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Psychosocial Risks Assessment after Improvement of Working Conditions among Psychiatric Hospital Healthcare Workers

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Abstract

In 2010, a survey analyzing Psychosocial Risks (PSR) among healthcare workers identified the staff of an specialized establishment the most passive with the least margin of room for maneuver and a high state of satisfaction. The study revealed dysfunctions linked to working conditions and architecture. After improvement of working conditions, a reassessment of RPS was obvious. Improving the health of Health Care Workers (HCWs) through the promotion of well-being at work. Assess the mental health state of HCWs through the analysis of psychosocial risk (PSR) of both populations. - identify differences in the scores of different dimensions. A longitudinal, descriptive and analytical study (t0: 2010 and t1: 2016) covering the staff of the establishment using three questionnaires to assess PSR. A univariate descriptive and bivariate analysis is used. Increase in the number of active people at the expense of liabilities (45.7% - 13% VS 5 % - 70%); increase in decisional latitude (61 VS 65) and in Professional harassment from 5% to 13%. Social support dropped by 2 points, efforts decreased from 11 to 8 and rewards from 19 to 14 and work related satisfaction from 50% to 24% were so in 2016. Action on working conditions must be thought of in a consultative and participatory framework with all professional categories.

Keywords

PSR – healthcare workers – working conditions – hospital architecture – psychiatric healthcare