

scohpica

Swiss COhort of Healthcare Professionals and Informal CAregivers

Schweizer Kohorte der Gesundheitsfachkräfte und pflegenden Angehörigen

Cohorte Suisse des professionnel·le·s de santé et des proches aidant·e·s

Coorte svizzera di professionisti della salute e familiari curanti

Healthcare professionals in Switzerland: two years of the SCOHPICA project

Isabelle Peytremann Bridevaux, Leonard Roth & Emilie Antille,
on behalf of SCOHPICA's team

October 3, 2024

unisanté

Unil
UNIL | Université de Lausanne

ELF
La Source.
Institut et Haute
Ecole de la Santé

Hes·SO
Haute Ecole Spécialisée
de Suisse occidentale
University of Applied Sciences
Western Switzerland

CHUV Centre hospitalier
universitaire vaudois



Plan of the presentation

- Brief reminder about SCOHPICA
- What is new?
- Results using 2022 and 2023 baseline data
- Conclusions on 2022-2023 results
- Further information

Today: focus on healthcare professionals (HPs)

Global objectives

of SCOHPICA

- 1) To describe and understand, over time, how specific professional trajectories and experiences facilitate or prevent health professionals (HPs) / informal caregivers (ICs) from embodying their role, and thus from staying in or leaving their job / role
- 2) Provide data and results on HPs and ICs to various healthcare/system stakeholders

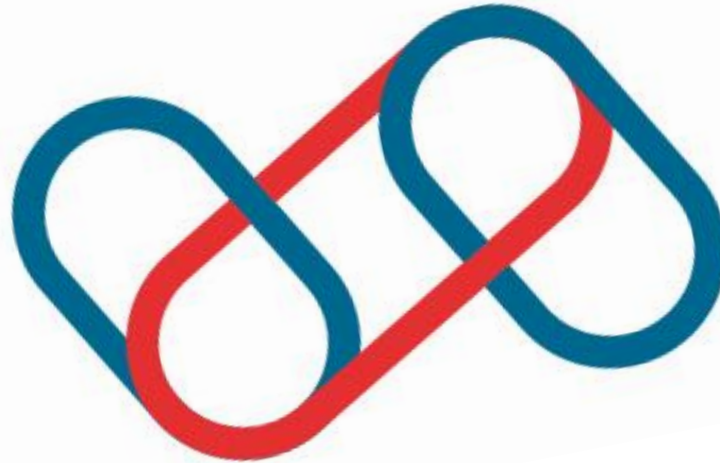
Populations



Healthcare professionals 5-10'000 in the long term

Physicians, nurses, pharmacists, psychologists, physiotherapists, paramedics, dieticians, assistants (of physician, pharmacist, nurses, ...) and other health professionals.

... in direct contact with patients ...



