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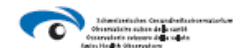
**SHURP**

Swiss Nursing Home Human Resources Project

# **The association of the psychosocial work environment with care workers' health in Swiss nursing homes**

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# Agenda.

- 1 Background of the study & gaps
- 2 Theoretical background & conceptual framework
- 3 Study aims
- 4 Methods
- 5 Results
- 8 Implications for practice
- 9 Funds & references

# A healthy workplace: definition



World Health Organization

*“(...) provides all members of the workforce with physical, psychological, social and organizational conditions that protect and promote health (...)”*

(WHO, Burton 2010)

# Background: healthcare a high risk industry

- Health care setting is a high-risk industry
- It is ranking after *construction* and *trucking* in work-related health problems



(Eurofound, 2012; Trinkoff, 2005)

# Where do we stand?

Country	*Rate (year)
<b>Europe</b>	5.0 (2010)
Spain	2.4 (2102)
Switzerland	3.1 (2012)
<b>U.S.</b>	4.8 (2013)
<b>Australia</b>	7.7 (2006)

*\* Injuries per 100 Full Time Equivalent*

(EU for Safety & Health at Work, 2014; Eurostat, 2010; BLS, 2013)

# Work-related health problems

## 1. Physical health

- Musculoskeletal pain & injuries
- Needle stick injuries
- Skin diseases



## 1. Mental health problems

- Emotional exhaustion & burnout



(Alamgir, 2008; Miller, 2006; Trinkoff, 2005; Hasselhorn, 2008; Smith, 2002; Piko, 2006)

# Nursing Homes: An overview

- Important sector of the care system
- Current issues in nursing –CH homes
  - DRG
  - sub-acute care
  - Dementia symptoms



→ Care workers perform strenuous activities

(Widmer, 2013)

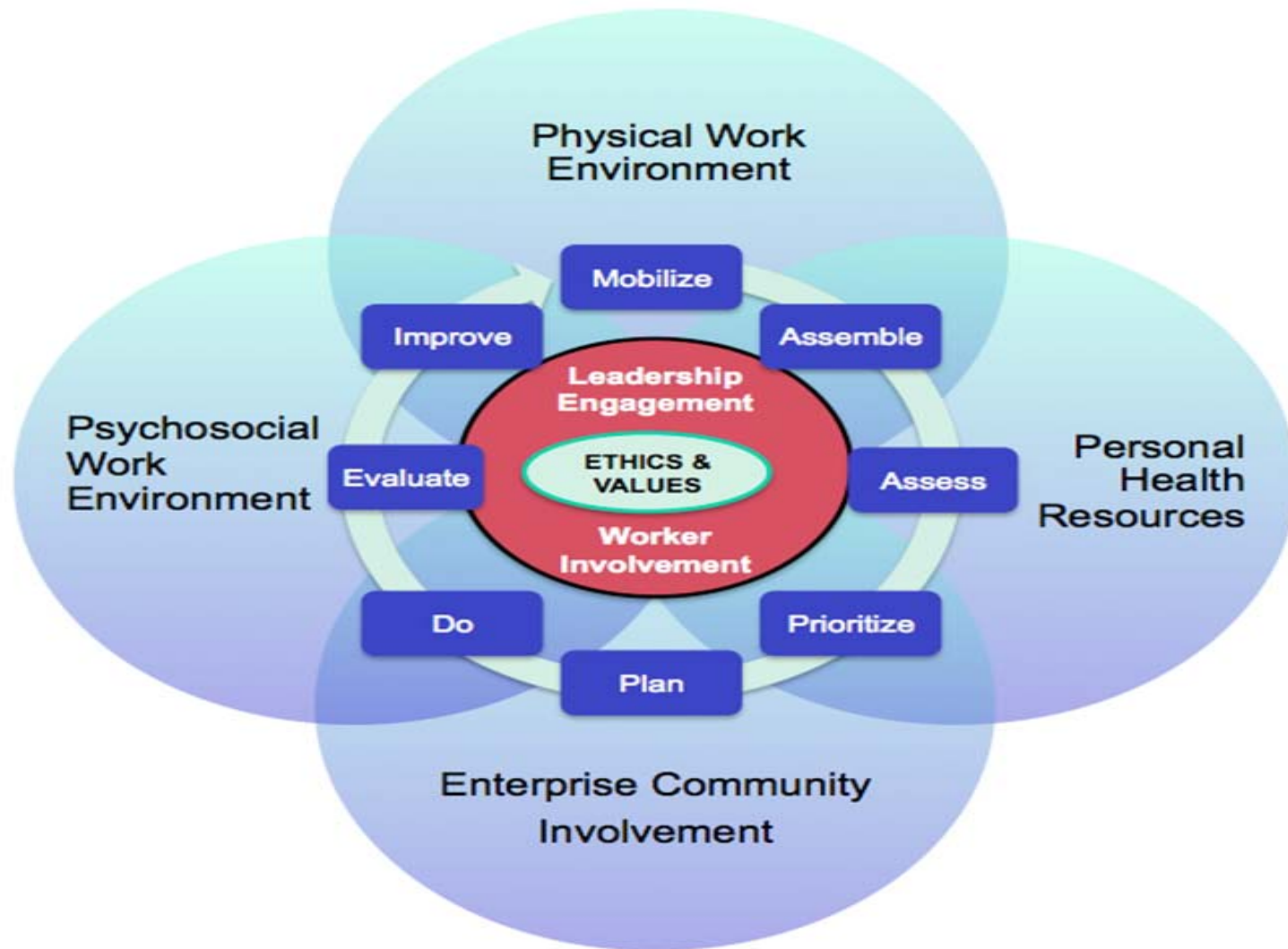
# Gap in the literature.

