

ABSTRACT: INNOVATIONS

Improving financial status of the staff through building helping culture.

Priyangani YMM

District General Hospital, Kegalle

Introduction: With the onset of the fuel crisis financial hardships of the staff raised concerns at the hospital management committee. The committee considered a need for intervention. The increase cost of transport, food items and stationery for children were mainly highlighted. The demotivation was mainly shown by increased absenteeism among healthcare assistants, cleaning and security personnel, even after public transport becoming regular.

Objectives: To improve the financial stability of the staff during the economic crisis, safeguard staff members in a food crisis, and create a helping culture in the institution during crisis situations.

Methodology: Discussions were held with the hospital welfare committee to identify strategies to improve financial status of the mostly affected groups. Creating a ‘helping culture’ was identified as the most cost-effective strategy and was decided to hold a ‘Sathi Pola’ where staff can bring fruits, vegetables, arts and crafts and offer at cheaper prices to the staff. The service was strictly opened only for the hospital staff including cleaning and security personnel. A ‘free table’ was introduced where staff can keep their excess if they do not wish to sell. A ‘Shramadana’ was arranged to prepare the half-constructed A&E building for the purpose. The “Sathipola” was conducted once a week by off duty staff.

Results: The staff experience is highly positive. The financial and other gains included the cheaper prices of the goods, reduce transport cost and time for marketing, time, availability of healthy vegetables and fruits and development of small entrepreneurs.

Conclusions and recommendation: This project showed the possibility of creating a helping culture in crisis situations within institution. The financial and personal benefits can be identified as motivators. Focus on different perspectives of making healthcare workers more financially stable apart from their wages.

Key words: financial stability, helping culture, economic crisis

Corresponding Author: Priyangani YMM

e-Mail : mihiri.priyangani@gmail.com

Presentation at 29th Annual Scientific Sessions -The College of Medical Administrators of Sri Lanka on 26th November 2022

Competing Interests: Authors have declared that no competing interests exist.