



Job satisfaction and health promotion activities in staff-members in Bispebjerg University Hospital, Copenhagen, Denmark

Vibeke Thygesen, MD

About the survey

Purpose

To identify key areas for intensified health promotion intervention

Material and Methods

Anonymised questionnaire sent to 3,606 staff-members



Response rate 75%

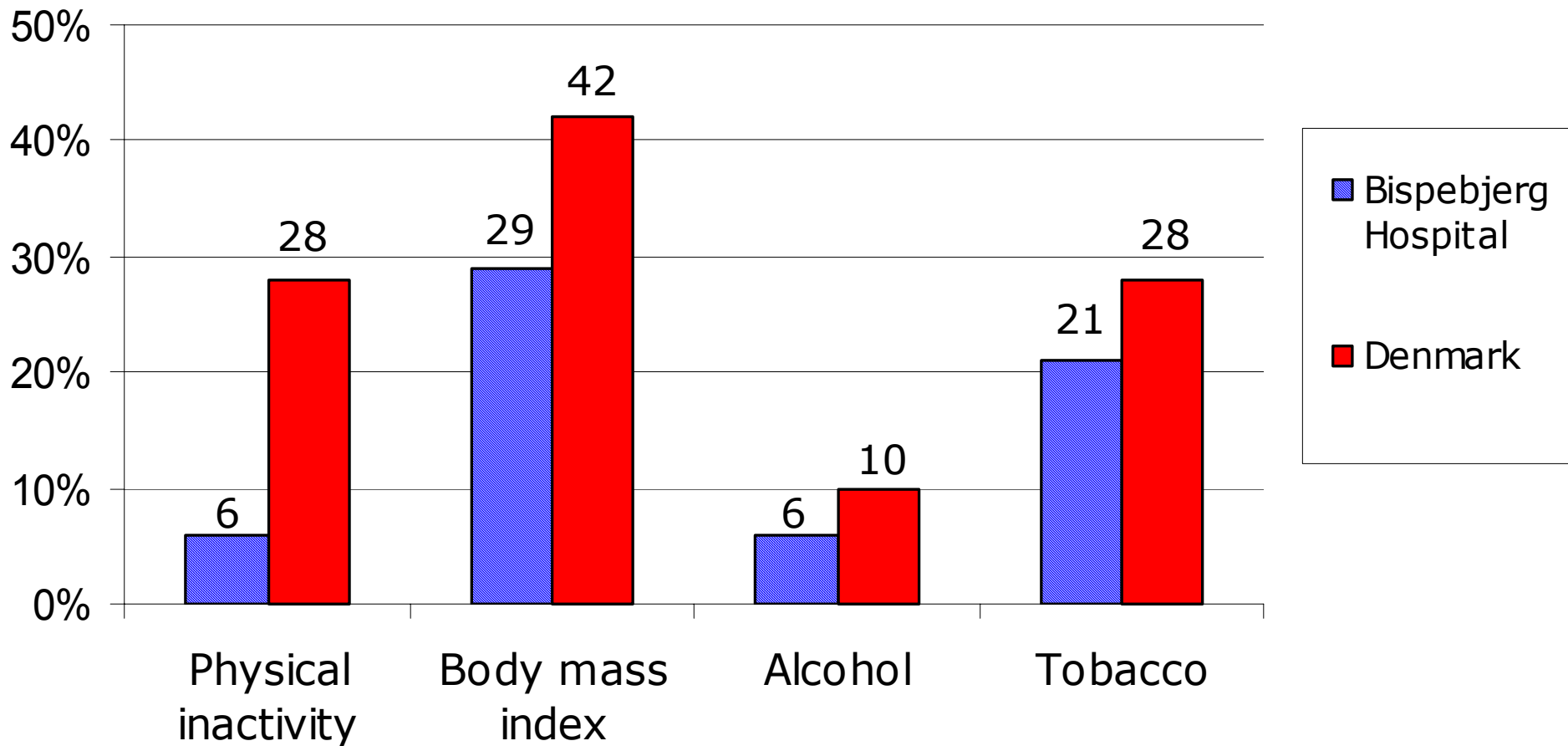
Questionnaire
sent to 3,606

127 excluded
700 drop-outs
156 returned blank

2,623 returned

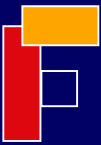
Administrative staff	73%
Physicians	71%
Nurses	79%
Social-/health ass. and ass. nurses	63%
Physical and occup. therapists	74%
Non-health care workers	61%