- *Nursing home* care workers' *health* is not well examined





# WHO Health Workplace Model



(Burton, 2010)

# Work environment measures.

- **Leadership**

- **Staffing adequacy**

- **Work stressors:**

- Workloads
- Conflicts & lack of recognition
- Lack of preparation

- **Workplace violence**

- **Collaboration with colleagues & nursing director**

- **Autonomy at work**

# Study Aims.

1. Explore **the prevalence of physical and mental health** outcomes among care workers in Swiss nursing homes
2. Explore **the association** between selected factors in the psychosocial **work environment** and health outcomes of care workers

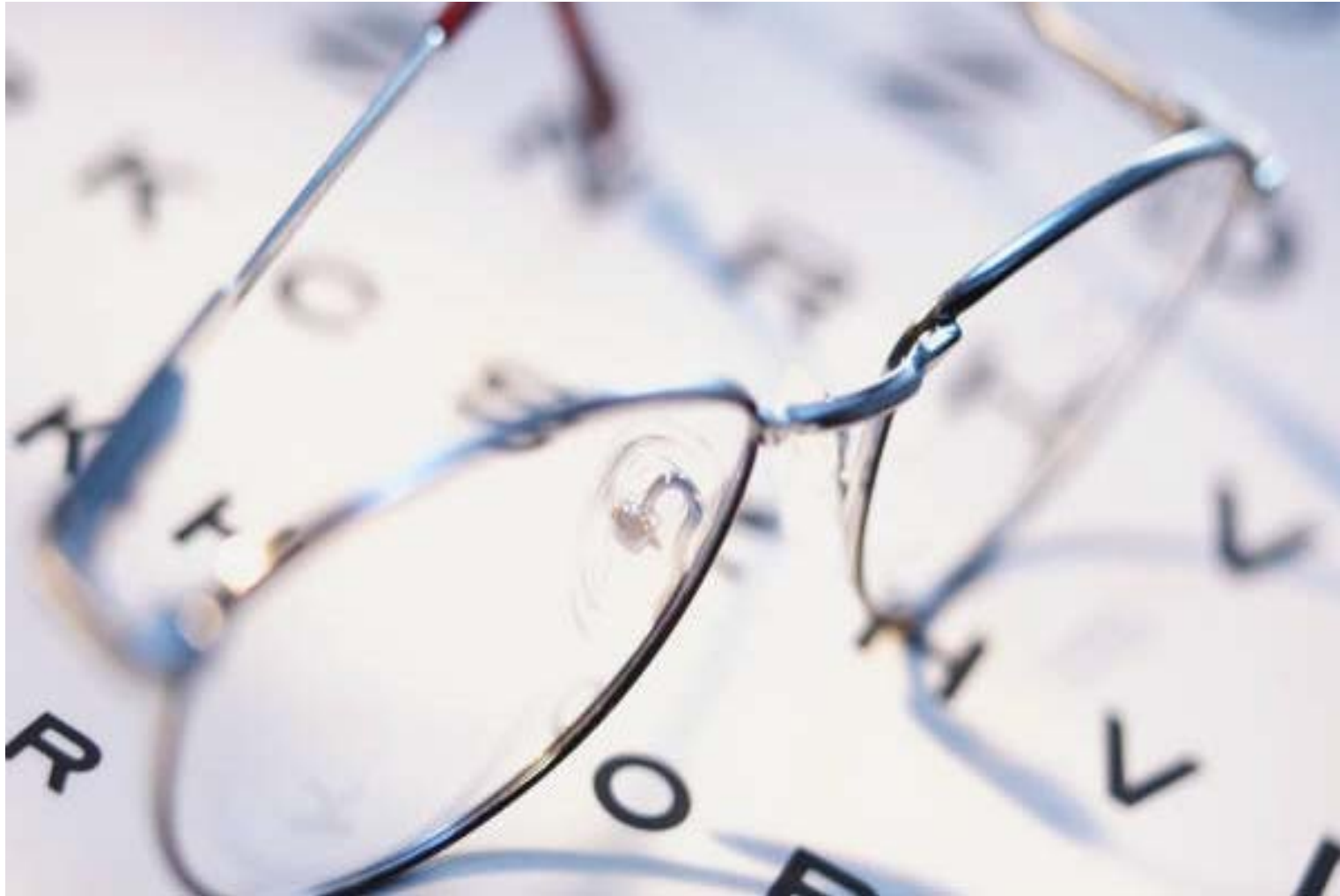


# Methods.

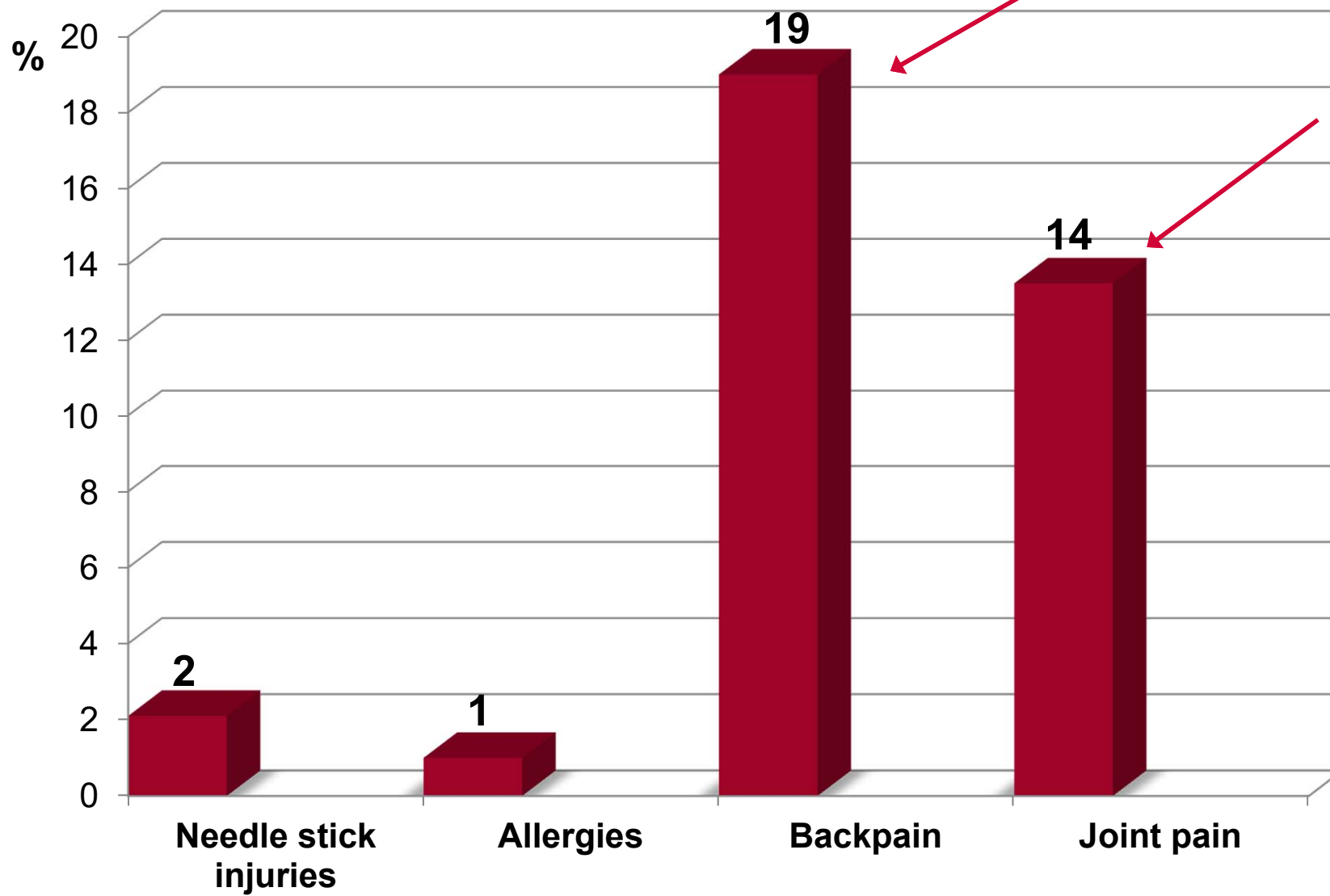
- Current study:
  - n=3,471
  - direct bed side care workers



