



# A WELLBEING AT WORK INTERVENTION IN HEALTH CARE – A FOUR YEAR FOLLOW-UP

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# STATEMENT SLIDE

I disclose the following conflicts of interest:

- This study was partly funded by The Finnish Work Environment Fund
- We declare no conflicts of interest
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# INTRODUCTION

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Well-being at work is associated with sick leaves, work ability, and productivity

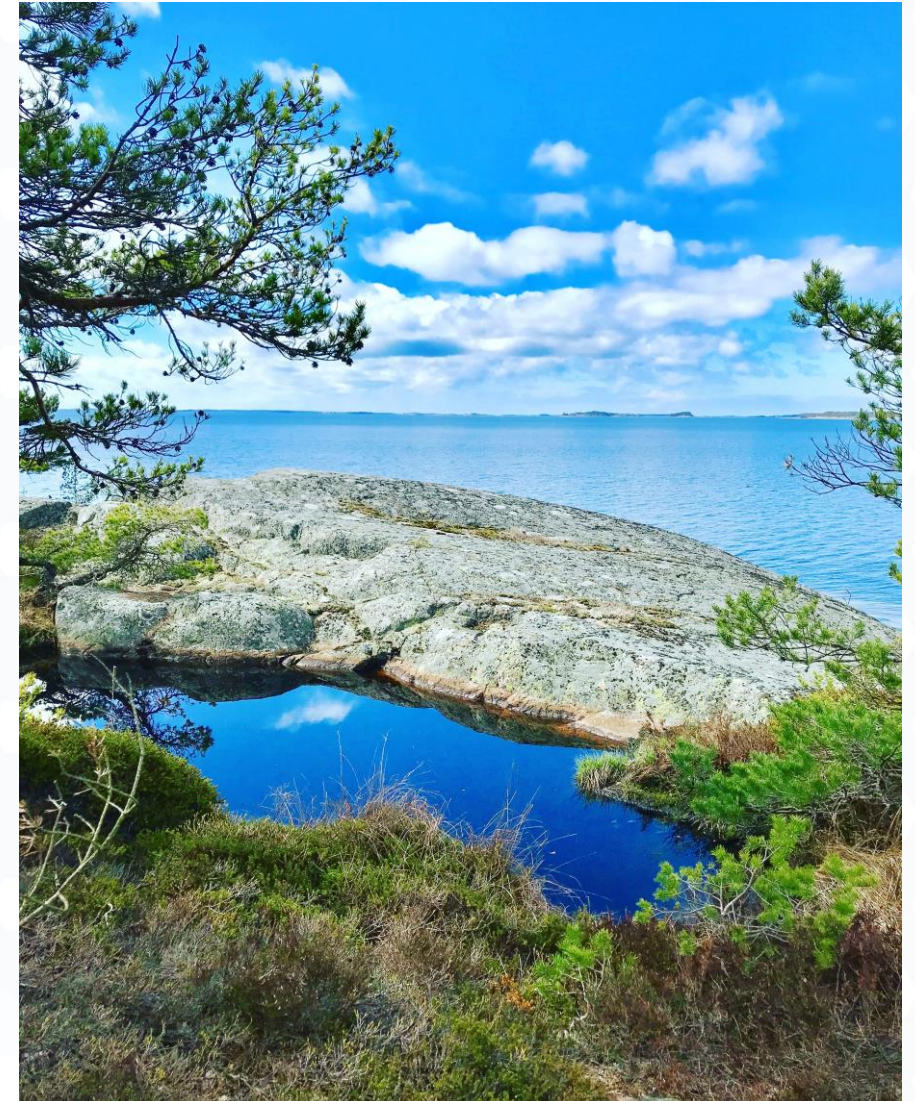
Workplaces use substantial resources on various well-being at work interventions

Demonstrating their effect has been challenging and usually involved comparing results before and right after the project, and thus, the Hawthorne effect is possible

Knowledge of the long-term effects is scarce

Well-being at work of health care personnel has raised a lot of concern, especially during the pandemic

