

Analysis of the Working Conditions of Paramedical Staff in a Burn Unit Using the Ergonomic Approach

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Abstract

The paramedical staff of the burn unit at an University Hospital Center requested the occupational health service to find a solution to the organizational constraints and health complaints that are leading to an increase in sick leave. To evaluate working conditions and health status, propose corrective measures, encourage management to provide appropriate solutions, and monitor the implementation and impact of proposed improvements. To complete this work, it seemed useful to propose an ergonomic intervention on the working conditions of paramedical staff by analyzing the work activity in the burn units and involving the concerned staff. The health status of the paramedical staff was assessed by reviewing the medical records. This study highlighted several organizational constraints, including the work carried out by nursing assistants and public health nurses outside the scope of competencies defined by law. The lack of paramedical staff, which can impact the health of these agents and therefore work stoppages. The observation also highlighted the age of the facility and equipment. All the constraints and problems observed during our study were discussed at a meeting with the hospital management. Increasing staffing and a renovation or replacement project for the facility were the solutions proposed at the meeting. Monitoring is essential to verify the implementation of these solutions. Improving working conditions has a strong influence on the behavior of paramedical staff, their health, their work motivation, and consequently on the performance of the burn unit.

Keywords

Burn unit; ergonomics; working conditions.

Biographies

Dr. CHENOUF Nassira obtained her Doctor of Medicine degree in 2012. She then pursued residency training in Occupational Medicine from 2013 to 2018, graduating with a Specialization Diploma in Occupational Medicine. Since November 2018, Dr. CHENOUF Nassira has been working as an Occupational Health Physician in the Occupational Medicine Department of the University Hospital where she completed her residency. In addition to her clinical work, Dr. CHENOUF Nassira is actively involved in research on work-related illnesses and occupational risk prevention. She regularly presents at national and international scientific conferences. She authored an article in a special COVID-19 issue published by the Algerian Society of Occupational Medicine. Dr. CHENOUF Nassira also participated in a health survey of education professionals in Algeria.

Dr. Hassinet Hanane Khadidja obtained her Doctor of Medicine degree. She pursued specialization studies and earned a Promotion Diploma in July 2018. In addition to her clinical activities, Dr. H.K. has participated in several national and international conferences, and conducted research on silicosis among stonecutters. She authored an article in a special COVID-19 issue published by the Algerian Society of Occupational Medicine

Dr. Bensekhria Nardjessa is a medical doctor with a doctoral degree in medicine. Since 2015, she has held the position of Assistant Professor in Occupational Medicine. She is currently pursuing her doctoral research in the field of objective assessment of physical workload among healthcare providers. Her research focuses on utilizing posture and heart rate measurements, as well as implementing the World Health Organization's Workload Indicators of Staffing Need (WISN) method. She is responsible for the exploratory unit within the Occupational

Medicine Department at CHU Batna. Additionally, she is actively involved in teaching and research activities at the Faculty of Medicine in Batna. Currently, she is a member of a research project investigating the organization of work in emergency services and its effects on employee well-being and patient safety.

Benhassine Wissal is MD, PhD and Professor in Occupational Medicine; she graduated from universities of Constantine and Batna 2. She is ergonomic graduated from university of Tlemcen, Algeria. She is a teacher-researcher at the Faculty of Medicine of Batna where she contributes to the training of medical students. She trains specialist doctors in Occupational Medicine. She is the head doctor of the occupational medicine department at the university hospital center of Batna Algeria where she set up an occupational pathology unit and installed a occupational mental health consultation. She conducts research in the field of mental health at work, the organization of work in healthcare structures and emergency services, the diagnosis and monitoring of work-related musculoskeletal disorders, mainly back pain. She is an expert doctor for the social insurance funds of three Wilayas. Currently, she is working on a research project on the work organization of Emergency Services and its impact on employee well-being and patient safety.