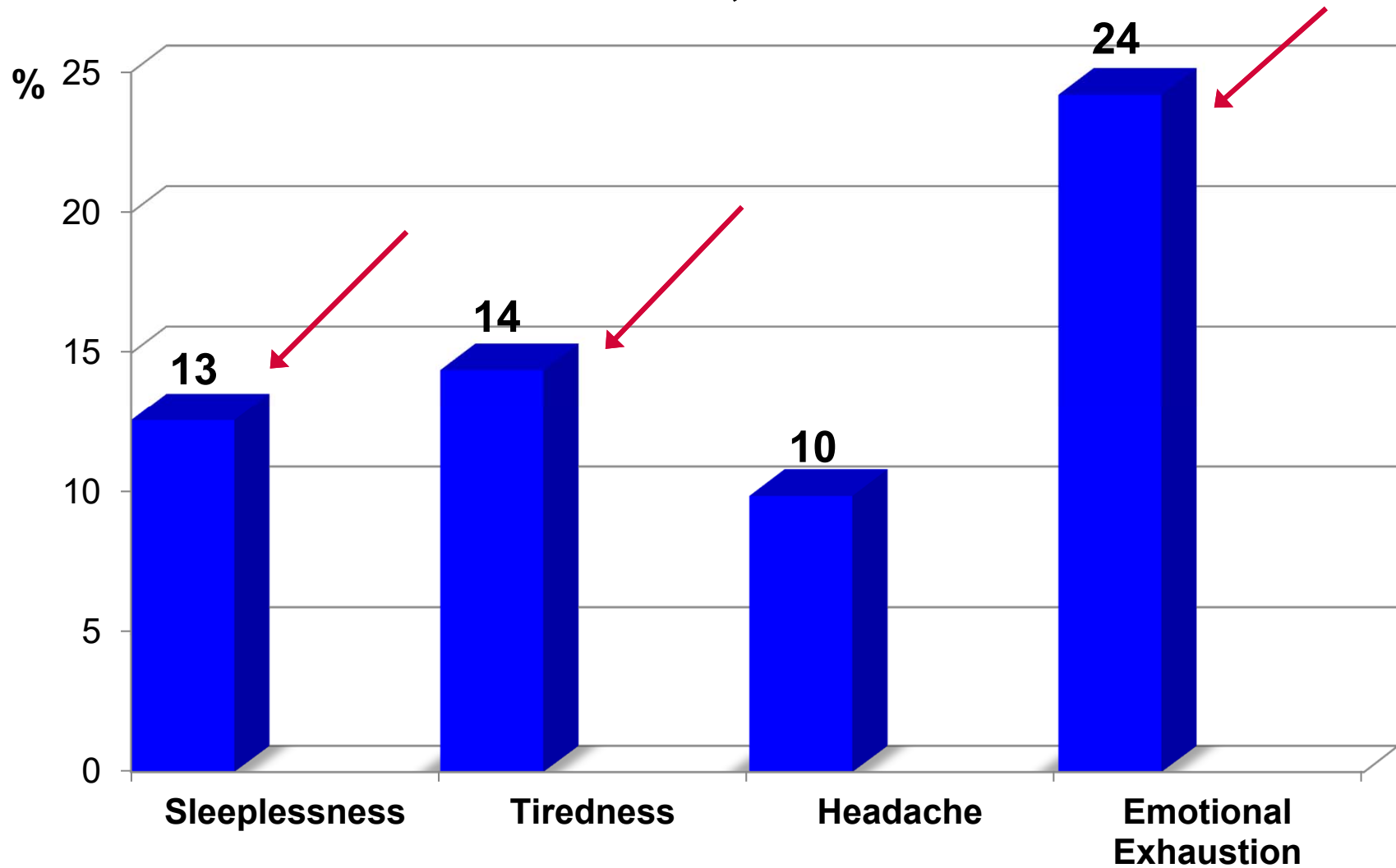
# The study results.



