

RGC Ref. No.: UGC/FDS16/M12/20 _____ (please insert ref. above)
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**RESEARCH GRANTS COUNCIL  
COMPETITIVE RESEARCH FUNDING SCHEMES FOR  
THE LOCAL SELF-FINANCING DEGREE SECTOR**

**FACULTY DEVELOPMENT SCHEME (FDS)**

**Completion Report**  
(for completed projects only)

<p><b><u>Submission Deadlines:</u></b></p> <ol style="list-style-type: none"> <li>1. Auditor's report with unspent balance, if any: within <b><u>six</u></b> months of the approved project completion date.</li> <li>2. Completion report: within <b><u>12</u></b> months of the approved project completion date.</li> </ol>
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**Part A: The Project and Investigator(s)**

**1. Project Title**

“Dirty work”: A photovoice study of residential aged care in Hong Kong

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**2. Investigator(s) and Academic Department(s) / Unit(s) Involved**

Research Team	Name / Post	Unit / Department / Institution
Principal Investigator	Prof. LEE Yin-king / Professor	School of Nursing and Health Studies / Hong Kong Metropolitan University
Co-Investigator(s)	Dr YAU Sui-yu / Associate Professor I	School of Nursing and Health Studies / Hong Kong Metropolitan University
	Dr LAI Sze-ki / Senior Lecturer	School of Nursing and Health Studies / Hong Kong Metropolitan University
	Ms LAW Susan Sin-ping / Senior Lecturer	School of Nursing and Health Studies / Hong Kong Metropolitan University
	Dr LI Siu-yin / Senior Lecturer	School of Nursing and Health Studies / Hong Kong Metropolitan University
	Dr PANG Sam-chap / Research Assistant Professor ( <i>resigned</i> )	School of Nursing and Health Studies / Hong Kong Metropolitan University
Others		

### 3. Project Duration

	Original	Revised	Date of RGC / Institution Approval (must be quoted)
Project Start Date	1 Jan 2021	N/A	N/A
Project Completion Date	31 Dec 2022	30 Jun 2023	7 Nov 2022
Duration (in month)	24	30	7 Nov 2022
Deadline for Submission of Completion Report	31 Dec 2023	30 Jun 2024	7 Nov 2022

4.4 Please attach photo(s) of acknowledgement of RGC-funded facilities / equipment.



## **Part B: The Final Report**

### **5. Project Objectives**

#### 5.1 Objectives as per original application

1. to elicit RCHE workers' meanings of RCHE work and their perceptions about the "dirty work" metaphor;
2. to elucidate RCHE workers' experiences with the impact of the "dirty work" metaphor; and
3. to explicate RCHE workers' views on how to revitalise their meanings of RCHE work.

#### 5.2 Revised objectives

Date of approval from the RGC: N/A

Reasons for the change: N/A

#### 5.3 Realisation of the objectives

*(Maximum 1 page; please state how and to what extent the project objectives have been achieved; give reasons for under-achievements and outline attempts to overcome problems, if any)*

All the objectives have been fully achieved after the completion of the project. A total of 30 participants have participated in this study. Upon data collection between 1 Apr 2021 and 31 Aug 2022, the data (interviews and photographs) have been analysed by thematic analysis. The initial findings on health care workers' meanings of residential care works and their perceptions about the "dirty work" metaphor (objective 1) and their experiences with the impact of the "dirty work" metaphor (objective 2) were unpacked and presented at conferences (see Part 9) and published in an international journal (see Part 8). One manuscript addressing health care workers' self-perceived meaning of residential care work (addressing objective 2) and the final paper on "Revitalising the meaning of residential care work for older people: A photovoice study" (addressing objective 3) have been submitted to international journals for review.