Switzerland:
German-,
French-, and
Italian-speaking
regions

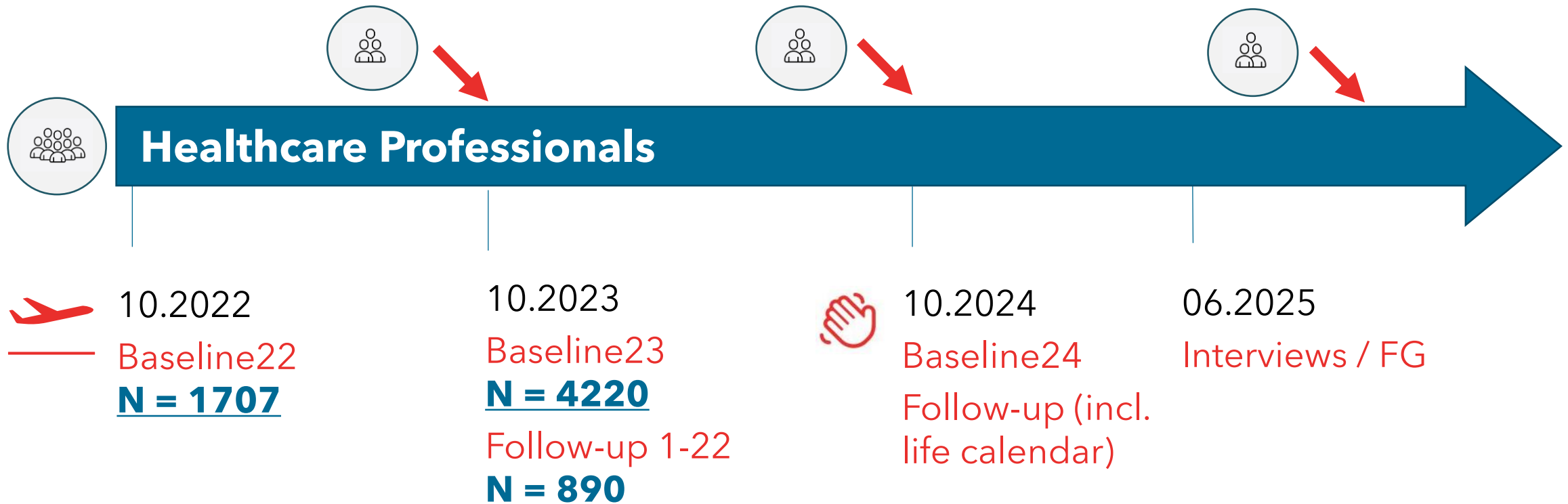


Informal Caregivers 1-2'000 in the long term

“...persons who aid a relative or friend with **daily living activities** when s/he is no longer able to perform them. This dependence can be caused by a physical or psychological disease, disability, or fragility. ICs provide this support on a **long-term basis** and are involved to a large extent”

(adapted and translated from Promotion Santé Suisse, 2019)

An open cohort



Online survey

- **Intention to stay in job/profession/health domain**
- **Well-being**
- **Career trajectories**
- Socio-demographic & socio-professional characteristics
- **Determinants of intention to stay and well-being:**
Work-life conflict, possibilities for professional development, staffing and resource adequacy, burnout, preparedness to work reality, perceived quality of care, & others (see next slide)

Dimensions (determinants) - 1

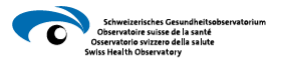
Name	Nb	What is measured	References
Perceived workload	5	Time allotted and number of tasks to be completed	Quantitative workload inventory (adapted from Spector, 1998)
Control over working time	5	Flexibility in managing absences / breaks / vacations	COPSOQ (adapted from Burr, 2019)
Resource (adequacy)	5	Adequacy of human, logistical and material resources	PES-MWI (adapted from Lake, 2002)
Possibilities for professional development	3	Use and development of skills	COPSOQ (adapted from Burr, 2019)
Work-life conflict	5	Encroachment (psychological or emotional) of work on private life	COPSOQ (adapted from Burr, 2019)
Transformational leadership	7	Assessment of the transformational leadership of line managers : benevolent leadership, listening, questioning, inspiring, etc.	Transformational leadership scale (adapted from Carless, 2000)
Influence at work	7 in 2023 6 in 2022	Perceived level of influence on tasks (type, quantity, speed, means, etc.)	COPSOQ (adapted from Burr, 2019)
Sense of community at work	3	Perceived atmosphere among colleagues and sense of cohesion	COPSOQ (adapted from Burr, 2019)
Interprofessional collaboration	7 in 2023 14* in 2022	Evaluation of interprofessional collaboration practice regarding information or task sharing	Intensity of Interdisciplinary Collaboration, sub-dimensions sharing of activities (Sicotte, 2002) *SIPEI (Wagner 2019)
Recognition at work	18 in 2023 12 in 2022	Evaluation of the level of recognition received from colleagues, hierarchy and patients	Recognition at work scale (adapted from Fall, 2015)
Preparedness to work reality	2	Assessment of whether the training has prepared for the reality of the work and whether the full scope of practice is being used	Questions prepared by the project team and expert panel (2022)
Meaning of work	2	Evaluating the meaning and importance of work	COPSOQ (adapted from Burr, 2019)
Self-reported health	1	Global measurement of perceived health status	SF12's first question (adapted from McHorney, 1993)
Burnout	1	Measure enabling respondents to position themselves on a scale describing states of exhaustion	Single item to measure burnout in primary care staff (adapted from Dolan, 2015)
Job satisfaction	1	Overall measure of job satisfaction	COPSOQ (adapted from Burr and al., 2019)

Dimensions (determinants) - 2

Name	Nb	What is measured	References
Perceived quality of care (from 2023 on)	14	Assessment of whether work organization promotes quality of care + overall quality assessment Evaluation of non-compliance with procedures in terms of management / transmission of information and errors	NWI_R (adapted from Aiken, 2002 ; adapted from Shanafelt, 2002)
Perceived stress (from 2023 on)	1	Measure enabling respondents to assess their level of stress symptoms	Single item of Stress symptoms (adapted from Elo, 2003)
Moral resilience (only in 2022)	9		Rushton moral resilience scale (adapted from Heinze, 2021)
Intolerance to uncertainty (only in 2022)	6		IUS (adapted from Carleton, 2007)