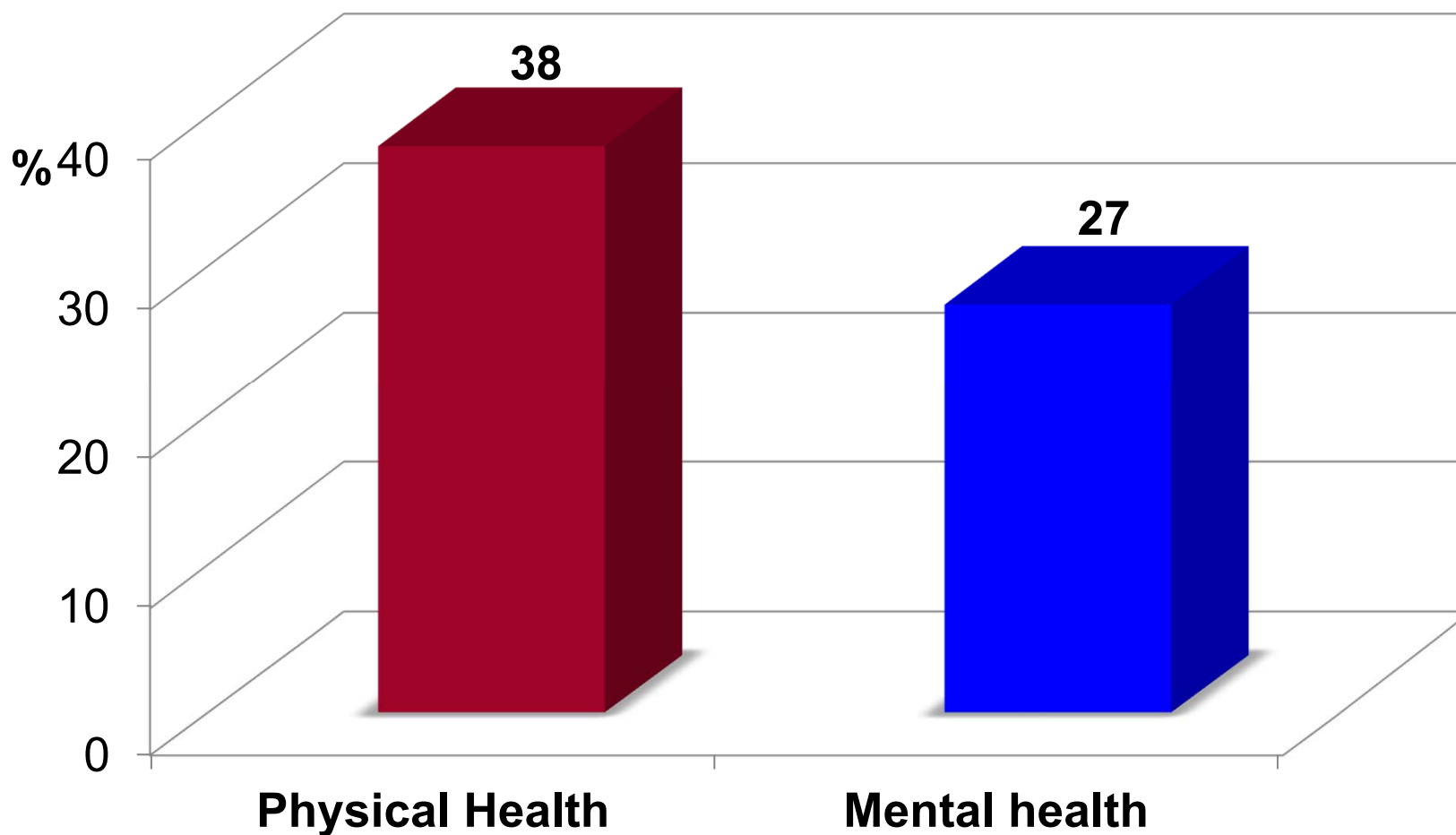
# Prevalence of self-reported Physical Health n=3,471



