

New working hours in the eldercare sector

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DET NATIONALE
FORSKNINGSCENTER FOR ARBEJDSMILJØ

AIM

... to investigate the effect of increased employee influence on work-time arrangements among nursing personnel in the eldercare sector ...



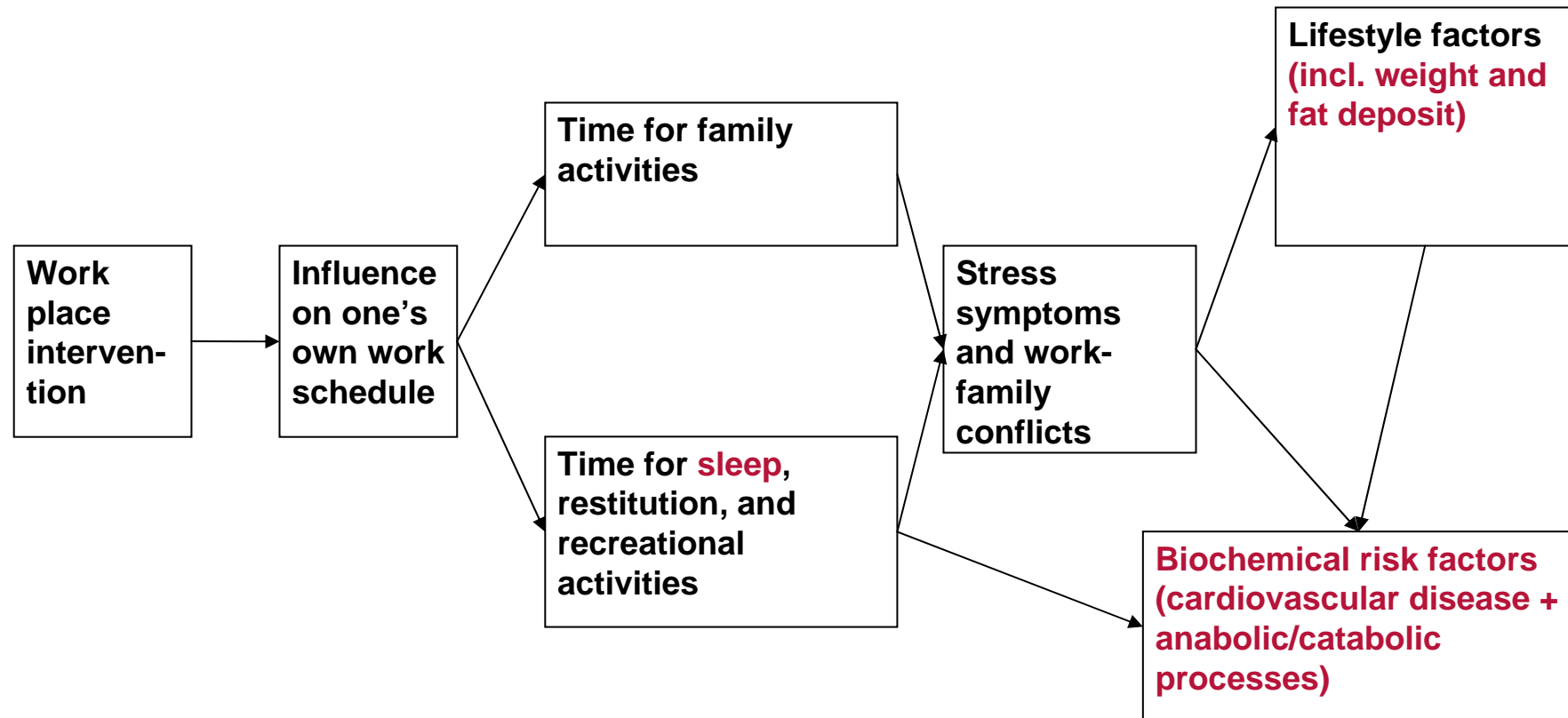
HYPOTHESES

Increased influence on one's working hours results in improved

- sleep/restitution
- health and well-being
- health-related behavior
- work schedules (from an ergonomic point of view)



THEORETICAL MODEL



STUDY DESIGN

- Intervention study.
- Baseline and one-year follow-up.
- Random and non-random allocation of work units into intervention and reference groups.
- Eldercare workers.
- Aim of intervention: To increase employee influence on the working hours.
 - Computer program
 - Rethinking of the fixed rota
 - Work-time policy



MATERIAL & METHODS

- Questionnaires
- Waist- and hip-circumference
- Weight
- Actiwatch
- Interviews
- Work schedules
- **Blood samples**

