

Effectiveness of workplace health promotion in hospitals and care homes: a systematic review

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Presented by: Julia Schreyer

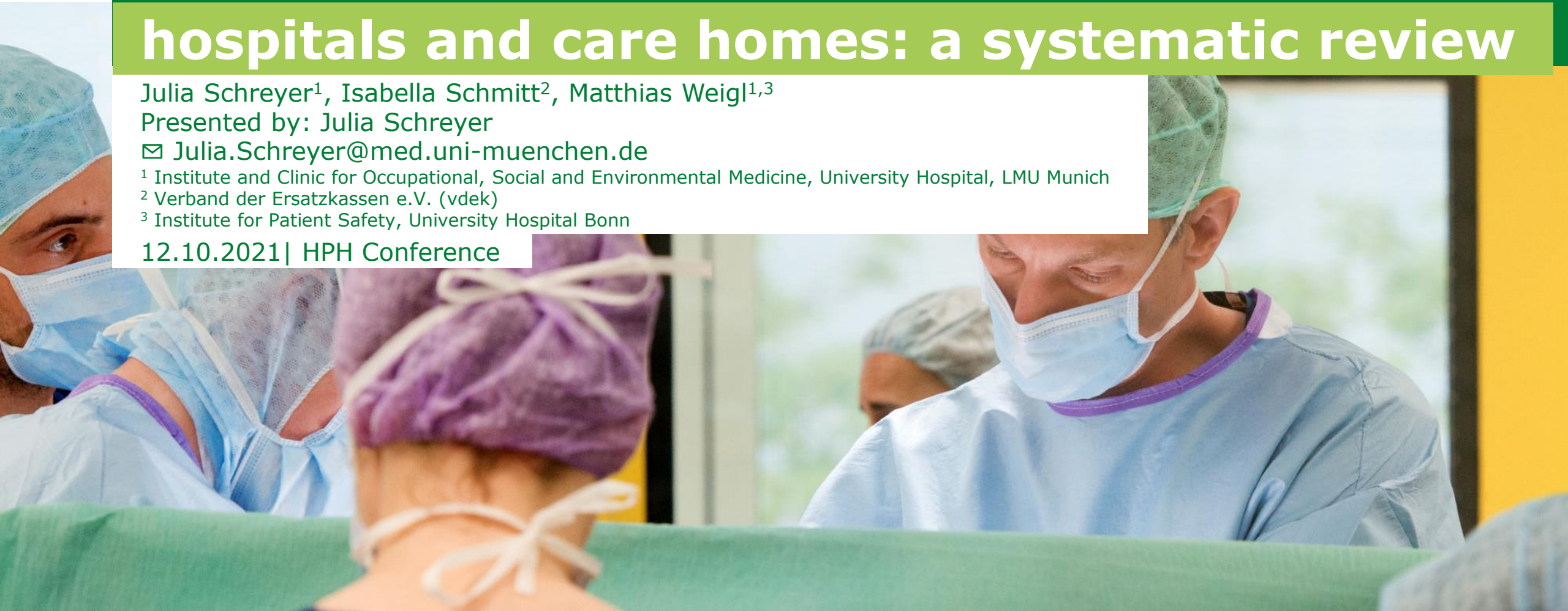
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Background

Occupational Health Promotion in Hospitals

- Healthcare workers are at an increased risk of mental and physical health problems
 - Burnout: 4-20% of physicians in Germany [1]
 - Chronic lower back pain: 50,8% of female nurses in Germany [2]
- Occupational Health Promotion (OHP) activities may achieve beneficial effects by changing the work situation or individual behaviours
- Many different OHP activities in place, but which ones are effective?

Background

Aim

What interventions
have been scientifically
evaluated?