## Prevalence of self-reported Mental Health n=3,471

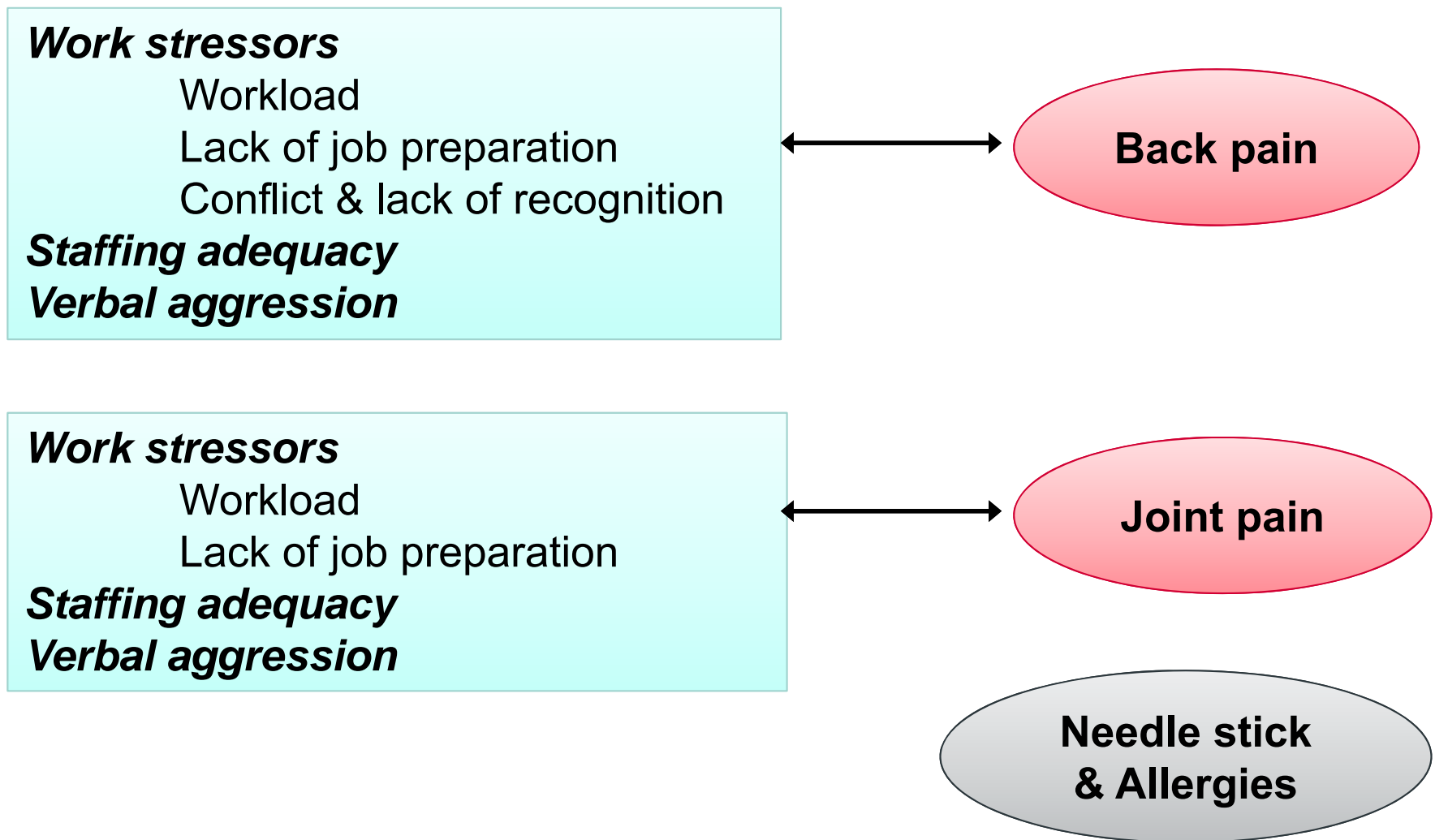


# Percentage of care workers with at least 1 health outcome n=3,471

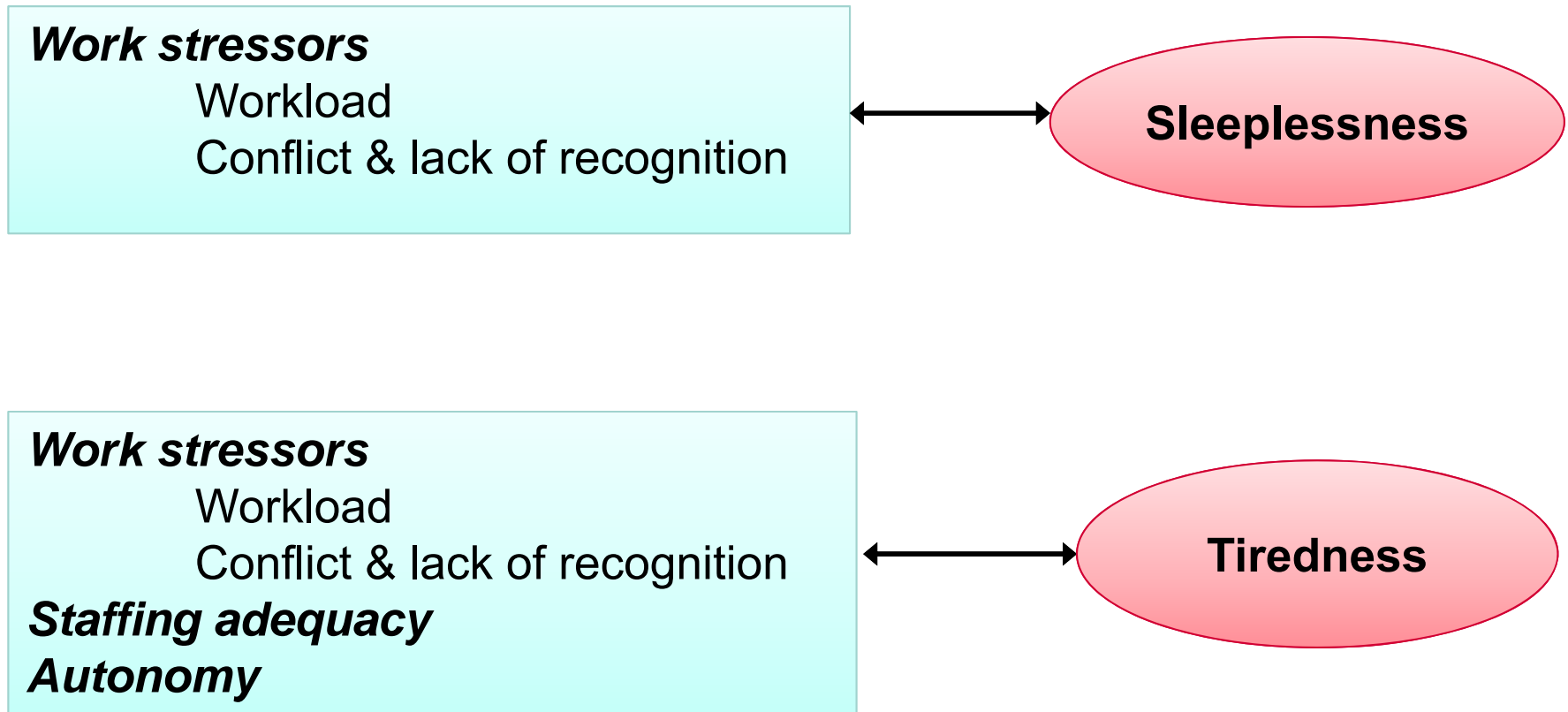




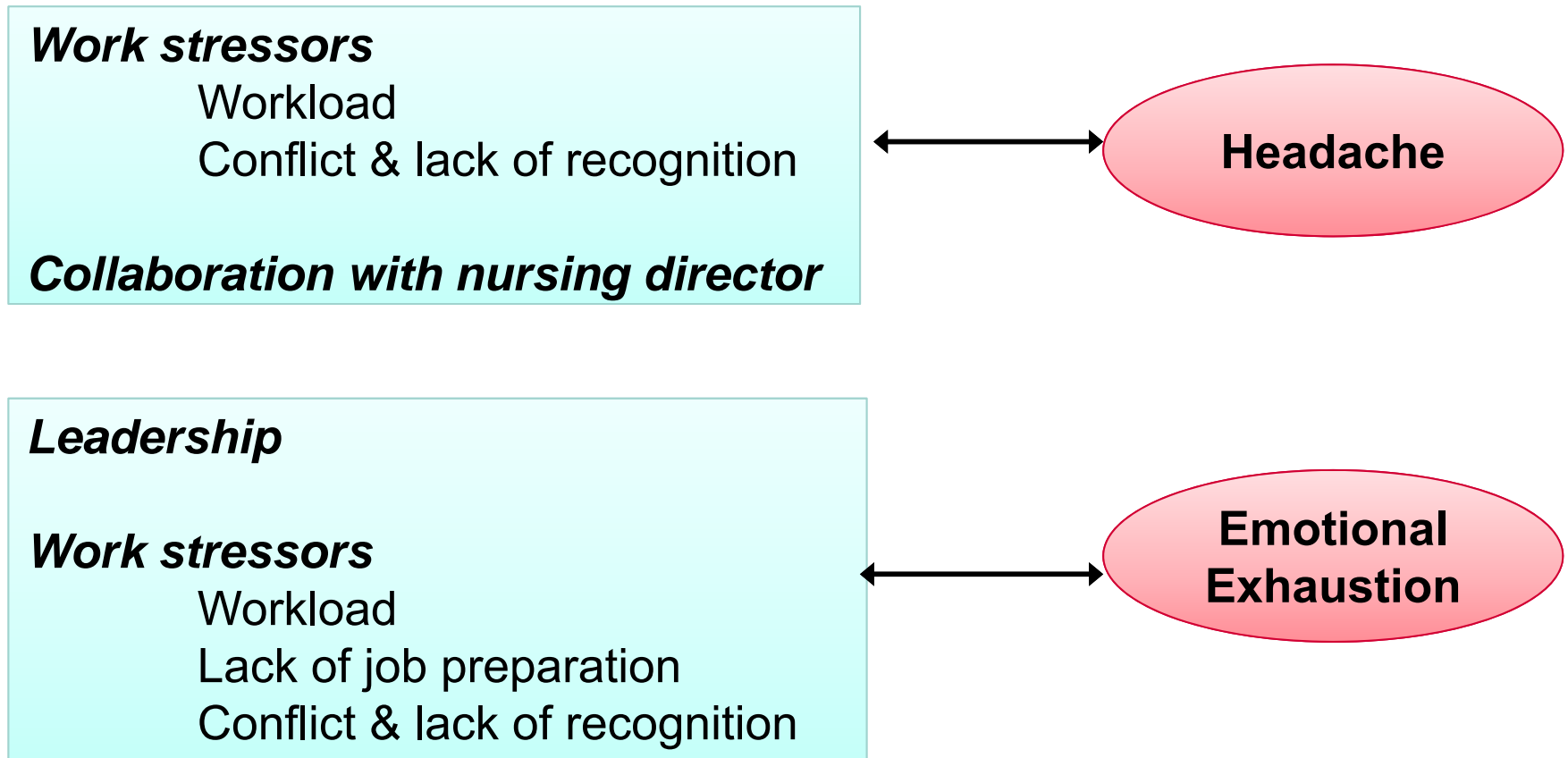
# Work environment & Physical health



# Work environment & Mental health



## Work environment & Mental health (cont` d)



# Summary.

- **Physical** & **mental** health are of concern
- Perceived *work stressors* are associated with physical & mental health



# Implications for practice.

- *Why taking care of the work environment and the nursing staff?*
    - Ethical
    - Legal
    - Business case
- Modeling of *work environment aspects* may improve care workers health

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**Thank you!**

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