

Project Title

GME Staff Wellness and Engagement Framework – Active GME Campaign 2023

Project Lead and Members

Project members: Tan Yan Jiao Kassie, Ivy Ong Seow Ping

Organisation(s) Involved

SingHealth HQ

Healthcare Family Group(s) Involved in this Project

Healthcare Administration

Applicable Specialty or Discipline

Human resource management

Project Period

Start date:

Completed date:

Aims

To promote staff well-being through a series of activities that promotes an active lifestyle and healthier eating habits.

Background

See poster appended/ below

Methods

See poster appended/ below

Results

See poster appended/ below

Conclusion

See poster appended/ below

Project Category

Organisational Leadership

Keywords

Staff wellbeing

Name and Email of Project Contact Person(s)

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Singapore Healthcare Management 2023

GME Staff Wellness and Engagement Framework- Active GME Campaign 2023

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INTRODUCTION

In alignment with the SingHealth Duke-NUS Education strategic thrust of **Fostering Wellness**, the **GME (Graduate Medical Education Office) Wellness and Engagement Framework** strives to enhance staff well-being via a consolidated platform that offers continued physiological and psychological care for our staff. Launched in 2020, this is the third running year which the framework has been providing different initiatives and activities aimed at promoting personal wellness and fostering good working relationships. At the start of every financial year, the organizing team would introduce a specific theme to the year-long wellness programme to emphasize on a particular health/wellness message and to tie in the activities within the given direction.

AIMS

The key message that GME wishes to send out this year is for staff to stay active and eat well. Hence, in support of **Healthier SG**, a national initiative by MOH that encourages people to take essential steps towards better health, GME kickstarted the **ACTIVE GME CAMPAIGN 2023** in April with the aims to promote staff well-being through a series of activities that promotes an active lifestyle and healthier eating habits. Similar to the previous themes, these activities are guided by the three key objectives and five main anchors of the framework. They provide the parameters for the initiatives planned under the campaign.

ACTIVE GME CAMPAIGN APR-SEP 2023

1 APR - JUN: STRONGEST LEGS CHALLENGE PART 1

2 JUL - SEP: STRONGEST LEGS CHALLENGE PART 2

Part 2 Challenge starts in August 2023.

In this challenge **MORE THAN 100,000 bonus steps** can be earned as a team on top of your daily count. More details to follow nearer to date.

The **ultimate Top 3 teams** for the overall Strongest Legs Challenge will walk away with amazing prizes!

DON'T MISS OUT!

Early Bird Registration
Get 3,000 free steps per team if you sign up between 13-24 March

How To Sign Up?

- Each team will be made up of strictly 4 members.
- Form your team and name it.
- Submit team's and members' names to gmezoo@singhealth.com.sg by 31 March, 12pm.
- Effective period of entire challenge: 1 Apr - 30 Sep 2023.
- Keep clear records of your steps (screenshots/dates) for submission purposes.

ACTIVE GME 2023 is organised in support of Healthier SG, an initiative by MOH that encourages people to take essential steps towards better health.



GMEExercise: Strongest Legs Challenge 2.0 Part II

Bingo

RULES AND INSTRUCTIONS

- GMEExercise: Strongest Legs Challenge Part II is a team challenge. All missions must be completed as a team.
- Complete every mission by taking a photo with all the team members and the mentioned venue. Faces of the participants and the place must be shown clearly in the same picture.
- Each coloured square has different steps value. Refer to the scoring system for more details.
- Teams may choose to complete any squares in no particular order or sequence.
- Scores will be tabulated based on the number of missions cleared.
- Take note that all steps accumulated in this team challenge is ON TOP OF your individual step count. Hence, remember to put on your tracker when you go for these missions in order to capture your own steps.
- Effective period of SLG Part II: 1 August - 30 September 2023.
- For ease of submission and record, admin will call for a weekly submission of photos for any completed missions.

