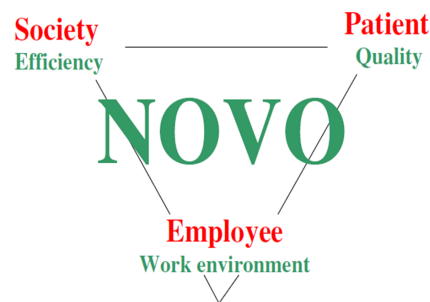


September 2011



UPCOMING CONFERENCES

5th NOVO symposium, Reykjavik, 3-4 Nov 2011

GRASP 2012 "Leadership and the Group" Bergen 3-4 may 2012

ICOH Conference

EUPHA-ASPEHER Conference,

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

The 5th Nordic Conference on Health Organization and Management,

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,

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.

Don't forget to register for the NOVO symposium in Reykjavik 3-4 November. The abstract submission process is open until 19 September (see below).

In this number you can read more about the research work from Denmark and a summary of a recent review paper on rationalizations on page two.

Cont...

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

SWEDEN: Lotta Dellve (chair) and Gunnar Ahlborg (co-chair)
e-mails: lotta.dellve@amm.gu.se, gunnar.ahlborg@vgregion.se

NORWAY: Kari Anne Holte and Endre Sjøvold (suppleant)
e-mails: kari.anne.holte@iris.no, endre.sjovold@iot.ntnu.no

DENMARK: Kasper Edwards and Peter Hasle (suppleant)
e-mails: kaed@man.dtu.dk, pha@nrcwe.dk

ICELAND: Sigrún Gunnarsdóttir and Kristinn Tómasson (suppleant)
e-mail: sigrun@hi.is, kristinn@ver.is

FINLAND: Marjukka Laine and Timo Sinervo (suppleant)
e-mails: marjukka.laine@ttl.fi, timo.sinervo@thl.fi

5th NOVO symposium "Sustainable health care services and hospital design" 3-4 November in Reykjavik, Iceland

Important dates:

Abstract submission
- until 15 September

Abstract acceptance
- x

Final registration
- until x

Sigrun Gunnarsdottir
president of the symposium

Registration at: <http://vefir.hi.is/novo2011/>

SOME RESEARCH ACTIVITIES IN NOVO AREA:

Simulation as a tool for functional and organizational planning in healthcare

A COMING

NOVO PUBLICATION!

The last NOVO symposium in Stavanger had both very high quality in the presentations and approached modern challenges in the NOVO-area. We therefore decided to make a shared publication in a special number in the Nordic scientific journal "Arbete & Hälsa". The publication "Toward Nordic Models of Sustainable Systems in Health Care Organizations" includes the themes Sustainability and health care challenges, Managers and leadership development for sustainable organizations, Improving organisational processes in health care practice and Practical implications

Look for the publication at:
www.amm.se

As part of the Healthcare Innovation Lab project funded by the capital region of Copenhagen, we are testing simulation as an approach to organizational design and development. Simulation is a methodology that allows researchers to explore different types of organizational layouts or forms of collaboration. Simulation uses real professionals in this case doctors, nurses and secretaries to simulate how patients in an out-patient unit are treated. Participants stand around a table, each responsible for managing a LEGO-figure of their usual role. A patient is introduced and the participants have to simulate how this patient is treated.

Table-top simulation is a powerful tool where participants immediately realize problems such as coordi-

nation and communication in a layout. Ergonomic and psychosocial issues can also be examined by simulating situation that emphasizes such problems. For instance, by introducing a very heavy patient it becomes obvious that there are problems with the equipment and that mobilizing the patient requires two people. The layout is easy to change and this makes for an almost interactive development experience where highlighted problems in one layout are sought solved in the next simulation.

The project I finished by the end 2011 and we are currently in the writing and re-

porting phase.

For more information contact:
Kasper Edwards, DTU Management, kaed@man.dtu.dk

Figure: Simulation of a circular out-patient ward layout.



New review paper about rationalisations

Westgaard & Winkel. Occupational musculoskeletal and mental health: Significance of rationalization and opportunities to create sustainable production systems - A systematic review" Applied Ergonomics, 42, 261-296, 2011

This literature review aims to identify occupational musculoskeletal and mental health effects of production system rationalization as well as organizational-level measures that may improve health outcome. 162 studies of rationalization effects on health and risk factors and 72 organization-level modifier re-

sults were reviewed

Rationalizations have a dominant negative effect on health and risk factors: the most negative effects were found for downsizing and restructuring rationalizations in general and for the health care sector in particular. The rationalization strategy High Performance Work System was associated with the highest fraction positive outcome studies. Other rationalization strategies (lean practices, parallel vs. serial production and mechanization level) reported intermediate results, in part dependent on work life sector, but also on the year

when studies were carried out. Worker participation, resonant management style, information, support, group autonomy and procedural justice were modifiers with favourable influence on outcome.

It is concluded that production system rationalization represents a pervasive work life intervention without a primary occupational health focus. It has considerable and mostly negative influence on worker health, but this can be reduced by attention to modifiers. The results create a basis for new priorities in ergonomic intervention research.

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 anyone in the steering group (see 1st page).