

Redevelopment and Wellbeing

Case study of The Princess Margaret and Burwood Hospital Merger Christchurch, New Zealand

> u ta na le an e elopment eme te n e ty of ante u y

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an elle o on
h t ne ellen
ley o ney



Executive Summary

an u woo optal othhoptal ha e ffe ent pe alte an a eal o on two ffe ent te a o the ty he ne a gaet pe ale nelely a ean lo ate n a hme e u woo optal pe ale neha I tat e a ean lo ate n u woo h epot ent fe majo omponent n the poe of hange famewok o o ultu al nteg at on wok pa e en onment an ta elan tan pot an how the ea pe t an mpa ton well eng plot tu y ha een on u te to he n ght nto how the fou a ea un e the poe of hange famewok w ll affet he ne a gaet an u woo optal

he metho fo o tanngou atawa thoughu ngan onl ne ue tonna e entout to oth taff of he ne a ga et an u woo o p tal h ontane oth uant tat e an ual tat e ata

he eult we emanly pot ea out the mege etween he ne a gaet an u woo optal e to u et an p ate oom we e of majo mpotan en the new open plan wok pae he ne a gaet optal affete y the hangent a el ant an pot ompae to u woo optal with hangto hange the moe of tan pot when the megeou he ommunity allo feel that the megewill epot ean an a et to the a ea he majoty of the ommunity allo know omething a out the mege

Im tat on of the e ea h wa ha ng one mo e of gathe ng ata th ough an onl ne ue t onna e f a a ety of ata gathe ng wa u e e g fo u g oup t woul ha e g en a g eate ample ze an mo e n epth nfo mat on that oul ha e een u e fo analy

he key fo u a ea of the poe of hange famewoke u e fu the nepen ent e ea han e ea halonee e to net gate how a hme e an the u oun nga ea feel a out the lo of an t taff population

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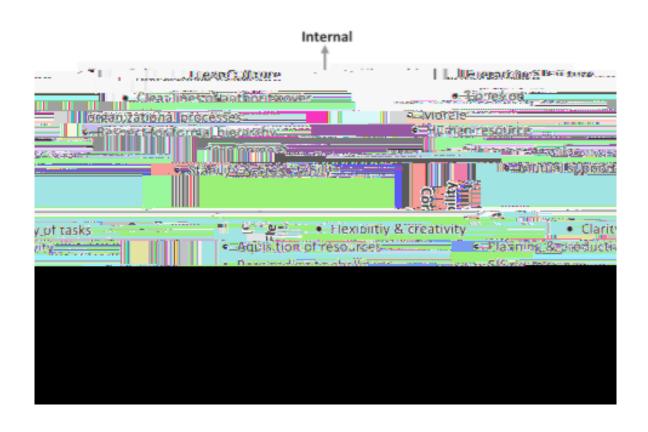
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Introduction

optalmege haen eae nthepattwo eae neponeto hft noutpatent a e npat ent ex e apa ty an pe ue to manage populat on health n an nteg ate an o teff ent manne ome ho p tal lo u e o me ge an alo e a pat of pot management he n e agaet optal an u woo optaln h thu h ew ealan a e among many ho p tal wo l w e un e go ng a me ge n a po t a te en onment an mpo tant t an t on fo many taff mem e who may expe en e hange that mpa t h gnf antly on the phy alpyholog alan o alwelleng hea hpojet eek to ope the key a ea of the me ge etween u woo an u e uent e e elopment of an optal that may mpa ton well engan eu efuthe fou he ea ea ha e een е а tpat ent

ollege a e tally mpo tant too e ko et al ugge te the u e of the ompet ng alue amewo k hown n gu e n un e tan ng the pa ty etween



Workspace Environments

fu the a ea of fo u n the poe of hange famewok n elat on to the phy al wok pae en onment pat ulally n open plan wok a ea ok pae en onment hae tan tone neent eae fom on entonal pate patal onfguat on to open plan an many tue hae foun a tong elat on h petween wokplae en onment an woke pout ty jo at fat on an gene al well eng pen plan en onment an hae pot e effet y offenggeate flex I ty neae e gonom an phy alan pyholog al ontol hey an alompoe employee ommun at on an nteat on owe e the eae alonegat e

a knowle ge that no e ap may ou e of omfot an e u e pout ty tha een note that while the a lty to feely ommun at e w tho woke e ental unle a egee of payan a out ualty a epo e employee at fat on w th the wok paeen onment will e entually e eae me ea aa aa ha fu the ao ate no e e en at low le el a a known au e of wokplaete which an hae gn fant mpat on pyhologial welleng