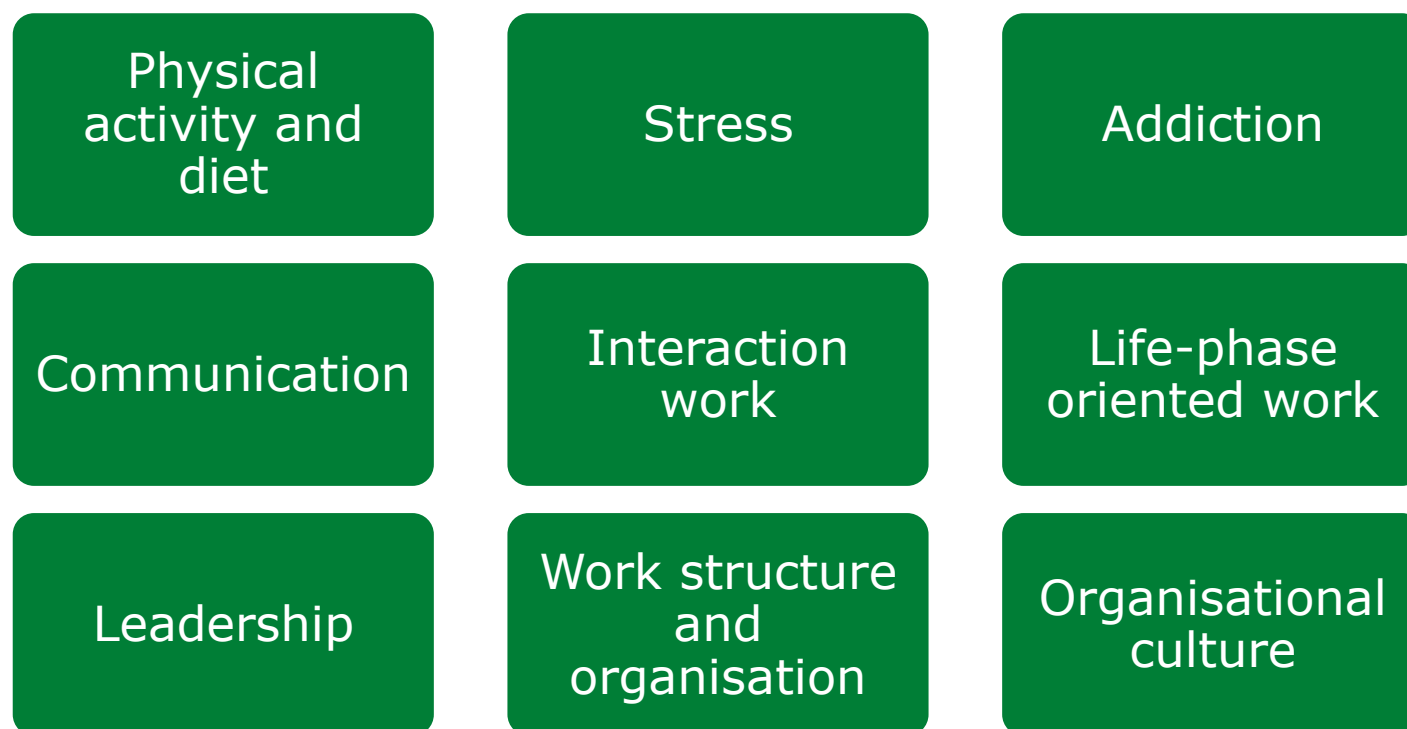
How effective are these
interventions?