#### 5.4 Summary of objectives addressed to date

<b>Objectives</b> <i>(as per 5.1/5.2 above)</i>	<b>Addressed</b> <i>(please tick)</i>	<b>Percentage Achieved</b> <i>(please estimate)</i>
1. to elicit RCHE workers' meanings of RCHE work and their perceptions about the "dirty work" metaphor	✓	100%
2. to elucidate RCHE workers' experiences with the impact of the "dirty	✓	100%

work” metaphor		
3. to explicate RCHE workers’ views on how to revitalise their meanings of RCHE work	✓	100%

## 6. Research Outcome

### 6.1 Major findings and research outcome

*(Maximum 1 page; please make reference to Part C where necessary)*

Residential care is an essential part of the integrated continuum of the long-term care (LTC) system for older people, particularly for those whose intrinsic capacity has severely deteriorated and when family care is not available. Despite the importance of quality LTC in ensuring that older people can still experience healthy ageing, the aged care sector has long been socially devalued and stigmatised compared with the acute care setting. This study adopted photovoice methods to unveil the voices of health care workers in residential care homes for the elderly (RCHEs), exposing the meaning of aged care work from those insider workers. The health care workers were endowed with positive meaning and important, rewarding experiences from their aged care work in the context of Hong Kong. Four themes were explored in this study including (1) supporting the holistic wellbeing of older people; (2) valuing aged care as a profession; (3) learning in work; and (4) caring under constraints.

The findings of the study have been reported and disseminated through presentations in 5 recognised regional and international conferences (see part 9) and one international journal (see part 8). Two more manuscripts have been written and submitted to journals for review.

### 6.2 Potential for further development of the research and the proposed course of action

*(Maximum half a page)*

The findings of this study provided evidence on health care workers' positive meaning of work. More specifically, the assigned positive meaning intrinsic to care work, including supporting comfortable ageing of older people, establishing a meaningful relationship, engendering professional identity, and learning and growing in work, contributed to workers' intentions to stay in the LTC sector and provision of high-quality person-centered care to older people.

During the study process, it is noted that the well-being of health care workers constituted an undervalued part of their working experiences. Future research that explores the well-being of health care workers and the impact of their well-being on their work experiences will certainly contribute to the development of a more comprehensive understanding of health care workers' work experiences in RCHEs. With an intention to investigate the unexplored area that this study has identified, the investigators are preparing a proposal for the upcoming round of FDS application.

## 7. Layman's Summary

*(Describe in layman's language the nature, significance and value of the research project, in no more than 200 words)*

This study unearthed the voice of the health care workers in residential care homes for the elderly (RCHEs) in Hong Kong through delineating their insider meanings of RCHE work. The findings revealed that health care workers considered their work experiences as positive, important, and meaningful, despite of the negative impact of the "dirty work" metaphor. This study recommends strengthening the positive aspects of health care workers' work experiences in addressing their workforce issues. The findings of this study contribute considerably to our

existing understanding of the RCHEs workforce crisis in Hong Kong from a socio-cultural perspective that is largely absent from the RCHE public “policy cycle” (ie. policy agenda setting, policy formulation, policy implementation, and policy evaluation). This study contributes to generate new insights on the development of policy initiatives to reconstruct the RCHE workforce, resulting in impacts at public policy, RCHE administration, RCHE residents, and academic levels.

**Part C: Research Output****8. Peer-Reviewed Journal Publication(s) Arising Directly From This Research Project**

*(Please attach a copy of the publication and/or the letter of acceptance if not yet submitted in the previous progress report(s). All listed publications must acknowledge RGC's funding support by quoting the specific grant reference.)*

The Latest Status of Publications				Author(s) (denote the corresponding author with an asterisk*)	Title and Journal / Book (with the volume, pages and other necessary publishing details specified)	Submitted to RGC (indicate the year ending of the relevant progress report)	Attached to this Report (Yes or No)	Acknowledged the Support of RGC (Yes or No)	Accessible from the Institutional Repository (Yes or No)
Year of Publication	Year of Acceptance (For paper accepted but not yet published)	Under Review	Under Preparation (optional)						
2022				*Yau, S. Y., Lee, Y. K., Li, S. Y., Lai, S. K., Law, S. P., & Huang, S.	The social construction of “dirty work” for working in residential care homes for the elderly. In V.T.S. Law & B.Y.F. Fong (Eds.), <i>Quality of Life in Asia: Ageing with Dignity in Hong Kong and Asia</i> (pp.53-64). Springer.	No	Yes (Appendix 1)	Yes	Yes
2022				Lai, V. S. K., Yau, S. Y., Lee, L. Y. K., Li, B. S. Y., Law, S. S. P., & *Huang, S.	Caring for older people during and beyond the COVID-19 pandemic: Experiences of residential health care workers. <i>International Journal of Environmental Research and Public Health</i> , 19(22), 15287.	No	Yes (Appendix 2)	Yes	Yes
2023				Yau, S. Y., Lee, L. Y. K., Li, S. Y., Huang, S., Law, S. P., Lai, S. K., Lee, J. L. C.,	Experiences in working at residential care home for the elderly:	No	Yes (Appendix 3)	Yes	Yes

