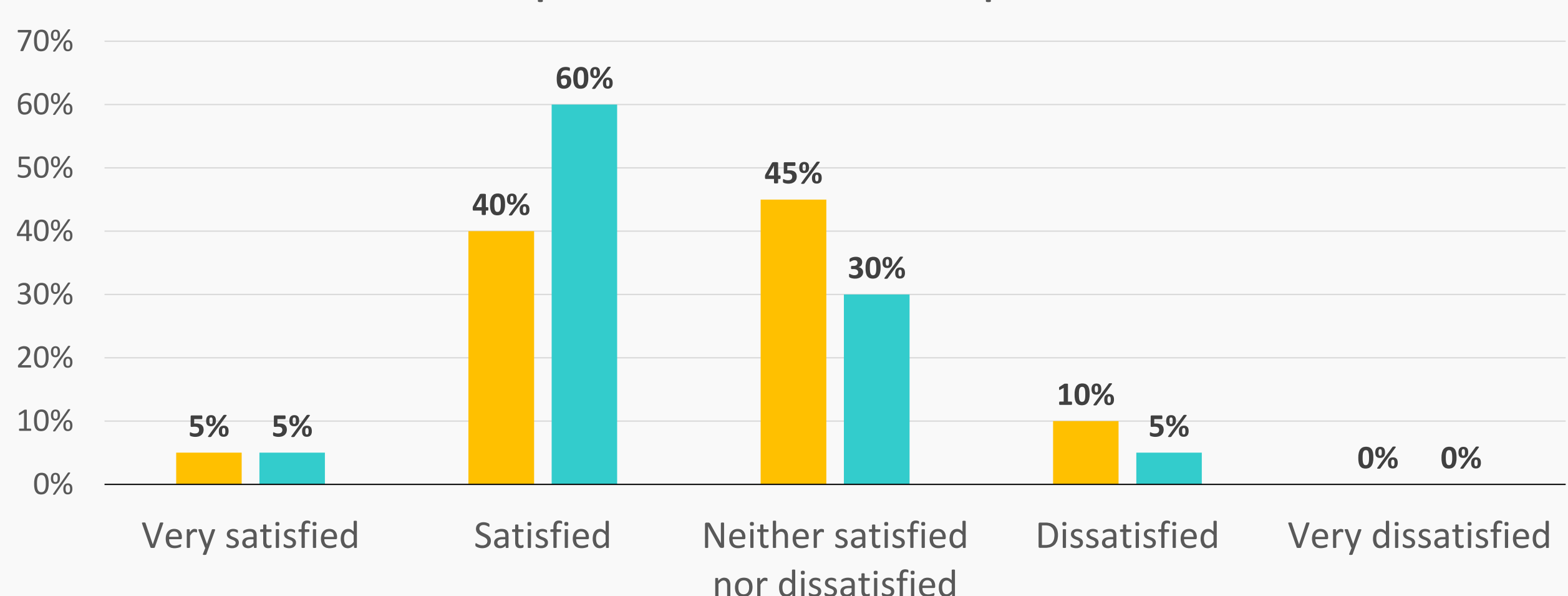


✓ A 15% increase in the percentage of employees reported "above-average" overall well-being.

✓ No employees reported "below-average" overall well-being.

Work-life Balance Satisfaction Levels

Pre-implementation Post-implementation



✓ A 20% increase in the percentage of employees' satisfaction with their work-life balance.

CONCLUSION

This mindfulness initiative has facilitated employees in managing and reducing stress levels while also enhancing their overall well-being. Furthermore, employees expressed a greater sense of contentment with their work-life balance.

This study reveals good potentiality in fostering psychological well-being and work-life equilibrium in the hospital work environment, hence highlighting the importance of integrating mindfulness practices as a proactive method to support mental health among healthcare professionals.

Our daily operations now include this initiative, where brief mindfulness activities are structured and designed to be inclusive for employees of all ages.