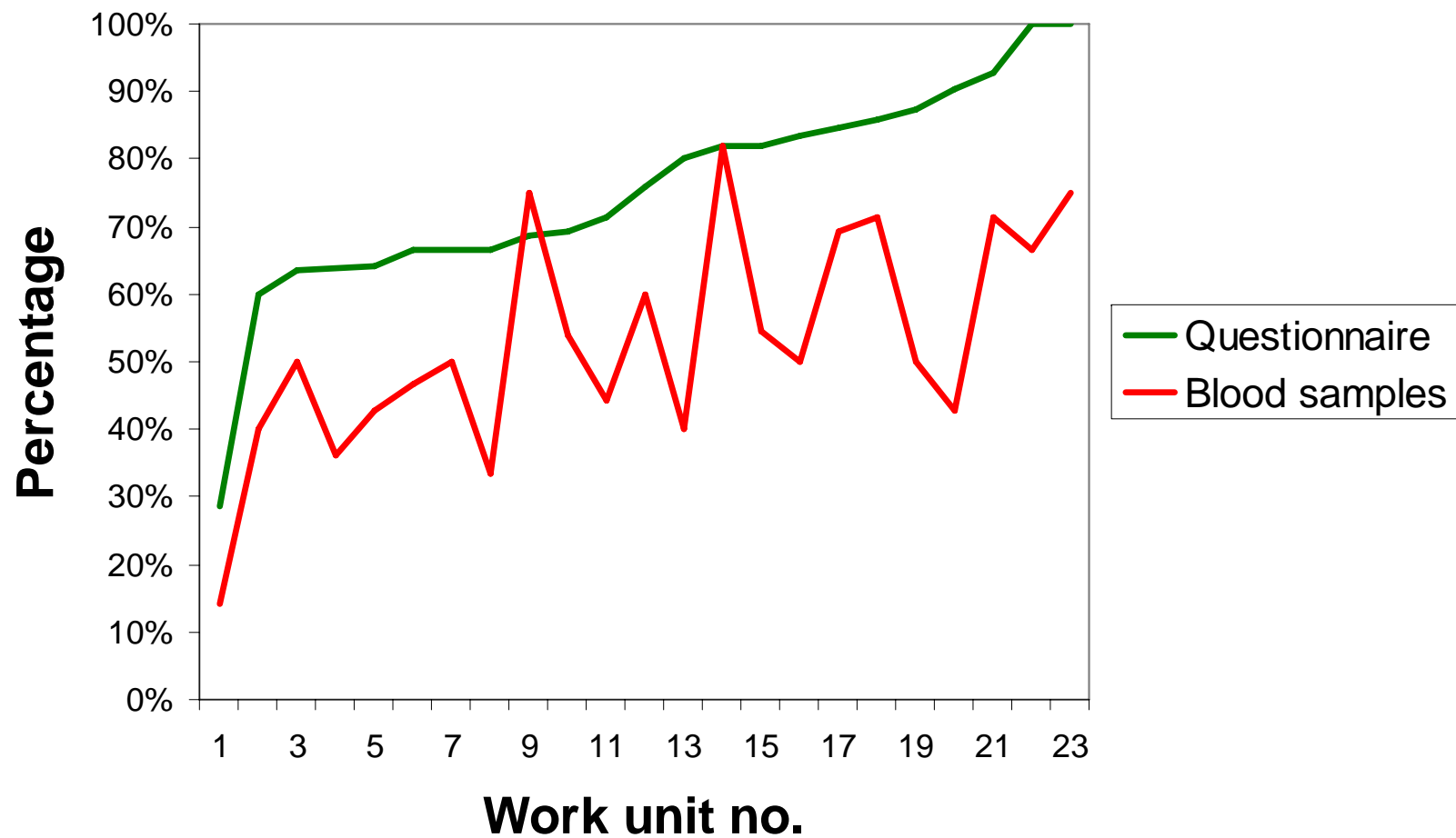


BLOOD SAMPLES

- Apolipoprotein A1
- Apolipoprotein B
- Total-cholesterol
- HDL-cholesterol
- Testosterone
- Glycated hemoglobin



Response rates



DISCUSSION OF...

- Practical implications of including blood samples in the data collection.
- Resources.
- Ethical considerations. (Blood samples feel more intruding than personal questions – WHY?).
- Feedback/results of tests.
- Optimal vs. practical circumstances.
- Approval by the local Ethical Committee
- The connection between self-reported measures and physiological changes.
- The additional knowledge from biological markers etc.