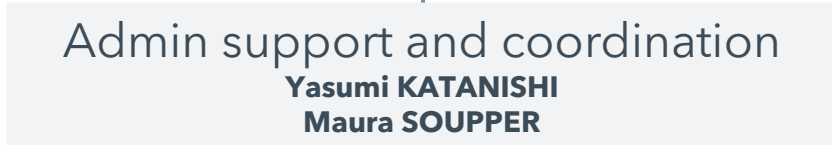
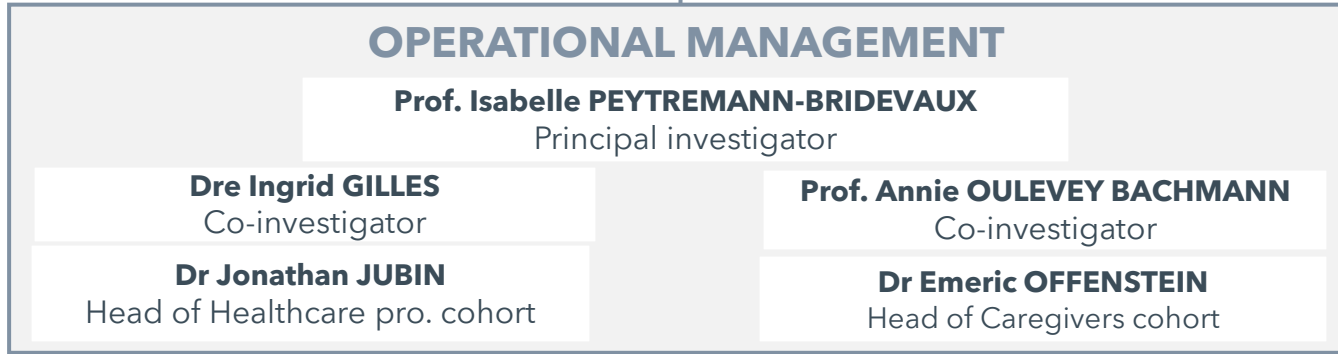
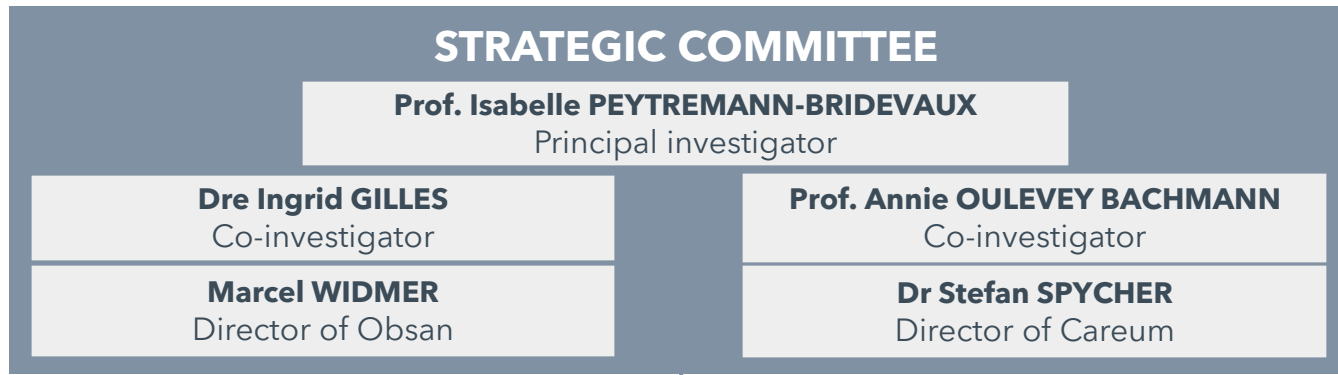
What is new since summer 2023?