ft fun amental to un e tan ng wo kpla e te an the tan a tonal natu e of the pe on en onment elat on h p n a ton to the po e e that un e l e t heo et al mo el of

ont of an the wok paeto en ueen onmental omfothe he on ept of en onmental omfot ft an ont of link the phy all a pet of wok paee gn an management an pyhologial a pet of woke en onment with on ete out ome uha mpoepe formane pout ty an well enghe hon ept play a key of en woke wok pae elat on hip an ompe at leat thee ategoe a howningue phy all a humannee funt onalle gonom uppot an pyhologial omfot an ont of

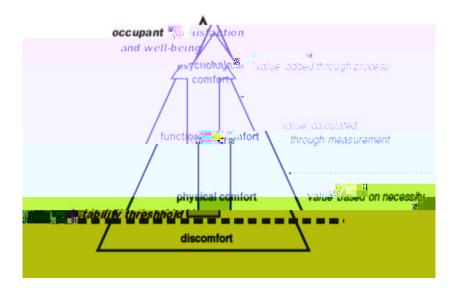


Figure 2:

o eat eatt a t e uppo t e an p o u t e wo kpla e en onment an enhan e employee well e ng the e fa to nee to e un e too an alan e n open plan en onment e gonom featu e of the phy al wo k pa e nee to e enhan e to max m e employee

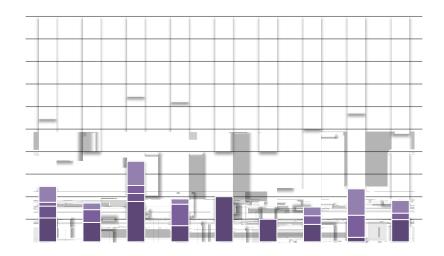
pout ty at faton an well eng h nopoate with neae en onmental ont ol omfot an ft an uppot phy alan pyholog alwell eng u the moe wok paeplanning houl a efully nopoate not only openne an a ellty to uppot goup olla oat on ut aloa a ety of pae opt on to enale noefee pate en onment nu ngthe alty to wokfom home futale to uppot nually ont olle taton fee wok with the oppotunty to eue noewhen nee e

Travel and Transport

heth a ea of fou une the poe of hange famewok nelation to hange n ta elan tan pot he p ma y fun ton ofta elan tan potha h to ally een the mo ement of goo an people etween pla e an t a key ena le po nga e to employment e e an fa Ite owe e tan potgoe eyon the p may funt on an an ha e gn f ant mpa t on the w e ete m nant of health u the mo e eh le olume a e al o a gnf ant afety on en an an mpaton pyholog alwell eng yatnga a te o an nh to to o al nte a ton e e al tu e ha e hown a elaton h p etween t a el t an po t mo e health an well eng o a o tokol lane ee akeu h n onment ante uy an] h thu h ty oun l 1 ante u v t t ealth he e elation hip ha e a lange of mpait on the phy lalan ip y hologial oa 1 ual an ommunte thoughue of a tean non a temo e of tan pot an taff an tale elate te n ega to ommutetme an taff ongeton

an potation moe an hae gnf ant mpat on phy all health an well eng on at emo e oftan pot u ha p ate eh leu e ha e een hown to n ea e e enta y Ife tyle an e u e phy alat tyle el among u e an et al umk n a tong elaton hpto negat ephy al health out ome u ha n ea e o e tyan hon u the mo e en onmental pollutant that a e llne e a tgen an et al a o ate with automo le el an ean em on a ea well o umente au e of negat e health e ea h ha hown that n ea e ate of e p ato y health ue an out ome umk n ea e a e elate to n ea e a pollut on an eh le em on of n t ogen a oa ula ox e hy o a on ozone an pat ulate matte umk n

owe e a t e mo e of t an po t u h a walk ng an y l ng a e effe t e way of n ea ng phy alat ty an an ha e many po t e health eneft to the u e u h a



