



## Discussion on the effectiveness of “Collecting points reward system” involved in employee health promotion activities.

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### Introduction

Everyone spends more than one-third of the day in workplace, making workplace health promotion very important. We designed health promotion activities and revised the reward method for staff in the hospital based on the results of employees' health inspections and needs. We hope that through this system, each unit in the hospital forms a health promotion atmosphere, which will affect the health consciousness of each member of the hospital and achieve the concept of health hospital care for all employees.

### Methods

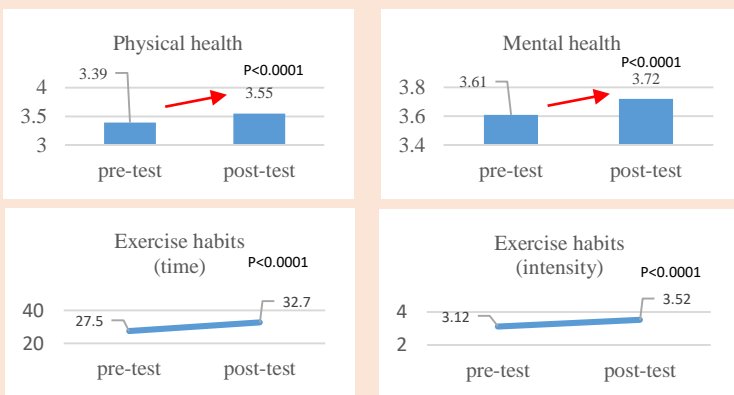
The program was implemented by inter-departmental integration in the hospital. Relevant units were invited to evaluate staff needs and activities proposed by past participants, including health management, regular exercise, creative activities and ergonomic self-improvement programs. Participants were required to fill in the pre- and post-activity assessments such as health status, exercise habits, dietary habits, and life style. In addition, points were given according to their participation. A higher point indicated more active participation and more chance to win awards (more than NTD 10000).

Fig 1. Point for health promotion activity (P=Points)



### Results

A total of 133 groups of 1,336 people (Female 86.5%) were enrolled in this program with nursing staff as the main participants (44%). After intervention, there were improvements in self-conscious physical and mental health status of the participants. In terms of eating habits, participants improved by having fewer midnight snacks, fewer between-meal snacks, enhanced food labeling ability, and choosing more low-calorie food. Exercise habits, including time and intensity, increased as well. A total of 889 people lost weight in this program.



### Conclusions

This is our first time using "collecting point reward system" to effectively motivated employees to participate in multiple health promotion activities. We found that employees have significantly improved their physical and mental health, dietary habits, and exercise habits. Future related health promotion activities can also apply this model to other workplaces and communities.

### Relevance to HPH

Employees are the hospital's greatest assets and the key to implementing health-promoting hospitals and providing patient care. This program set a new reward system and enabled all units in the hospital to form a healthy workplace culture. We found that this model can effectively help employees pay more attention to their health, enhance the unit's sense of honor and centripetal force, improve the health status of employees, and hence, provide a better quality of patient care.