



Valuing our work family tree – Co-creating unit values with multidisciplinary staff and highlighting the importance of incorporating them in our workplace

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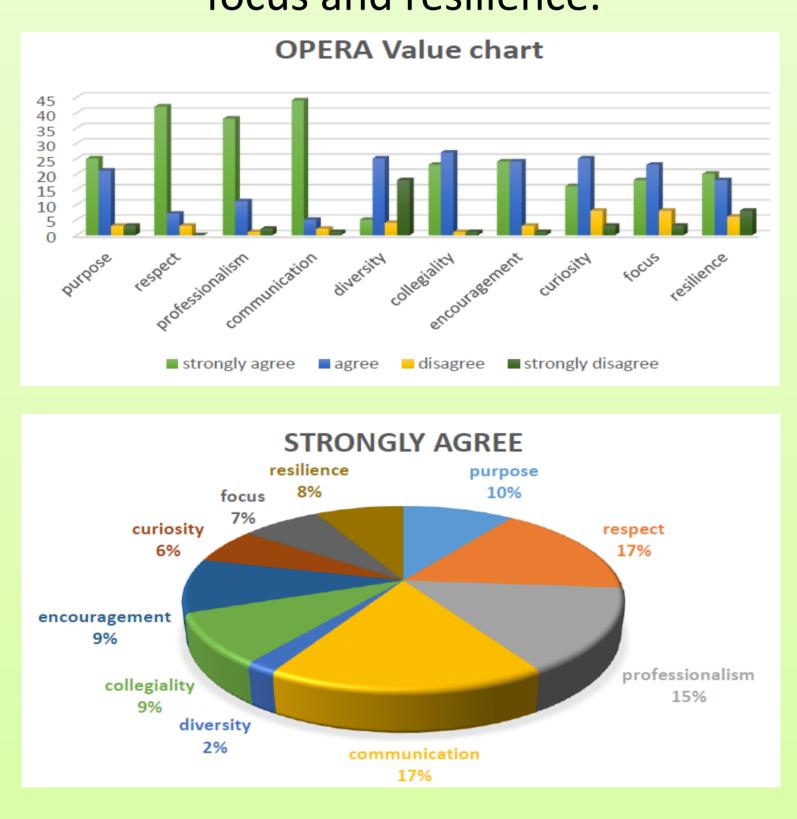
Background

Workplace culture in a multidisciplinary team is vital and contributes to job satisfaction, staff retention, and improved patient outcomes.

Workplace culture is often not a topic that comes naturally as part of any general conversation, although it can have a huge impact on staff. The organisational culture seeks to provide guidance to staff around unified behaviours, reducing conflicts and creating a consistent healthy environment to conduct work effectively and efficiently 2.

Discussion

The top three values identified during the discussion were communication, respect and professionalism. Each disciplines in OPERA had their interests in values and the communication was the main value for medicine and nursing while allied health considered professionalism as their prime value. There were seven other values that took priority are as follows:- collegiality, encouragement, purpose, curiosity, diversity, focus and resilience.



Results

The B4B/C team used the CORE values as a basis for the unit values and built the unit values on that stem. Staff found several value display formats from different websites and collaborated to decide on a format to create the team values chart. Staff were provided regular feedback at various stages throughout this process.

The team values are identified with an intention towards improving and maintaining job satisfaction and advancement of staff performance. They are now displayed at the entry to the unit and form an integral part of our induction for new staff.

Aim

As a multidisciplinary team, it was important for us in B4B/C to co-create unit values that we could all incorporate into our daily practice.

This would also form the essence of our workplace culture.

Method

In B4B/C, with assistance from Essentials of Care (EOC), we conducted several focus groups. We chose this method to enable us to gather people's emotions, values and feelings without making any prior assumptions. It also provided a controlled, safe environment for participants to express their feelings and emotions 1

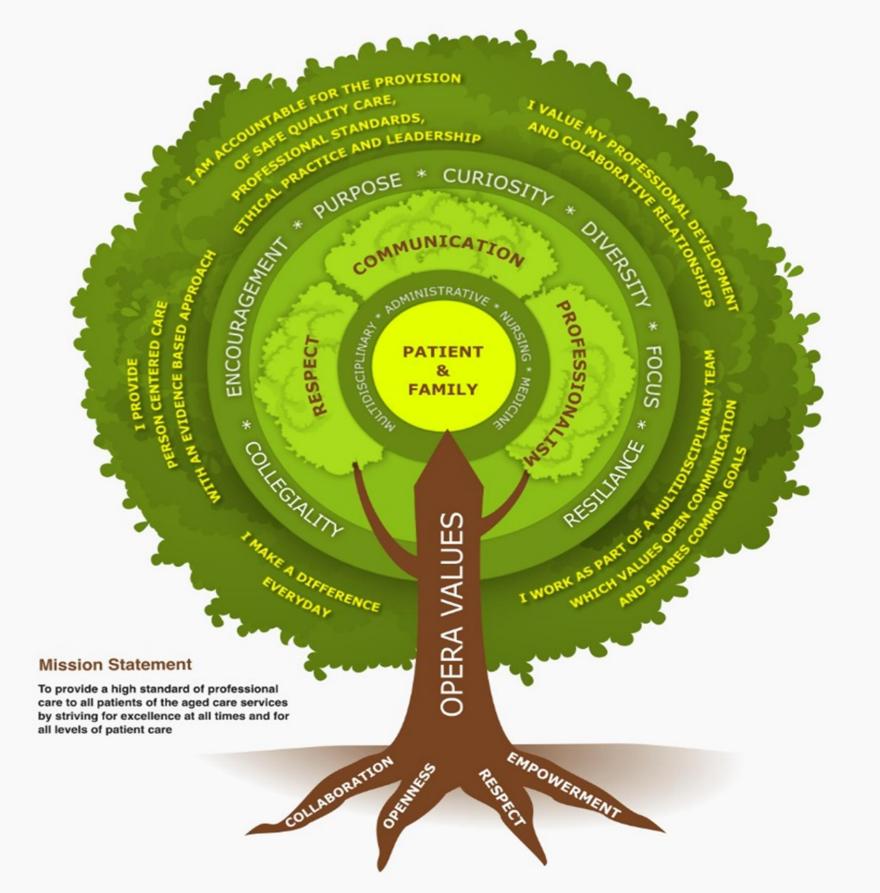
Staff involved included nursing, allied health, medical and administrative. We used values cards and group discussion to determine what values were important to each individual. With this information we then used Kahoot ™ play system to group the top 10 values within the unit and staff were invited to vote for their preferences.

After our values were identified, we then asked staff to suggest how we could display them in our unit. After several suggestions and drafts, the staff decided on representing our values as a tree model with the CORE values as our base.

Conclusions

Moving forward we will use our values as a platform to facilitate further development of staff and ongoing practice improvement strategies. We would also like to increase the presence of our values on the unit e.g. mouse pads, name badges and ID holders.

O.P.E.R.A UNIT VALUES



Courtesy:

Acknowledgements

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References

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2. JL Ng, A Johnson, H Nguyen,& M Groth (2014)_Workplace culture improvements: a review of the literature, NSW ministry of health