

**Project “My Health and Me”
Health Promotion Program
“Active Living is Healthy Living!
Move More – Dance and Have Fun
within our workplace**



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Let facts & numbers talk about....

STRESS

...AT WORK



- Health workers seem to face major stress due to work conditions (environmental – organizational)
- In Hellenic Health Workers Evaluations, results seem to link stress with psychological pressure (47%), time pressure (34,1%), shifts (18%) as well as lack of control over work procedures and workload.
- Nurses seem to face more stressful conditions compared to helpers and doctors in regard to time and psychological pressure (44,6 vrs 15,8% & 545 vrs 29,7%)
- Hellenic Health Workers seem not to have physical activity as a behavior in everyday life.
- Worst percentages are those of women and ages above 49yrs old



Hospital's Health Promotion Profile

- Member of the National Network of Health Promoting Hospitals and Health Services since 2004
- Wide variety of Health Promoting Programs and Preventive Health Services
- Establish the First Health Education and Prevention on site Office in Greece



The Vision & Initiative of the Program



- ❑ Implementation of a hospital staff program that would promote health of the hospital staff and fight work stress and burn out
- ❑ A joint program of the Office of Health and Prevention and the Hospital Management
- ❑ Innovative in concept for the Greek Hospitals in general
- ❑ Could set the “good example” for the rest of the hospital community



Program Diagram

**Planning
Step**

- **Needs Assessment and Evaluation**
- **Sources Evaluation**
- **Detailed Plan**

**Implement
ation Step**

- **Project promotion**
- **Start of the program in two phases**

**Evaluation
Step**

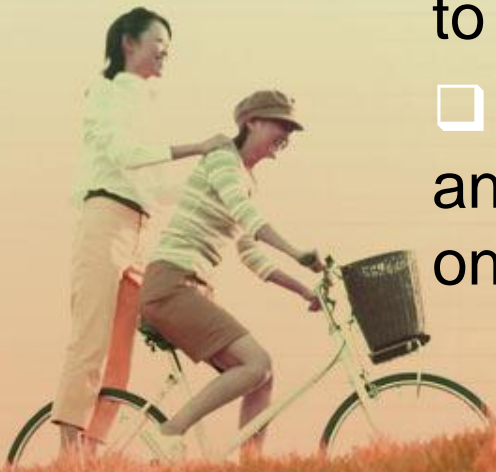
- **Data gathering and evaluating**
- **Personal Interviews**
- **Program perspectives and future targets**



Planning Stage

*Issues to
take care*

- Budget and sources planning
- Search and make of alliances (Dietary Department, Hellenic Federation of Chess, Hellenic Federation of Weight Lifting, General Secretary of Athletics)
- Problem solving (space issue and renovation to be made)
- Program promotion through program announcements, participant meetings, newsletter on physical activity and its benefits



Planning Stage

Needs Assessment

- Personal fill in questionnaires were distributed to the hospital personnel explaining the aim and initiative and asking staff to choose up to three free time activities that they would be interested in applying and would be carried out within the hospital.
- Activities included: Traditional Dances, Latin Dances, Gym creation, Walk groups, Chess Lessons, Painting classes, Music Lessons, Drama groups etc
- A sources and budget assessment was prepared at that stage too.



Planning Stage

Needs Assessment Results

- 63% of the staff had Gym operation as their first choice
- Second choice was “Dance Lessons”
- Third choice was Walk Groups
- Rest of choices were low in preference compared to the first three ones



Planning Stage

Funds & Budgeting

- Dance lessons were paid by the hospital management
- Gym facilities cost were covered on hospital budget and were prepared by hospital own means (plumbing, painting, etc)
- Gym equipment was sponsored by Hellenic Weight Lift Federation and partly on a hospital cardiologist offered as well
- Cleaning and security costs were covered with hospital own means
- Secretariat work was done by the Hospitals Health Education and Promotion Officer



Program Planning Stage

Promoting
the program

- Posters put in hospital main entrances and clinical departments
- Telephone calls to both clinical and non hospital departments
- Official paper announcements
- Newsletter on physical activity and its benefits distributed to hospital staff



Program Planning

*Making
alliances*

Aim to enrich program quality and acquire program function funding

- Hellenic Federation of Chess suggested chess teach on low price and sponsored check class equipments
- Hospital Dieticians were involved to the program on means of weight lose for the Gym participants
- Hellenic Secretary of Athletics offer advice on keeping law criteria on organizing the gyp facilities. Funding petition by means of taking part in a funding project did not give results due to budget cuts of the project



Implementation Stage

Implementation Stage

2 phases:
✓ Start of the Dance Lessons and Chess Class (1 yr duration)
✓ Preparation and start of the Gym (2 yrs duration)

- Participants for the Traditional Dance: 58 participants (3hours/week)
- Participants of the Latin Dance: 57 participants (3hours/week)
- Participants of Chess Class: 6 participants (1 hour/week)
- Gym subscriptions: 80 participants (open 7ds/week)



Implementation Stage

Implementation Stage

- ❑ **Participating Criteria for the Gym:** A health paper and registration for taking responsibility for using the gym
- ❑ **Participation Procedure:** Hospital Security keeps a entry registry and the keys of the Gym. Each participants signs entrance and exit time and date
- ❑ **Dietary Support:** Once a week hospital dieticians offer dietary support in the means of a personal appointment for the program participants (on demand)





Implementation stage



Program Evaluation

*Never stops as
the program
goes on...*

- Target of 10% participation to the program on the total hospital staff was reached and exceeded (1600 total hospital staff/ 201 total program participants).
- Participants satisfaction rates were expressed to be high after one to one participation interviews
- A letter expressing dance participants satisfaction was sent to the hospital management
- Dance and Chess kept high participation commitment
- Gym visitors recently started to drop on a 10% level of attendance



A photograph showing a person's legs from the knees down, wearing black leggings and black boots. The person is standing on a dark asphalt road with a yellow double line. A banana peel is on the road directly in front of the boots. The background shows a green hillside under a blue sky.

Barriers and Pitfalls

- Funding of the program is always a struggle solution was to keep the program cost benefit for the hospital management philosophy
- Commitment of participants to the program need to be anticipated
- Workload in comparison to human resources and time management required has been a risk to the program's existence and safety
- Keeping the hospital managements commitment due to changes in leadership

In Conclusion...

- ❑ After 2 years of implementation hospital staff turnover make the re-promotion of the program necessary
- ❑ A need to find new budget sources is imperative in order to improve and expand the program in means of equipment and participating population
- ❑ In general overview the program is still considered innovative for Hellenic Hospital community, well received and evaluated by the participants



**This program is still in its
early childhood and
Needs a lot of work to make it
Grow big and successful**

