



All Work and More Play

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In 100 words or less describe your Best Practice:

All Work and More Play for does make for an exciting day. As important as consistent routines are they can become boring. To truly build a strong team we have found that grouping staff together in exciting and thought provoking settings helps to build relationships and bonds. All Work and More Play has helped our facility build team morale, improving call in rates and turn over directly related to staff burn out. As a result of better morale resident and staff rapport and resident care have seen great improvements. We hope that you enjoy All Work and More Play!

What problem does your best Practice address, and what is its primary purpose?

All work and More Play is designed to resolve staff morale concerns, build team working skills, and create a more enjoyable atmosphere in our work place. We had noticed a decline in team work on the halls between staff and departments. Work was complete and working relationships in place but it just wasn't what it could be. We wanted more for our staff and we understood how changing work attitudes could be a positive influence for residents and their families as well.

What group(s) of residents and others are involved in your Best practice and how does it work? (Who and how many are helped, what are the benefits to these people, and what methods or procedures/protocols are used to get results?)

All Work and More Play is directed by many different departments in our facility, everyone plays a role which is vital to building team work. Activities assists in scheduling, Administration provides the much needed support and encouragement to maintain and promote this best practice, Staffing is important to help ensure all staff has a turn in the fun. Dietary helps provide snacks and hydration during events as needed, Restorative and Housekeeping were a big part in getting all staff involved, when they totally bought into this best practice it became a huge success. All staff members (along with residents and their families) submit ideas for events or programs. It takes team work to direct a best practice to promote team work; we feel that is why it is so successful. Everyone is focused and making sure everyone else is having a great time!

All Work and More Play is based on team and morale building activities and events. We know how much fun Nursing Home Week is and we try to focus so much attention on positive promotion of Nursing Homes in our community but it is a great time to encourage staff. Dress up days, games, and meals are great place to start; even an occasional water fight.



But why stop at Nursing Home Week? Why spend so much time on just one week, why not continue through the year? Nursing Home week we see a lot of memories made, and relationships formed as staff play silly games, that they have to work together to complete. That's when it hit us, why not keep it going?

We can recognize special holidays for departments, like 80's day during Housekeeping week.



Choose staff that doesn't get to go on outings and have them assist in taking residents to the fair.



Catch staff off guard by hosting a resident scavenger hunt where they need the Administrators signature or staff name badges.



Host a trunk or Treat, having staff decorate their trunks, bring their children, or play games.



Our favorite so far, of staff, residents, and families have been our Battle of the Air Bands! Our staff is encouraged to put together a band, come up with their name, dress up, and perform facility appropriate songs, that they lip sync to while playing air instruments. Staff members have to work together and practice with their band to get their performance just right. Residents love to watch staff do something out of the norm and become part of their environment, families get a sense that we are all in for their loved ones, and it is just FUN!



Prizes, of course, are awarded for different goals at different events. Some staff feels the sense of team work and memories made at the events is the best prize!

What has your Best Practice accomplished and how have you been able to tell this? (You are permitted to give numbers and/or use specific “before and after” examples.)

All Work and More Play has created work place bonds and a sense of togetherness in our facility. Staff is more willing to jump in and help each other out because of relationships in place in place of sheer necessity. Smiles are contagious throughout our facility.

The change in atmosphere makes our facility a fun place to work. Something is always going on, like taco salad day, blue jean days, or staff bingo.

What problems, obstacles, or challenges might other facilities face in replicating part or all of your innovation? Were there any adverse effects or any ways that things turned out differently than you had planned? Do you know of any other facilities which have tried this or a similar best practice idea?

The only challenge we faced with All Work and More Play was getting staff to buy in and try it. At first outside of Nursing Home Week it was hard for staff to get out of their shell and be silly, to lighten up.

We heard, “We are so busy,” everyone on board answered, “We will help you, have fun for a minute!”

We heard, “I don’t want to do that, I’ll look ridiculous,” everyone answered, “No sillier than the rest of us, we can be ridiculous together!”

We offered prizes and encouraged staff like crazy, then Housekeeping and Restorative bought in, these departments deserve credit for spreading the spirit of All Work and More Play! They are our “Class Clowns” and once they were in everyone began joining in. We still have some that it just isn’t their thing but they come in and assist residents, take the hall, and support the program in their own way, which is important to us as well!

We haven’t experienced anything adverse through All Work and More Play. Everyone on staff knows that the events and contests are for fun. What we had not considered was the complete effect it would have on our residents and their families. We knew that changing the atmosphere in a positive way for staff would have positive effects on staff, but we did not expect residents wanting to dress up with us, encouraging staff at events, wanting to participate themselves and observe at contests. Residents invited their families to come watch “my girls/guys” at the air band competitions, or bring the grandkids to this trunk or treat. Our residents noticed how much happier staff looked. They knew when we were under stress and they can also tell when we enjoy our jobs. This can influence their emotions as well.

We understand that at different times all facilities experience staff morale concerns but we are unaware of any facility approaching it the way All Work and More Play does.

What was the cost to implement your best practice (include dollars, staff, supplies, equipment, etc.)? How did you pay for it?

This is one of the best parts of All Work and No Play, the cost was so little and almost completely fund raising provided!

We needed paper for notices and flyers, which the facility already had on hand.
We needed candy and prizes, which came from donations and fund raising!

Staff made their own costumes for dress up days and their own decorations for different events.

We scheduled events and games throughout the month so that staff that was already in facility got to play, and everyone had a chance!

Taco Salad Day and other in facility meals were on a donation basis so we had a great meal with each other and raised money for this best practice at the same time.

Blue Jean day, we paid a dollar to wear the jeans; again money went to this best practice.

Our favorite weekly event is staff bingo, we buy a bingo card for \$2.00, \$1.00 goes toward prize money for the bingo game, the other \$1.00 go toward our fundraising for this best practice.

What are the reasons you consider this Best Practice to be excellent and innovative?

All Work and More Play is considered to be excellent because it has worked for us! Our outcomes were more than we had anticipated, the atmosphere in our facility has changed for the better, the cost was almost none, and our residents had fun with us.

All Work and More Play is considered innovative because it is open to all staff, residents, and families to submit ideas for events and contests. The ideas change and are always fresh. We have had and hope to continue to have a great time implementing All Work and More Play. The best things we can say about All Work and More Play is that it is so easy, after putting together a team who is totally on board to encourage and promote this best practice. This best practice outside of scheduling almost ran itself!

Let the water fun begin!



Totally Rad 80's Day!





**Fun at
the Fair!!**



**TRUNK
OR
TREAT!**



Facility Concert With Battle of the Air Bands!





**SOMETIMES IT
IS IMPORTANT TO
BE SILLY!**

