



Club Rules – stay between the flags

A bespoke workplace behaviour framework

A. Toffoli, J. Oldham, G. Sweetman
 FSFHG Medical Education Unit

Background

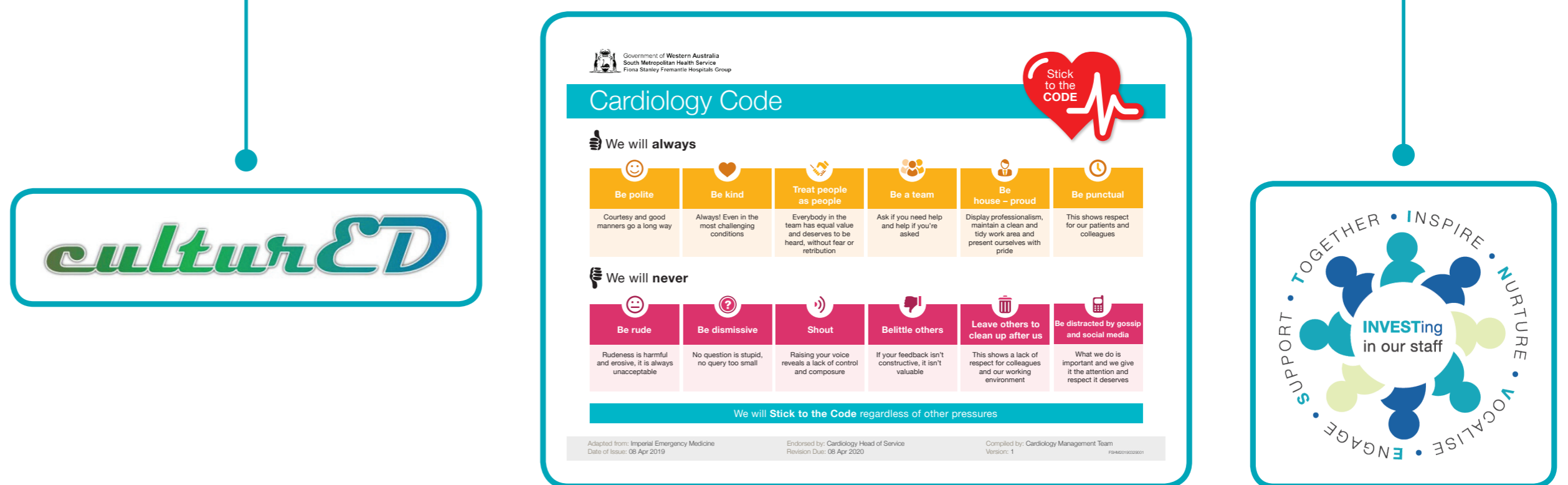
In 2018, the Fiona Stanley Fremantle Hospitals Group (FSFHG) Doctor Welfare Group (DWG) prioritised three actions from its doctor welfare strategy document:

1. Promote expected behaviour in the workplace
2. Foster an anti-bullying, anti-harassment and anti-discrimination culture
3. Promote positive mental health and wellbeing

An essential starting point was the development of a document promoting expected behaviours and discouraging unacceptable behaviours in the workplace.

Development

Several resources were reviewed to help determine the structure and content of the Club Rules. The original inspiration was the Imperial College UK 'House Rules'. Our Club Rules were made specific to the needs of our caregivers through reference to local documents (e.g. FSH CARE 'Our Behaviours', South Metropolitan Health Service Values, WA Department of Health Code of Conduct) and by surveying members of the FSFHG DWG for ideas and feedback. As a result, the Club Rules express our organisational values in a practical way through demonstrable actions that have daily relevance for staff. A surf life saving theme was selected as an engaging representation of these behaviours and to link FSFHG to the nearby coastal environment and its Fremantle Hospital origins. Our hospital's Medical Illustrations team were integral in developing the final vibrant appearance of the poster. The concept has already been adopted by the FSH Emergency Department's culture committee ('CulturED') and within Cardiology. As the Club Rules are generalisable to all disciplines, widespread adoption is being sought throughout the hospital via our INVEST engagement group.



Key message

We believe that following these Club Rules will create a workplace culture in which our colleagues can thrive and, consequently, help us to deliver on the vision of 'Excellent health care, every time'. Every healthcare organisation would benefit from developing a similar behavioural framework tailored to the needs of its caregivers.