→ **We aimed to examine the long-term effects of a well-being at work intervention in a municipal health care organization over a period of four years**





# METHODS

The health care district of Åland islands in Finland started a well-being at work intervention program in 2017

- approximately 1000 employees
- 47 organizational units
  - Intervention units (n=8)
  - Control units (n=39)

Intervention units participated in KivaQ- well-being at work -workshops

Well-being at work was measured

- 2017 at baseline (n=615)
- 2019 at two years (n=674)
- 2021 at four years (n=671)

No major organizational or employee changes during the follow-up, but COVID-19 occurred in between two and four-year follow-ups

We compared the results of the intervention and control units, also adjusted for baseline.



# WELL-BEING AT WORK WORKSHOPS



All the employees participate, including supervisor as one of the participants

An external facilitator reflects and guides the discussion

## Each unit itself

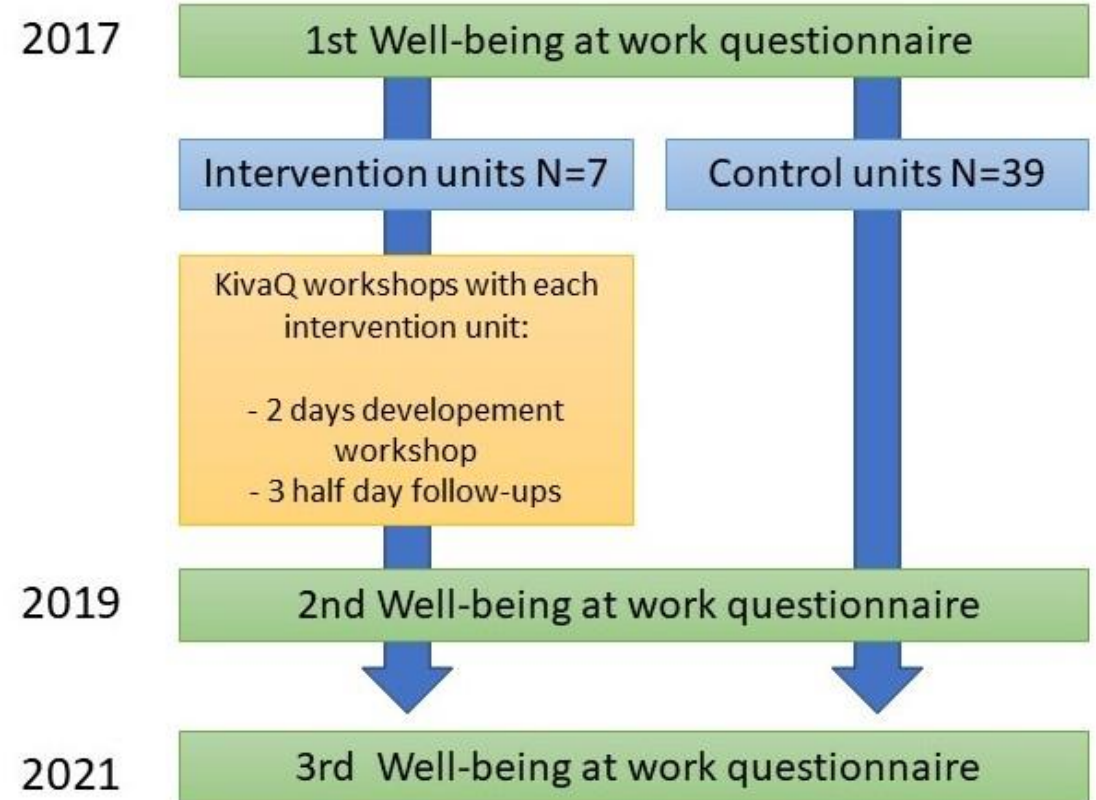
- **defines** the problems and **prioritizes** them
- creates practical **solutions**
- **implements** them

**Focus on future planning and the creation of solution-oriented development activities**, instead of analyzing all the factors affecting well-being at work

- all units created different action plans (e.g. new patient lift, transparent shift planning, creating induction material for temporary staff)

