



Are all healthcare employees equally healthy?



Neuro



Children's



Chest



Lachine



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General



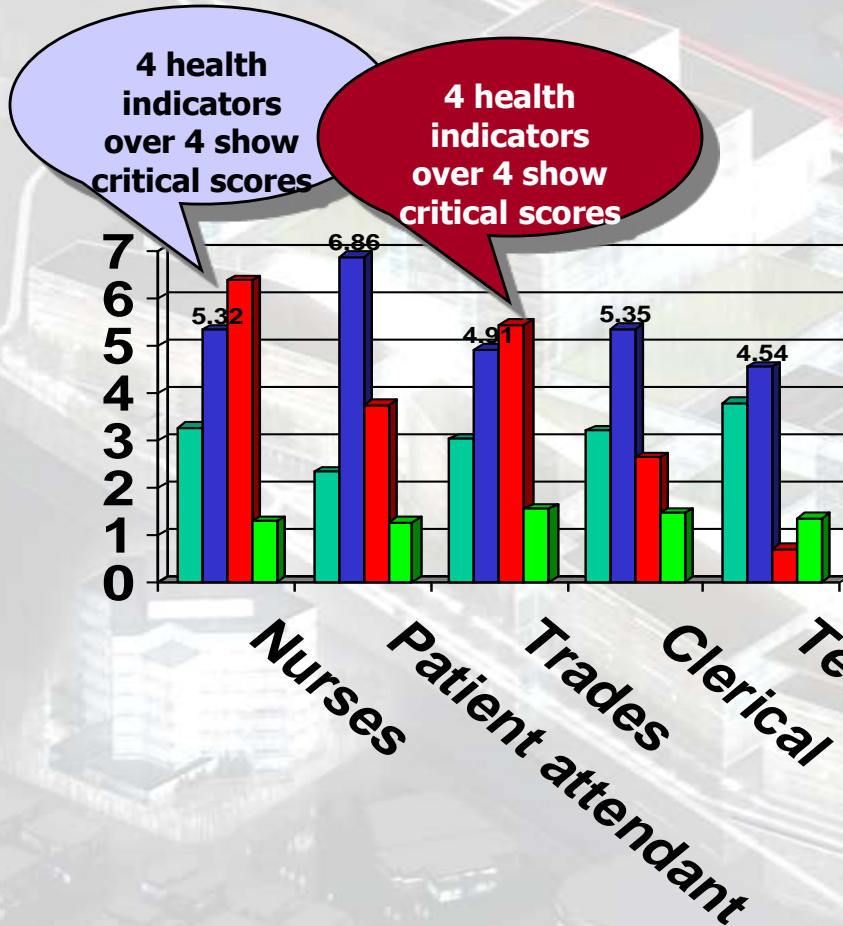
Royal Vic



HPH Manchester 2010-04-16



Results & Analysis



- Data :
 - 35,000 employees
 - 20 job categories
 - 5 teaching hospitals, Québec (Canada)
- 4 QWQHC health indicators
 - Turn over ($X > 2.90^*$),
 - Worker compensation lost time ($X > 3.82^*$),
 - Overtime ($X > 2.64^*$),
 - Absenteeism ($X > 1.11^*$)
- NO significant difference between the 5 teaching hospitals
- Slight improvement of indicators after 2 years of WHP implementation



* Data for fiscal year 05-06, 06-07, 07-08, 08-09





Causes & Consequences

**88% of healthcare workers report:
Insomnia, depression, headaches,
Weight changes, panic attack related
to stress**



Overtime



Injury & Absenteeism



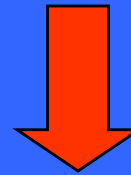
Workload



HEALTHCARE workers VS OTHER organizations:

LOWEST LEVEL of

- **TRUST** in their employer
- **COMMITMENT** to their organization
- **RATING** of workplace **COMMUNICATION**
- **PARTICIPATION** in workplace **DECISIONS**
- **PERCEPTION** of **SUPPORTIVE** organization



**Nurses &
other healthcare
personnel**



Ageing workforce
15000 to be retired in 2012
(10% of total workforce)



**Unhealthy workplaces
(Poor working conditions)**

**Unhealthy staff
(Poor health status)**

Poor Patient Outcomes



Lessons learned

Workplace Health Promotion (WHP)

a relevant opportunity to:

- **improving the work organisation & the working environment**
- **promoting active participation**
- **encouraging personal development**

Addressing health inequalities among Healthcare employees can only be successful if all the key players are committed to it.

It can be Achieved through Workplace Health Promotion strategies

The importance of creating healthier work environments to achieve both worker well-being and organizational performance



Thank you !
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