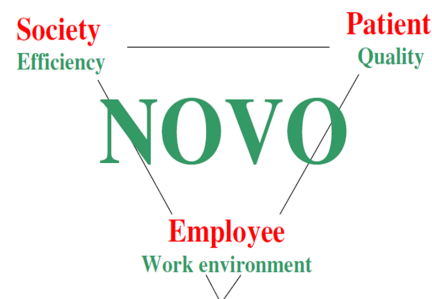


# NOVO research network

April 2010



## Upcoming conferences

4th NOVO symposium  
Stavanger, 24-25 Nov 2010

Quality and Safety in Health Care,  
Nice, 20-23 April, 2010

ICOH Conference on Occupational  
Health for Healthcare Workers,  
Casablanca, 28-31 Oct, 2010

EUPHA-ASPEHER Conference,  
Amsterdam, 10-13 November  
2010. Preconf: 1st conference  
integrating patients perspective in  
public health and health care

9th Annual International Confe-  
rence on Health Economics, Mana-  
gement and Policy Athens 28  
June-1 July, 2010

PREMUS 29 Aug-3 Sept, 2010.  
Symposium: Rationalization trends  
in working life: challenges and  
opportunities to create sustainable  
production systems

Cornell University's Healthcare  
International Conference, A Time  
for Change: Restructuring Ameri-  
ca's Health Care Delivery Sys-  
tem, New York City 11-12 May,  
2010

## The NOVO research network

The network supports the joint consideration of the following perspectives: work environment/employee perspective, quality/patient perspective and efficiency/societal perspective. The focused areas are health care organization, including hospital care, primary care, care of elderly and disabled.

The network promotes research and development initiatives by establishing meeting places for researchers and practitioners. During 2007 - 2009 the Nordic Council of Ministers granted the establishment and development of the network.

Activities within the network are for example a yearly Nordic symposium, national meetings between researchers and prac-

tice, summer school and joint research activities.

The 3<sup>rd</sup> NOVO Symposium was held in Copenhagen on December 9 and 10 at the National Research Centre for the Working Environment. There were about 55 participants and 30 presentations around the theme "Sustainable Nordic Health Care Systems". Jörgen Winkel was gratified for his work as the chair of the network during 2007-2009. Evaluation, abstracts and presentations can be found at our web-site [www.nordically.org](http://www.nordically.org) ("nätverk").

Two Nordic multicenter programs are now planned or in process. You can read more about the multicenter studies on next page.

The steering group of the NOVO network (from 2010-01-01):

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## 4th NOVO symposium "Sustainable Nordic Health Care Systems"

Next NOVO symposium will be arranged in Norway in Stavanger at IRIS/University of Stavanger:

**24-25 November 2010**

A key issue in this symposium will be sustainability, and Peter Docherty as one of the keynote speakers will give us some perspectives on how to create sustainability in the

health care services.

Another important issue will be the translation of knowledge into practice. We will encourage that in all submitted abstracts a message for the practitioner is included.

Information about practical details will be given in the 1<sup>st</sup> announcement in the middle of April.

### Important dates:

Abstract submission  
- until 1 October

Abstract acceptance  
- 15. October

Final registration  
- until 15. October

*Kari Anne Holte,  
president of the symposium*

*There seem to be a large variation in some managerial conditions and we do not know how variations in these conditions contribute to organisational sustainability*

## TWO NORDIC MULTICENTER STUDIES IN PROGRESS:

### Sustainable managerial & organizational conditions in hospitals

The multicenter study focuses on communication within hospital organizations, leadership – employee interaction and structural organizational conditions that creates a sustainable work environment, quality of care and effectiveness.

The focus is on the 1st and 2nd line managers at hospitals. They hold key positions through their closeness to practice and integrated responsibility for the work environment, the budget, and the development of caring-/

curing practice.

To successfully handle these challenges, not only personal skills but managerial support structures are needed.

The study will investigate the importance managerial work conditions for communication down-wards and upwards within organization regarding quality of care, work environment and budget.

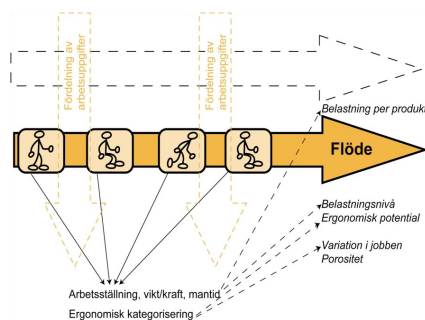
The first phase is descriptive. The second phase includes an intervention to

hospital steering groups.

Variations between organisations and countries will be described and a Nordic model for sustainable managerial and organizational conditions will be formulated.

Nordic coordinator:  
Lotta Dellve, Sweden  
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### ErgoVSM—Ergonomic complement to value stream mapping tool



This multicenter study will further develop the usability of the tool "ErgoVSM"- an ergonomic complement to the central lean tool "value stream mapping". The tool has been developed to improve healthcare processes without undue mental and physical work intensification. The purpose of the study is to test, evaluate and improve this tool.

The research project will analyze if the prototype ErgoVSM

identify ergonomic problem areas and allow the users to analyze and solve the ergonomic problem. Health care organizations with mental and physical demanding care processes can be included as intervention- or control-groups, e.g. medical wards and homes for the elderly. The ErgoVSM is now further tested and developed in a Nordic context. The reason for this is our common "Nordic Model" gradually de-

veloped during more than hundred years ("gentlemen's agreement" and trust between the parties). This common Nordic experience creates potentially a unique opportunity to benefit from a tool like ErgoVSM uniting demands for efficiency and good work environment.

Nordic coordinator:  
Kasper Edwards, Denmark,  
E-mail: kaed@man.dtu.dk

### SOME NEW PUBLICATIONS

Magnussen, et al **Nordic Health Care Systems. Recent reforms and current policy challenges.** Open University Press, 2010. Free PDF at: <http://www.euro.who.int/document/e93429.pdf>

Omachonu & Einspruch. **Innovation in Health Care Delivery Systems: Conceptual Framework.** The Innovation Journal 2010;15

Arah et al. **A conceptual framework for the OECD Health Care Quality Indicators Project.** *International Journal for Quality in Health Care*; September 2006: pp. 5–13

van Oostrom et al. **Workplace interventions for preventing work disability.** *Cochrane Database Syst Rev.* 2009 Apr 15; (2)

### ABOUT THE NEWSLETTER

This newsletter is ment to share information between the NOVO network member. NOVO me-  
mebers can report from their research activities, about conferences, new books, articles etc.

Mail your contributions to Marie-Louise Gustavsson [marie-louise.in.gustavsson@vgregion.se](mailto:marie-louise.in.gustavsson@vgregion.se) or anyone in the steering group (see 1st page).