Individual factors: Physical inactivity, BMI, alcohol and tobacco



Work conditions 1

- 33% heavy working conditions
- 6% work-related accidents within the past year
 - 13% social and health assistants (women)
 - 13% men in the surgery
 - 2% physicians (women)



Work conditions 2

Relation to colleagues

- Harassment 12%

Relation to patients

- Physical violence 10%
- Threats 16%
 - in particular in psychiatry, 24% victim of physical violence and 43% threats





Health outcome 1

Self reported health

Good or very good health 80%

- Experience some stress 20%
- Absence due to work-related illness 18%



Health outcome 2

Illness

- Chronic- and long-term disease
25%
- Prescribed medicine
 - pain-relieving 7%
 - tranquillizer 2%within the past 14 days



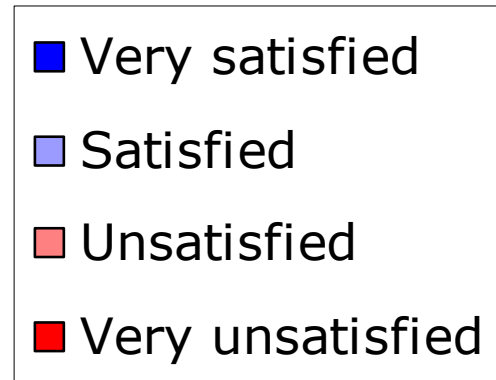
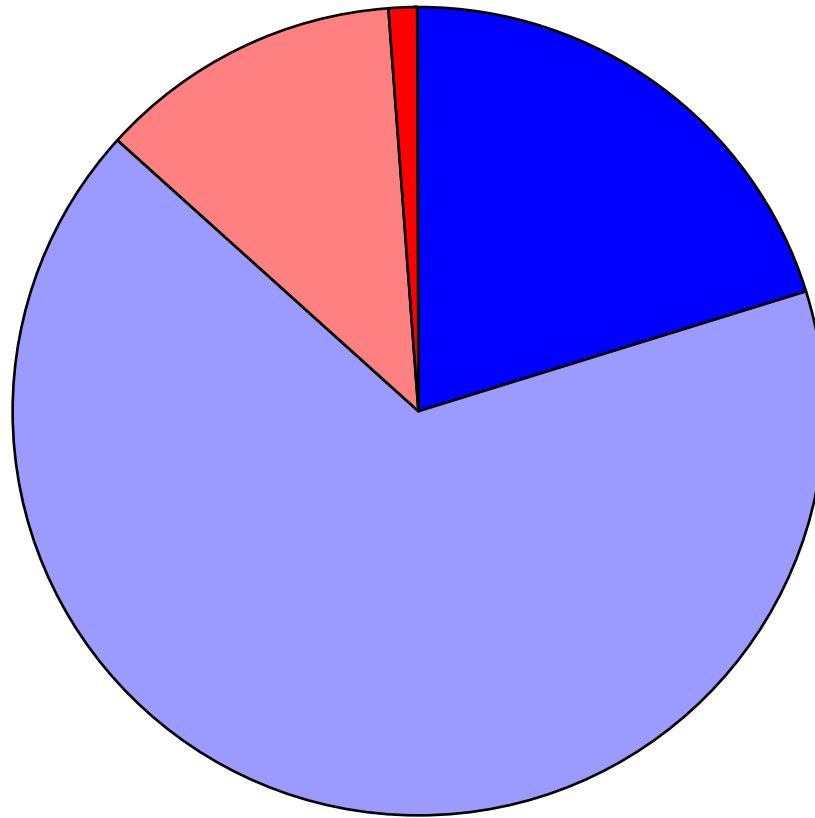
Health outcome 3

Absence from work

- 72% absence from work due to any illness within the past year
 - 1 - 5 days 33%
 - 6-10 days 20%
 - > 11 days 19%



Job satisfaction



Job satisfaction and well-being

Positive findings

- takes pride in work
- find their job meaningful
- feel secure in their job
- have good relations to colleagues
- feel equality between staff groups

Areas for improvement

- pressure of work
- work-related mental stress
- heavy working conditions
- involvement in decisions taken
- feedback
- leadership