## Hospital administration/ management

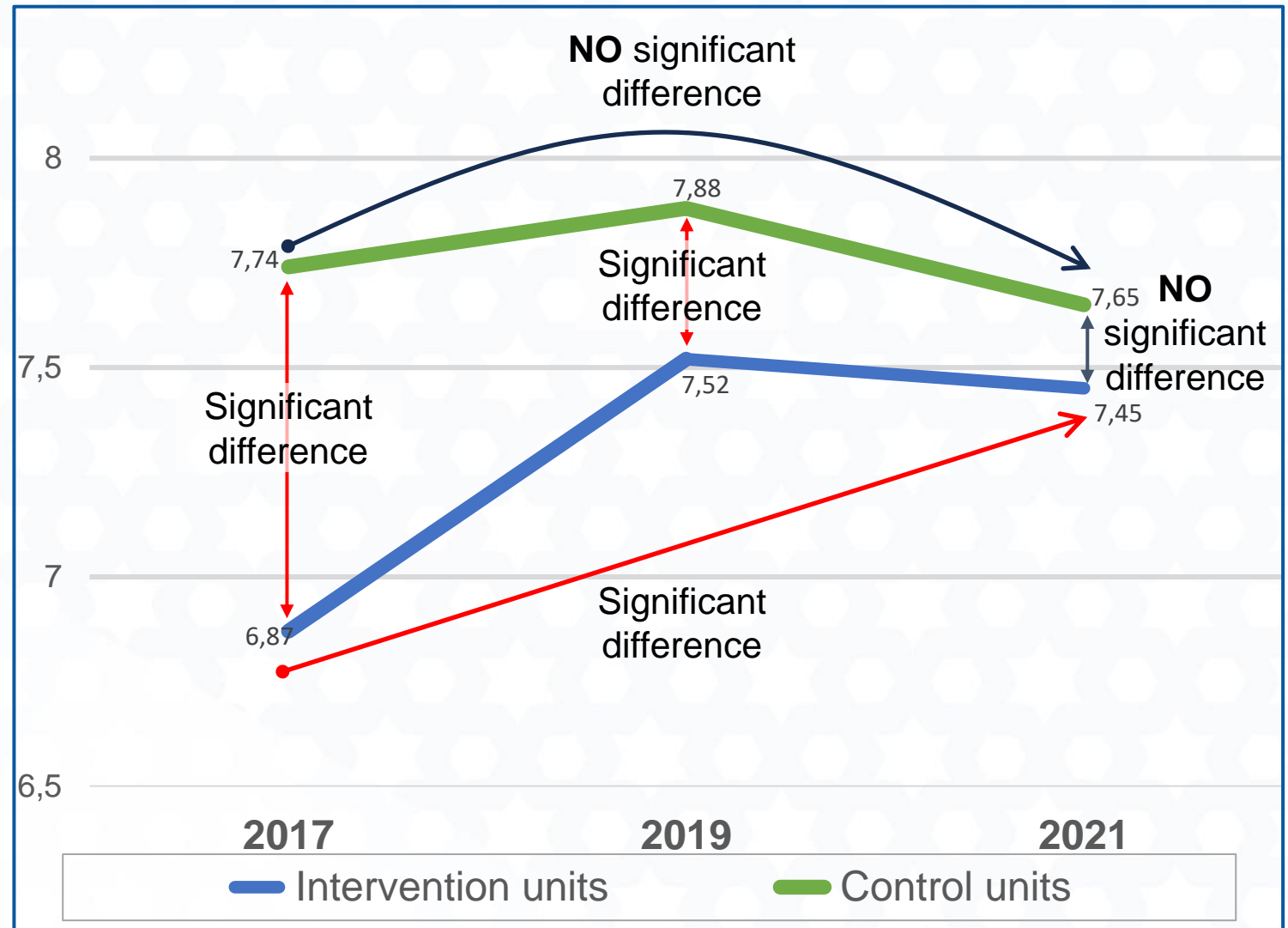
- Provides time and monetary resources
- Monitors the realization of the defined goals
  - Did the planned actions come true?
  - What happened to well-being at work?



