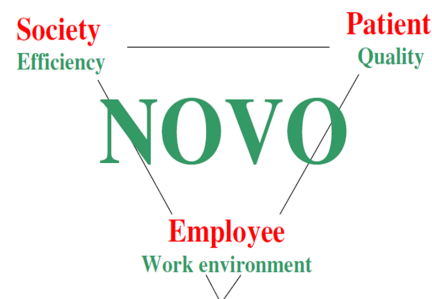


# NOVO research network

September 2010



## UPCOMING CONFERENCES

4th NOVO symposium, Stavanger, 24-25 Nov 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

Nordic symposium "How to transfer public health research into practice: Challenges in implementation research" November 15-16, Stockholm, Sweden

ISLC Leadership: "Missions, myths and mysteries", 13-14 December Lund, Sweden

The 5th Nordic Conference on Health Organization and Management, 13-14 January, Copenhagen

The Second Global Forum on Human Resources for Health/The Global Health Workforce Alliance Conference, Bangkok, Thailand 25 - 29 January, 2011.

NIVA Nordic Tour: Creating good practices for elderly care work. Finland, 15 Feb 2011; Denmark, 10 March 2011; Iceland, 23 March 2011; Norway and Sweden, April 2011.

Quality and Safety in Health Care, Amsterdam, 5-8 April, 2011

Work, Stress, and Health 2011 "Work and Well-Being in an Economic Context" Orlando, Florida 19-22 May, 2011

"Work among the elderly" The 13th International Conference on Combined Actions and Combined Effects of Environmental Factors, 12-14 September, 2011 in the City of Tampere, Finland.

## The NOVO reseach network

The network supports the joint consideration of 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. Activities within the network are for example a yearly Nordic symposium, national meetings between researchers and practice, summer school and joint research activities. More information on: [www.nordically.org](http://www.nordically.org)

Don't forget to register for the NOVO symposium in Stavanger, 24-25 November. The abstract submission process is open until 1 Oct (see below).

In this number you can read more about the research work from Finland on page two.

The planning of the multicenter studies continues. Some pilot studies have started in the Nordic countries. Read more on page 2

Lotta Dellve & Gunnar Ahlborg  
Current chairs of the network

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

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## 4th NOVO symposium "Sustainable Nordic Health Care Systems", 24-25 November in Stavanger, Norway

Key issues in this symposium will be sustainability and translation of knowledge into practice. Peter Docherty, one of the keynote speakers will give us some perspectives on how to create sustainability in health care services. We encourage that in all submitted abstracts a message for the practitioner is included.

### Important dates:

Abstract submission  
- until 1 October

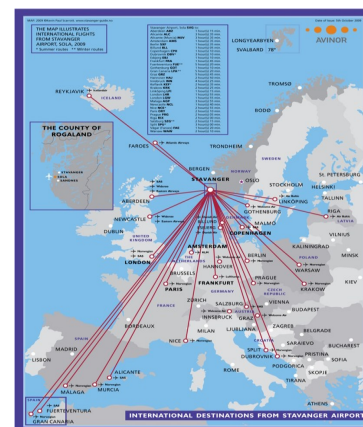
Abstract acceptance  
- 15. October

Final registration  
- until 15. October

Kari Anne Holte,  
president of the symposium

### Registration at:

<http://www.iris.no/Internet/sn.nsf/wvDocID/5B7A3FB6D520BF05C125774600650D0E>



## SOME FINNISH RESEARCH ACTIVITIES IN NOVO AREA:

### Are private-owned care services better than public services?

#### SOME NEW PUBLICATIONS

Virtanen et al. Patient Overcrowding in Hospital Wards as a Predictor of Diagnosis-Specific Mental Disorders Among Staff: A 2-Year Prospective Cohort Study. *J Clin Psychiatry* 2010; 4

Health Care Systems: Efficiency and Institutions. Economics Department Working Papers No. 769, May 2010. Available online at: <http://bit.ly/cSKG9b>

Kuusio et al. 2010. Organizational commitment among general practitioners: a cross-sectional study of the role of psychosocial factors. *Scand J Primary Health Care*. 2010 Jun;28:108-14.