How to improve health

Individual factors

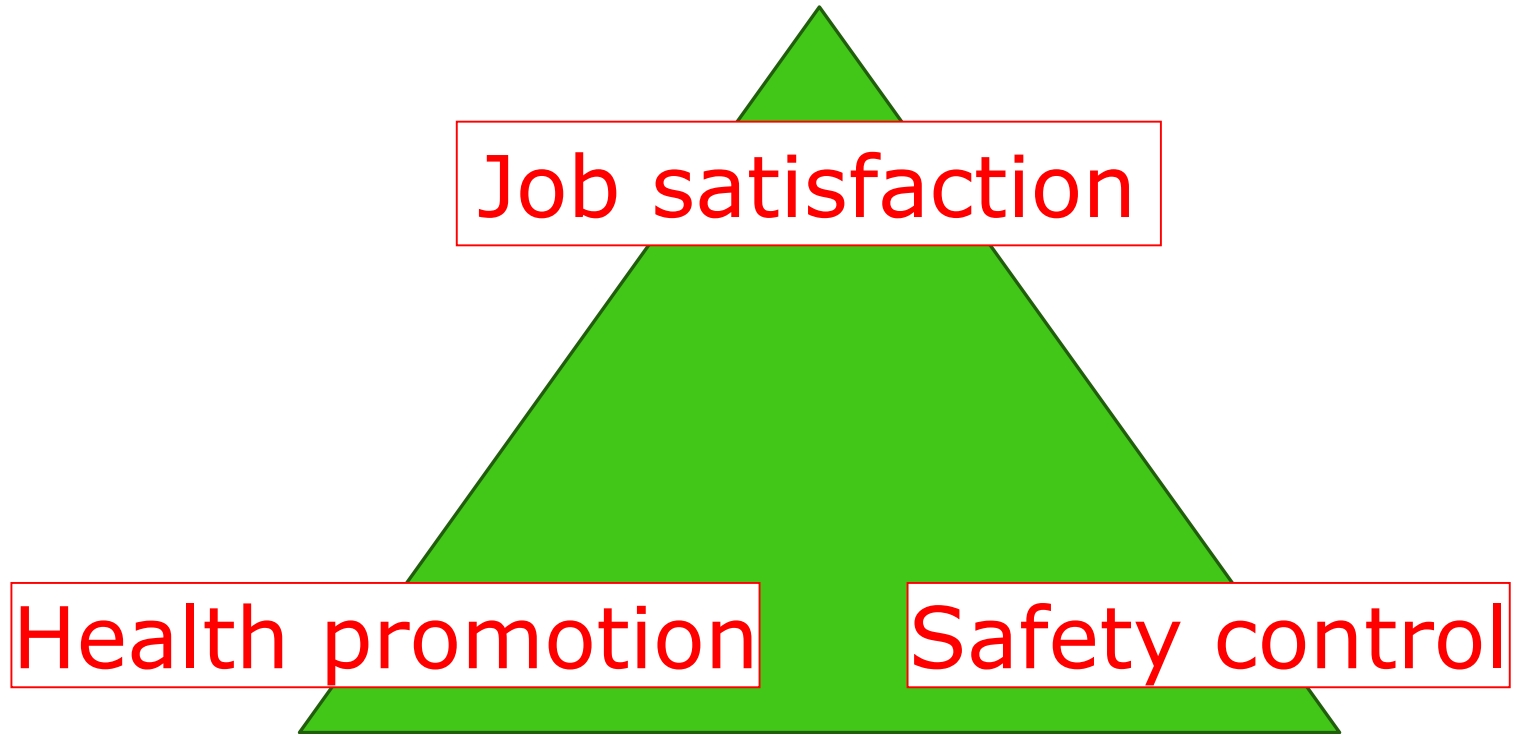
- 50% want to be more physically active
- 32% want to eat healthier
- 5% want to change their drinking habits
- 53% of the smokers want to stop

Working conditions

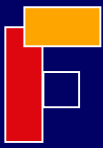
- Employees development dialogue
- Preventing harassment
- Vision, missions and values
- Leadership
- Communication
- Stronger works committee



Strategy for improvement



Evaluation by quality management
and repeated surveys



Conclusions

- Problem areas were identified
- Wishes and opportunities for development were discovered
- Strategies for improvement and a organisation has been established
- Changes are implemented and follow-up is ongoing