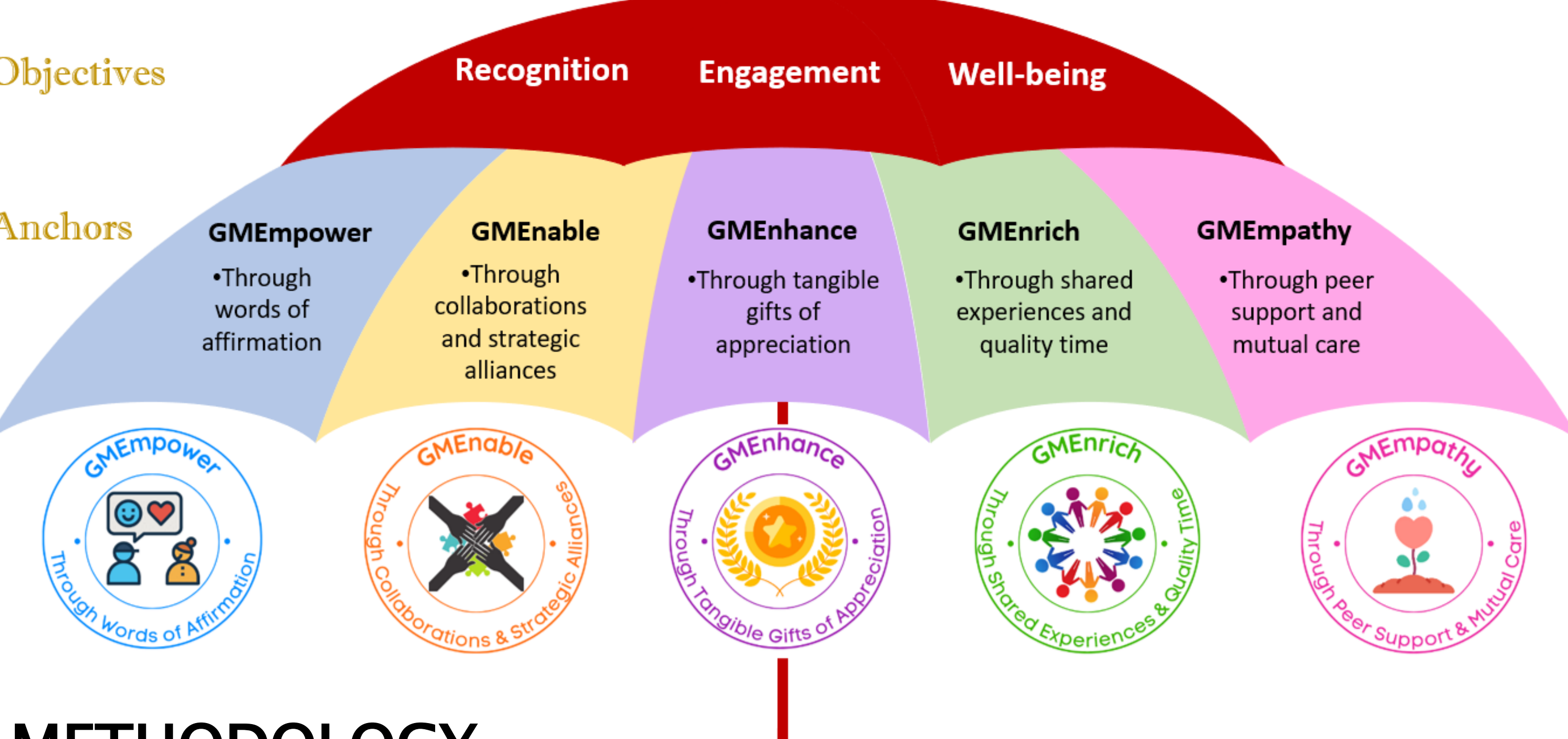
SCORING SYSTEM

3000 steps/square	5000 steps/square	8000 steps/square
ADDITIONAL BONUS FOR COMPLETION OF RESPECTIVE ROW / COLUMN.		
Row 1 - 4	Additional 40K steps per row	
Column A	Additional 5K steps	
Column B	Additional 10K steps	
Column C	Additional 15K steps	
Column D	Additional 20K steps	
Column E	Additional 25K steps	
COMPLETION OF ENTIRE BINGO: ADDITIONAL 500,000 BONUS STEPS ON TOP OF EVERYTHING		