Heponiemi et al. (In Press) Job attitudes and well-being among public vs. private physicians: Organisational justice and job control as mediators. *Eur J Public Health*.

Heponiemi et al. (2009). The association of Distress and Sleeping Problems with Physicians' Intentions to Change Profession: The Moderating Effect of Job Control. *J Occup Health Psychol* 14(4):365-73.

Pekkarinen et al. Nursing working conditions in relation to restraint practices in long-term care units. *Medical Care*, 2006, 44, 1114-20.

*Flexible Services and Manufacturing Journal call for papers for a special Issue on Health Care Management. Deadline: September 30*

Public and private service houses are studied in a large study in Finland. 120 service housing units participate to project, where efficiency, care quality and workers' well-being is studied. All the residents (2518) have been assessed by personnel. These assessments provide information on care quality and residents' need for care. Employees have filled in surveys (940) and answered questions on their work organization, leadership, team work, well-being and several other aspects of work. Also information on costs, bed-days and staffing has been collected.

In present difficult economic situation Finnish municipalities use more private services in social and

health care. No consensus exists on the effects of using private services. Most studies report that free-for-all competition between service providers reduces costs. But there have been doubts whether costs remain low in the long run. Increasing uncertainty, growing demands, lay-offs, lower wages and higher turnover rates of employees are frequently reported effects on employees. But private organizations are also reported to have better leadership, higher job control and flatter organizations. Maximizing profits may lead to cutting costs and quality problems. On the other hand competition is supposed to assure quality by motivating to develop work processes.

There is a lack of comprehensive studies taking into account costs, differences in clientele, quality of care and workers' well-being. If these aspects are not taken into account the results will be misleading. This study was started to overcome these problems in collaboration with National Institute for Health and Welfare (THL) and Labour Institute for Economic Research in Finland. The results will be presented in NOVO-symposium.

Timo Sinervo  
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### Finnish projects on hospital risk management

Employers in Finland have a general duty to carry out risk assessment in order to ensure the safety and health of workers in every aspect related to work. Risk assessment is the process of hazard identification, evaluation of work related risks, and of actions that are taken to manage those risks. However, it seems that in many health care workplaces the process has failed to evoke concrete actions or improve risk management as a whole. The Finnish Institute of Occupational Health investigated why. Three major problems impeding a successful risk assessment process arose in the interviews. One

of them concerned the difficulty of assessing the magnitude of risk. The other two major problems were of organisational nature: the unclarity of roles and blockages in the flow of information. The outsourcing of units and other organisational changes makes it ever more challenging to ensure that all parties are mutually aware of risks. Occupational health promotion is unfortunately still very much regarded as a technical function unconnected to the line organisation. A wider perspective on risk management as a whole and understanding of its influence on the quality of the basic operations are

needed. A new project, started in August 2010, investigates connections between patient and work safety in Finnish hospital districts. It also aims to create a model in which these two essential safety sectors can be simultaneously handled in everyday work.

Contact person in the Finnish Institute of Occupational Health:

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#### ABOUT THE NEWSLETTER

The intentions for this newsletter is to share information between the NOVO network members. NOVO members 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).

#### THE MULTICENTERSTUDIES

##### "ErgoVSM—Ergonomic complement to value stream mapping tool"

A proposal has been submitted to the Danish research council and final preparations for submission in Sweden and Norway are being made. The Danish study has been strengthened with the inclusion of The National Research Centre for the Working Environment. The Danish project has been in talks with the lean department of Odense University Hospital who will support the project in finding suitable

departments for research. Odense University Hospital is committed to lean and conduct more than 50 lean projects a year.

For more information contact Kasper Edwards  
[kaed@man.dtu.dk](mailto:kaed@man.dtu.dk)

##### "Management - employee interaction in hospital organisations"

The planning is in progress with applications for funding in each country. Finland and Norway have sent their applications for funding this summer and are waiting for

response. In Sweden, the study has been integrated with a large hospital health promotion study (HiP).

Measurements for data-collection are under development. For example, an observation method will be tested (conceptually and practically) this autumn, and presented at the NOVO-symposium.

For more information contact [lotta.delve@amm.gu.se](mailto:lotta.delve@amm.gu.se)