Comprehensive
overview of OHP
interventions in
hospitals and care
homes

Methods

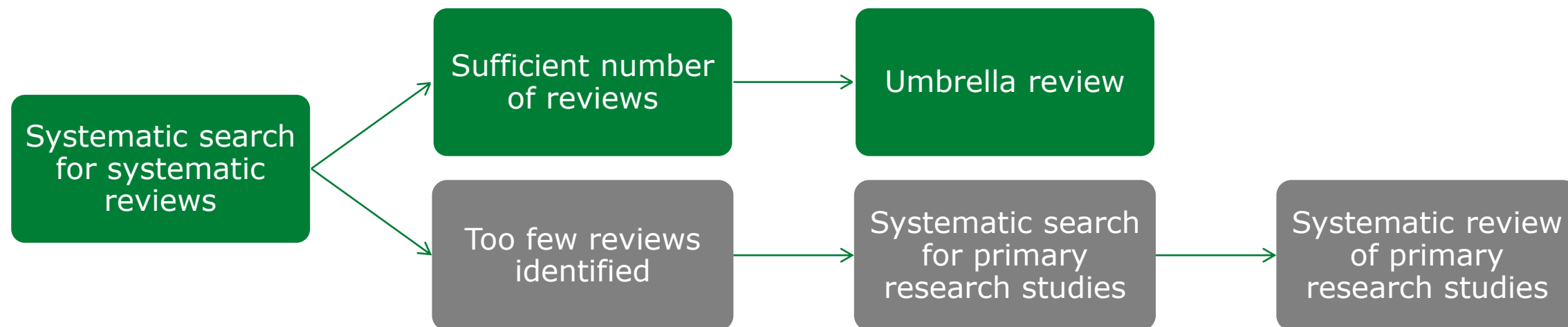
General Concept

- Subdivided review into nine distinct domains of OHP



Methods

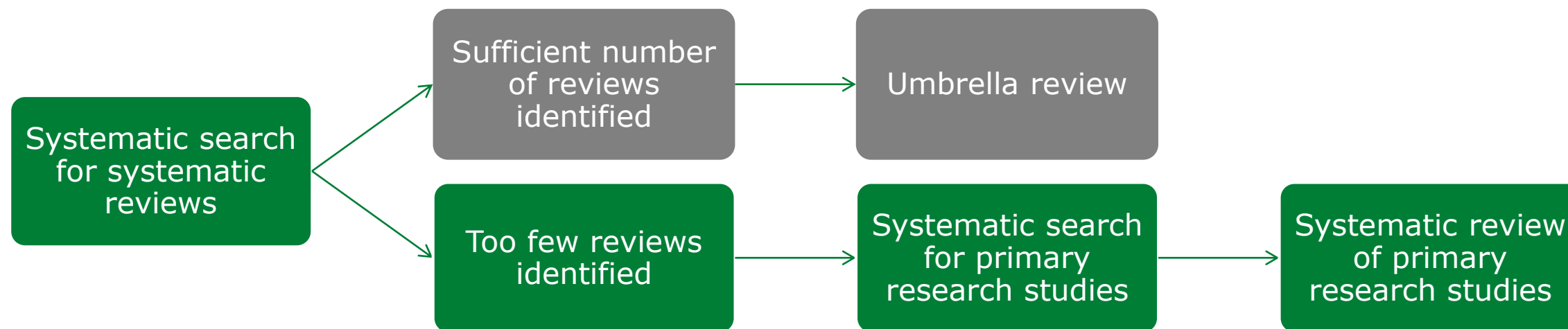
Systematic Search Procedure



- Databases: Cochrane Central, Embase, Pubmed, Web of Science
- Inclusion Criteria: evaluation of occupational health promotion or prevention interventions for hospital or care home staff regarding biopsychosocial health outcomes of employees and/or organisational outcomes

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Results

Overall search results

- we identified 24,480 records, of which we included 79 systematic reviews and 63 primary research studies.

Physical activity and
diet

Stress

Addiction

Communication

Interaction work

Life-Phase oriented
work

Leadership

Work structure and
organisation

Organisational
culture

Results

Overall search results

- we identified 24,480 records, of which we included 79 systematic reviews and 63 primary research studies.

Physical activity and
diet: 16 systematic
reviews

Stress: 41
systematic reviews

Addiction

Communication: 22
systematic reviews

Interaction work

Life-Phase oriented
work

Leadership

Work structure and
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Results

Overall search results

- we identified 24,480 records, of which we included 79 systematic reviews and 63 primary research studies.

Physical activity and
diet: 16 systematic
reviews

Stress: 41
systematic reviews

Addiction: 7 studies

Communication: 22
systematic reviews

Interaction work: 16
studies

Life-Phase oriented
work: 11 studies

Leadership: 8
studies

Work structure and
organisation: 15
studies

Organisational
culture: 5 studies

Results

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Results

Leadership Culture – Study Characteristics

- 3 RCTs and 5 controlled studies
- Published between 2009-2020
- Intervention population:
 - nursing staff in leadership position (4 studies), physicians/residents (3 studies), other (1 study)
 - at hospitals (5 studies), healthcare facilities (2 studies), care home (1 study)
- Training content: e.g. leadership skills and communication skills, often practised in roleplay or simulation

Results

Leadership Culture - Efficacy

Studies with significant positive results

	[3]	[4]	[5]	[6, 7]	[8]	[9]	[10]	[11]
Other-rated leadership outcomes	–	+	+	+	–	+	+	
Self-rated leadership outcomes	+			+		+		+
Leaders' health and well-being outcomes	+							+
Staff health and well-being outcomes			–					
Organisational outcomes			+					

Studies with significant positive results (+), no significant results (–)
 Leadership outcomes: self- or other-rated leadership style, skills, behaviour, knowledge

- No studies measured long-term effects (6+ months after intervention)

Discussion Implications

- Leadership:
 - Most studies assess leadership outcomes, while few studies examine health and organisational outcomes
 - leadership training can improve objective leadership, but also self-efficacy regarding leadership skills (i.e., self-perceived skill)
 - leadership training may lead to better health of leaders

- Overall
 - One OHP domain presented in depth
 - 8 OHP domains not presented today



Conclusion

What we achieved

Comprehensive systematic overview of current evidence

- Significant contribution to evidence base
- Basis for future development of effective OHP activities in hospitals and care homes
- Ultimately, better health and performance of healthcare workforce

**Thank you
for listening!**

If you have further questions, please contact me:

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