				& *Wong, S. L.	Voices from health care workers. In B.Y.F. Fong & W.C.W. Wong (Eds.), <i>Gaps and Actions in Health Improvement from Hong Kong and Beyond</i> (pp. 467-476). Springer.				
		2023		Yau, S. Y., Lee, L. Y. K., Li, S. Y. B., Law, S. P. S., Lai, S. K. V., & *Huang, S.	Health care workers' self-perceived meaning of residential care work. <i>Qualitative Health Research</i> .	No	Yes (Appendix 4)	Yes	Yes
		2023		Yau, S. Y., Lee, L. Y. K., Li, S. Y. B., Law, S. P. S., Lai, S. K. V., & *Huang, S.	Revitalising the meaning of residential care work for older people: A photovoice study. <i>Age &amp; Ageing</i> .	No	Yes (Appendix 5)	Yes	Yes

## 9. Recognized International Conference(s) In Which Paper(s) Related To This Research Project Was / Were Delivered

(Please attach a copy of each conference abstract)

Month / Year / Place	Title	Conference Name	Submitted to RGC (indicate the year ending of the relevant progress report)	Attached to this Report (Yes or No)	Acknowledged the Support of RGC (Yes or No)	Accessible from the Institutional Repository (Yes or No)
Jan / 2022 / Hong Kong	Caring for the elderly in the COVID-19 pandemic: Experiences from residential care workers in Hong Kong	CPCE Health Conference 2022	N/A	Yes (Appendix 6)	Yes	Yes
Apr / 2022 / Online	"We care!": Care workers' self-perceived meaning of residential aged care work	British Geriatrics Society Spring Meeting 2022	N/A	Yes (Appendix 7)	Yes	Yes
Apr / 2022 / Online	From dirty work to meaningful work: A photovoice study of residential aged care in Hong Kong	British Geriatrics Society Spring Meeting 2022	N/A	Yes (Appendix 8)	Yes	Yes



Nov / 2022 / London	Health care workers' experiences on working at residential care home for the elderly: An integrative review	British Geriatrics Society Autumn Meeting 2022	N/A	Yes (Appendix 9)	Yes	Yes
Jul / 2023 / Norwich	Revitalising meaning of residential care work for older people	52 <sup>nd</sup> Annual Conference 2023, British Society of Gerontology	N/A	Yes (Appendix 10)	Yes	No

# 10. Whether Research Experience And New Knowledge Has Been Transferred / Has Contributed To Teaching And Learning

*(Please elaborate)*

In order to enhance undergraduate nursing education in the University, the findings of the study will be compiled as teaching and learning materials in the course "Professional Nursing Practice". Students will be benefited from this study's findings on issues related to health care system and health care policy on residential care services in Hong Kong and health care workforce.

# 11. Student(s) Trained

*(Please attach a copy of the title page of the thesis)*

Name	Degree Registered for	Date of Registration	Date of Thesis Submission / Graduation
N/A			

# 12. Other Impact

*(e.g. award of patents or prizes, collaboration with other research institutions, technology transfer, teaching enhancement, etc.)*

N/A

**13. Statistics on Research Outputs**

	<b>Peer-reviewed Journal Publications</b>	<b>Conference Papers</b>	<b>Scholarly Books, Monographs and Chapters</b>	<b>Patents Awarded</b>	<b>Other Research Outputs (please specify)</b>	
<b>No. of outputs arising directly from this research project</b>	1 (published)	5	2	N/A	Type	No.
	2 (submitted)				N/A	

**14. Public Access Of Completion Report**

*(Please specify the information, if any, that cannot be provided for public access and give the reasons.)*

<b>Information that Cannot Be Provided for Public Access</b>	<b>Reasons</b>
N/A	