Discussion

nth e ea h p oje t we foun that the on e n of taff at oth an u woo o p tal a e elate to the thee key fo u a ea ent fe n the p o e of hange f amewo k an u e n ega to l te atu e o al nteg at on an ultu al m x wo k pa e en onment an t a el an t an po t

he e ult f om the taff ue t onna e howe that key a ea pe e e to e n nee of mp o ement n u ent wo k en onment we e n elat on to u l ng nte o pa e no e an

ugget that the algnment of goal an o jet e houl emaen a olla o at eway to allow pofe onal elation hip an Inkage a o pline an team

n elat on to the th a ea of fo u un e the poe of hange famewo kou e ult
n ate that hange nta elt me an tan pot moe will exilu ely affe temployee fom
who a e elo at ng to u woo optal afte the me ge an e e elopment taff fom
u woo optal will e la gely unaffe te n elat on to tale an tan pot an the ewill e no
hange ntan pot moe unfo tunately only one of the elepon ent a they ule an a te
tan pot moe

e ult fo taff howe an n ea e n elat on to t a el t me po t me ge h an mpat on fantly on well enga moet me pent ommut no may lea to neae taff an u e uent p y holog al health mpa t u h a tho e u e y ee akeu h e ult alo how that taff f om wll ha eto hanget an potat on moe pot me ge wth any of the e hange a ea h ft away f om a t et an pot mo e an may engaffe te ha e negat e mpa t on health an well e ng y enhan ng the ex t ng negat e elat on h p etween n ea e eh leu e e enta y l fe tyle an a o ate health k a et al a tgen t onally n ea e eh le u e ont ute to a pollutant le el though eh leem on a u e y umkn an an ha e w e p ea effe t that go ual u the moen ea e eh le n the a ea an au e afety on e n an e u e the oppo tun ty fo o al nte a t on w th n the ommun ty u e n ea ng non at emo e of tan potha e a ou mpat on well eng whh oul negat ely affet taff an thew e ommunty n u woo f the omnant hft nt an pot moe pot me ge ont nue to etowa p ate eh leu e h empha ze the nee fo fu the e ea h nto how a t e mo e of tan pot oul epomote o ma emoea e lepot me ge to en ou age not only health e taff ut all o health e ommunt e with e u e taff impart an a o ate health an afety haza

h le the e ult of the each poje that e egun to how a onne ton etween the key a ear of four nelation to e elopment an well ength ough I te atue and the pole of hange famework each of the four a ear ment eepen net gat on an eru englished e each

t onally the hop tal taff a e only one a pet of the e e elopment whi halo ha an

n ate that the ommunity peleption of

the e e elopment n u woo la gely pot e he e ult how that negat e mpat that o u n elat on to the e e elopment we efom a ean loep ox m ty an ente on taff on ena ea at a fu the tane we ele affete y u h ue owe ea ean loep ox m ty may ha e een moen lne toep on to the mpat of the eelopment pot e an negate eau e they may e moe affete y the hange he ommun ty e ult a e pat ulaly note et ng n that the aean loep ox m ty to the hop tale en w th l ttle knowle ge u ha ameo oehe me aloha the highet popot on of people who thought the oeall mpat of the eelopment woul epot effetting taff on enth may eue to the eneft people Ing n loep ox m ty may expeen eafte the eelopment u ha an neaen peet anoal aneonomiat ty n the aea

he efo e the e e elopment of u woo optal oul at a apla emaking nt at efo ome a ea n u woo ommunty pat ulaly tho e n lo e p ox m ty y n ea ng people an at tynthe a eath ommunty a et an eate a ant paethat p omote health an well engfo oth hoptal taff an the wie ommunty which of pat ula mpotan eto the u woo a ea an ommunty pot eath uake owe e fu the eea hie uie into how the a hme e ommunty an uioun ng a ea feel a out the loi of an titaff population a the nieae pot eapet niuwoo may ea e ult of pla ement fom other alea

Conclusion

e e elopment ont nue to hape the u an lan ape an mpa t gnf antly on ual an ommunity well eing the health eito in ea ngly not ein eie elopment nfluen e n ome a e y pot a te managementan e u l tatege heam of th e ea h p oje t wa to look nto one u h a e tu y the me ge etween he n e a ga et optal an u woo optal n the ontext of potea thuake h thu han ope the key a ea of on enan fou whhe u efuthe e ea hh wa one un e the poe of hange f amewo kan n lu e fo u a ea of o o ultu al nteg at on wo k pa e en onment an ta elan tan potwh hwe ealle tal he a a ea of on en he e fou a ea we e hown to hol gn f ant elat on h p to oth n ual an ommun ty well e ng an fu the e ea h e u e to un e tan the full extent to wh h the e elat on h p a e p e ent n th me ge an e e elopment u the e ea h alo e u e to ent fy an p omote t atege that oth a neolng ue a e nthefou a ea na tonto enhan ng health an well e ng of the n ual an the w e ommun ty

References

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