Team:

Team	A	B	C	D	E
1	Give your best shot with any street art.	Singapore's own natural Hot Spring Park.	Conquer the heights at Tree-Top Walk.	Rain rain go away! The only water we want is Jewel's Waterfall!	I see a dinosaur at Jurassic Mile.
2	Spot the famous stone at Bukit Timah Hill Summit.	Does superman live on Supertree?	See the Merlion rooarr!	Visit the serene lake at Singapore Quarry (Dairy Farm Nature Park).	Have you seen a dinosaur made of glass?
3	Hello! Are you waving from the Henderson Waves?	Take a group photo in your weekend gear at the end of the Active GME Campaign (Apr & Sep) - no specific venue needed.	Enjoy an island vacation at Coney Island.	Find the choux train track at Rail Corridor.	Take a stroll along Helix Bridge.
4	Find a rooster/hen at Singapore Botanic Gardens.	Step and smell the orchids at the National Orchid Garden.	What about a makan session at Tiong Bahru Market?	Feeling artsy when I see the National Gallery.	Ring the Poland's Balls of Happiness.

GME Wellness and Engagement Framework



METHODOLOGY

Spanning 7 months, the campaign comprises 3 key initiatives.

The first initiative—**GMEExercise: Strongest Legs Challenge**, invites all staff to partake in a team-based exercise contest. In teams of 4, the staff will accumulate as many steps as possible through any form of physical activity. The main idea of the contest is to encourage participants to stay active daily as every step counts toward their total team score.