# RESULTS

The **intervention units' well-being at work improved significantly** from baseline (6.87) to the two-year mark (7.52) and was still at the same level at the four-year mark (7.44)

Meanwhile, there was **no significant change in the control units**. The difference between the groups remained significant when adjusted for baseline.





# DISCUSSION AND CONCLUSIONS

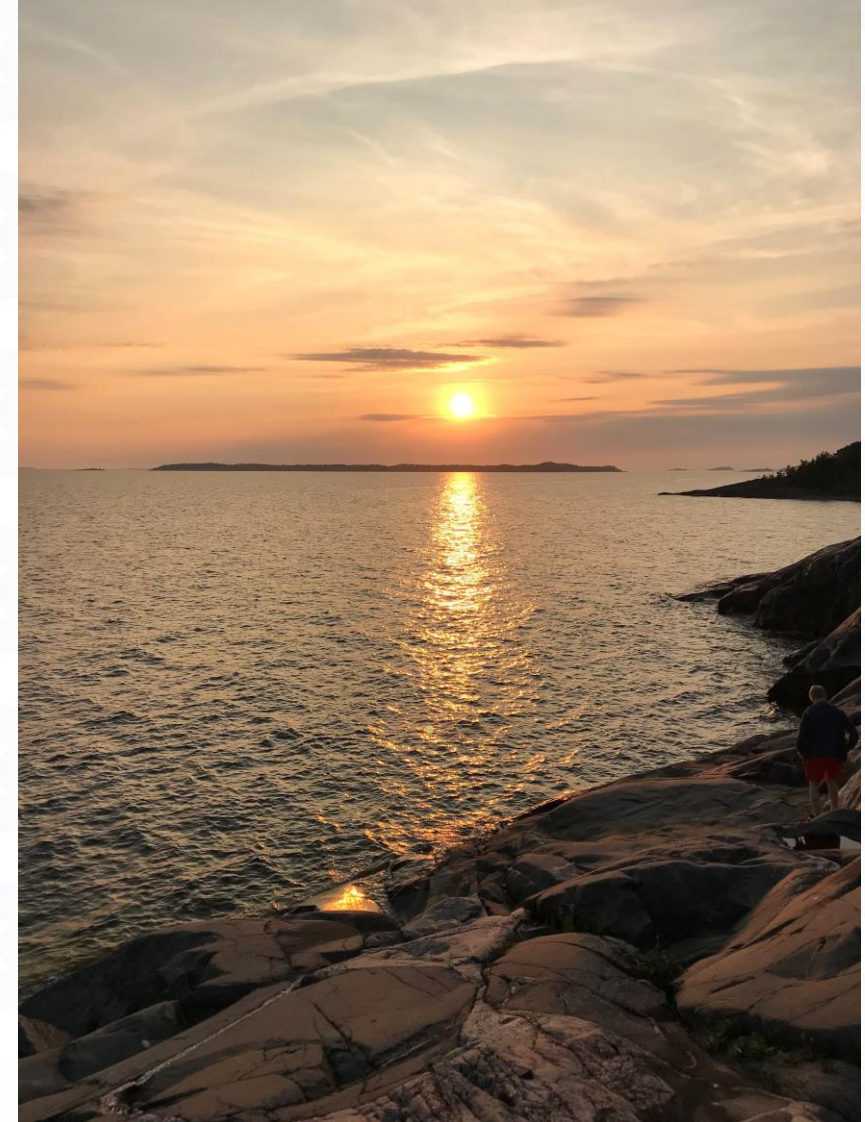
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Our study showed **that well-being at work interventions may have long-term effects in health care**

Results are in line with previous studies (Leino et al. 2023) which have shown that interventions have the most impact when

- measures are **targeted at work instead of individuals**
- the whole personnel participate
- management is committed
- the results are followed up.

Thus, results should be generalized only to interventions that harbour these features



# ACKNOWLEDGEMENTS & REFERENCES



More info about the intervention method and measuring well-being at work: <https://kivaq.fi/en>



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