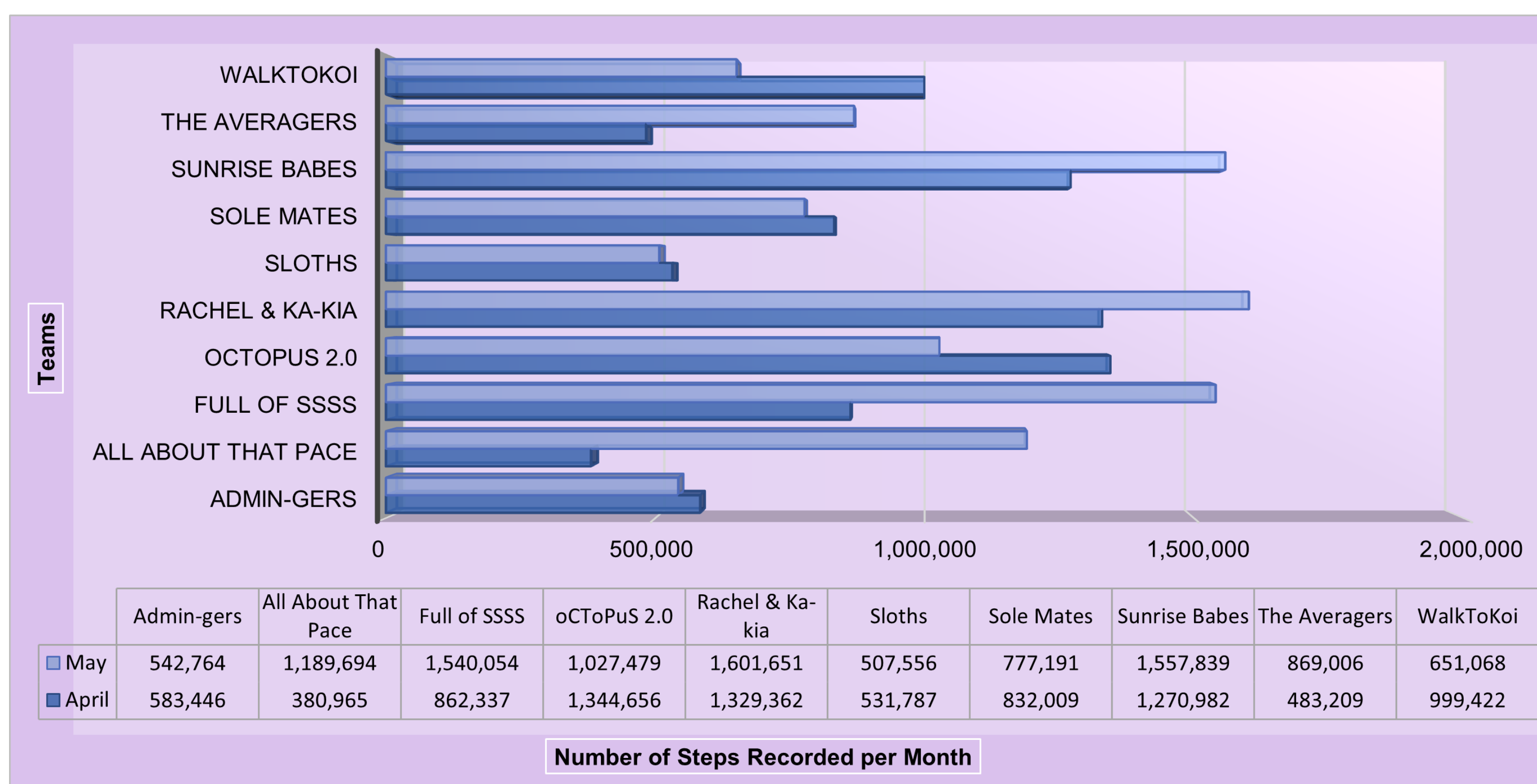
Besides this individual component, participants are also given the incentive to work out with their teammates. The second part of the challenge will commence in August, and teams will be given a “Bingo” of group missions to unlock and earn bonus steps. Through this, the framework aims to tighten the bonds within GME (via **GMErich anchor**), as staff come together to attain a goal aside from work. From April to September, the team which accumulates the highest number of steps will be the final winner for the challenge (via **GMEmpower & GMEnhance anchors**).

The second initiative is centered around healthy eating habits. April 2023 was designated as **GME's Healthy Month**, and the focus of mindful eating was at the forefront. As a start, all staff had received a fruit pack to encourage them to incorporate healthy foods into their daily diet.

Lastly, the campaign will be rounded off by a **team bowling competition** in October at GME's annual Teambonding Retreat. This final activity neatly wraps up the entire campaign and reiterates the message to stay active. Top winners of the **GMEExercise: Strongest Legs Challenge** will also be announced and awarded at this event.

RESULTS

10 teams have signed up for **GMEExercise: Strongest Legs Challenge**, and the results thus far have been very encouraging. Almost 19 million steps have been recorded for all teams for the months of April and May, with at least 4 teams hitting a total of at least 2 million steps each. The chart below shows the respective steps recorded for each team over these two months. **ACTIVE GME 2023** has generated highly positive responses from our staff, as they find greater motivation and incentive to maintain an active lifestyle with their peers.



CONCLUSION

ACTIVE GME CAMPAIGN 2023 serves as an effective tool in enhancing staff's physical and mental well-being, while strengthening the bond between colleagues through communication and collaboration skills in the process. It seeks to echo the aim behind Healthier SG, which is to encourage people to take steps to enhance their personal well-being amidst of their hectic lives. With a competing format in place, **ACTIVE GME** creates a push factor for staff to make time for exercise in the form of heading out for a workout session or just simply getting up from their seat to move about whenever needed. Through **Healthy Month** initiative, GME hopes to promote mindful eating among our staff, especially for those who often get caught up with work and choose convenience over nutrition. By delivering fruits and useful tips and information on achieving a balanced diet, the campaign hopes to cultivate healthier eating habits in the long run.