- Consolidation of SCOHPICA's structure
- Obtention of a SNF funding (2024-2027, CHF 750'000)
- Launch of the Informal caregivers' part
- Inclusion of SCOHPICA data in the Nurses national monitoring
- Conduct of mandates for few cantons
- Publication of scientific articles and Obsan brief report
- **Preparation of the 2024 follow-up and recruitment, launched on October 2 2024**



L'intention de rester
dans la profession
des professionnels
de la santé en Suisse

SCOHPICA – Cohorte suisse des profession-
nelles et professionnels de la santé et des
proches aidantes et proches aidants



GROUP OF SCIENTIFIC EXPERTS
Healthcare professionals

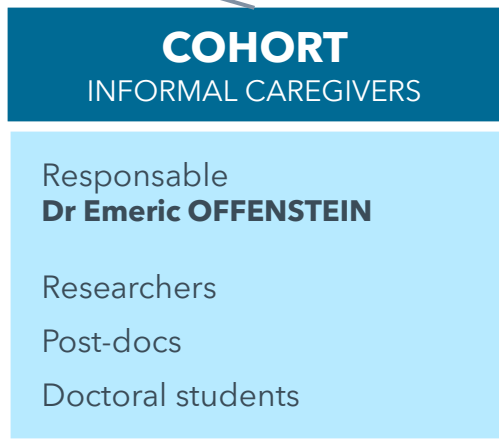
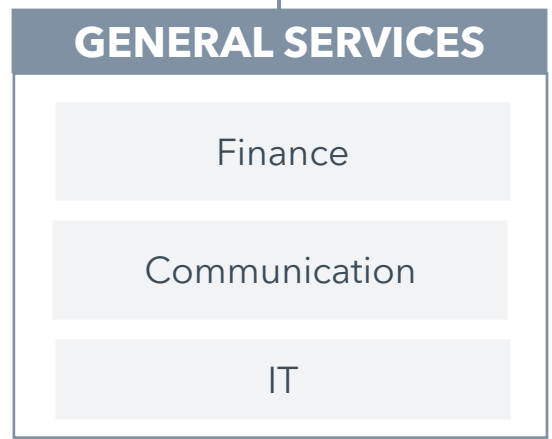
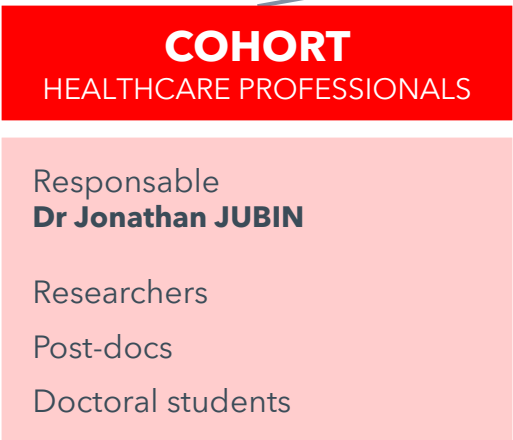


SUPPORT PANEL
Healthcare professionals

GROUP OF SCIENTIFIC EXPERTS
Informal Caregivers



SUPPORT PANEL
Informal Caregivers





PLOS ONE

STUDY PROTOCOL

Protocol for the Swiss COhort of Healthcare Professionals and Informal CAregivers (SCOHPICA): Professional trajectories, intention to stay in or leave the job and well-being of healthcare professionals

Isabelle Peytremann-Bridevaux^{1*}, Vladimir Jolidon¹, Jonathan Jubin², Emilie Zuercher¹, Leonard Roth¹, Lucie Escasain¹, Tania Carron¹, Nelly Courvoisier¹, Annie Oulevey Bachmann², Ingrid Gilles³

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Health Workforce Challenges: Key Findings From the Swiss Cohort of Healthcare Professionals and Informal Caregivers (SCOHPICA)

Vladimir Jolidon¹, Jonathan Jubin^{1,2}, Emilie Zuercher¹, Leonard Roth¹, Tania Carron¹, Annie Oulevey Bachmann^{1,2}, Ingrid Gilles^{1,3} and Isabelle Peytremann-Bridevaux^{1*}

¹Unisanté, University Center for Primary Care and Public Health, Department of Epidemiology and Health Systems, University of Lausanne, Lausanne, Switzerland, ²La Source School of Nursing, HES-SO University of Applied Sciences and Arts Western Switzerland, Lausanne, Switzerland, ³Lausanne University Hospital, Lausanne, Switzerland

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Factors associated with intent to stay in the profession: an exploratory cluster analysis across healthcare professions in Switzerland

Leonard Roth^{1,*}, Ingrid Gilles², Emilie Antille¹, Jonathan Jubin^{1,3}, Vladimir Jolidon¹, Annie Oulevey-Bachmann^{1,3}, Isabelle Peytremann-Bridevaux¹

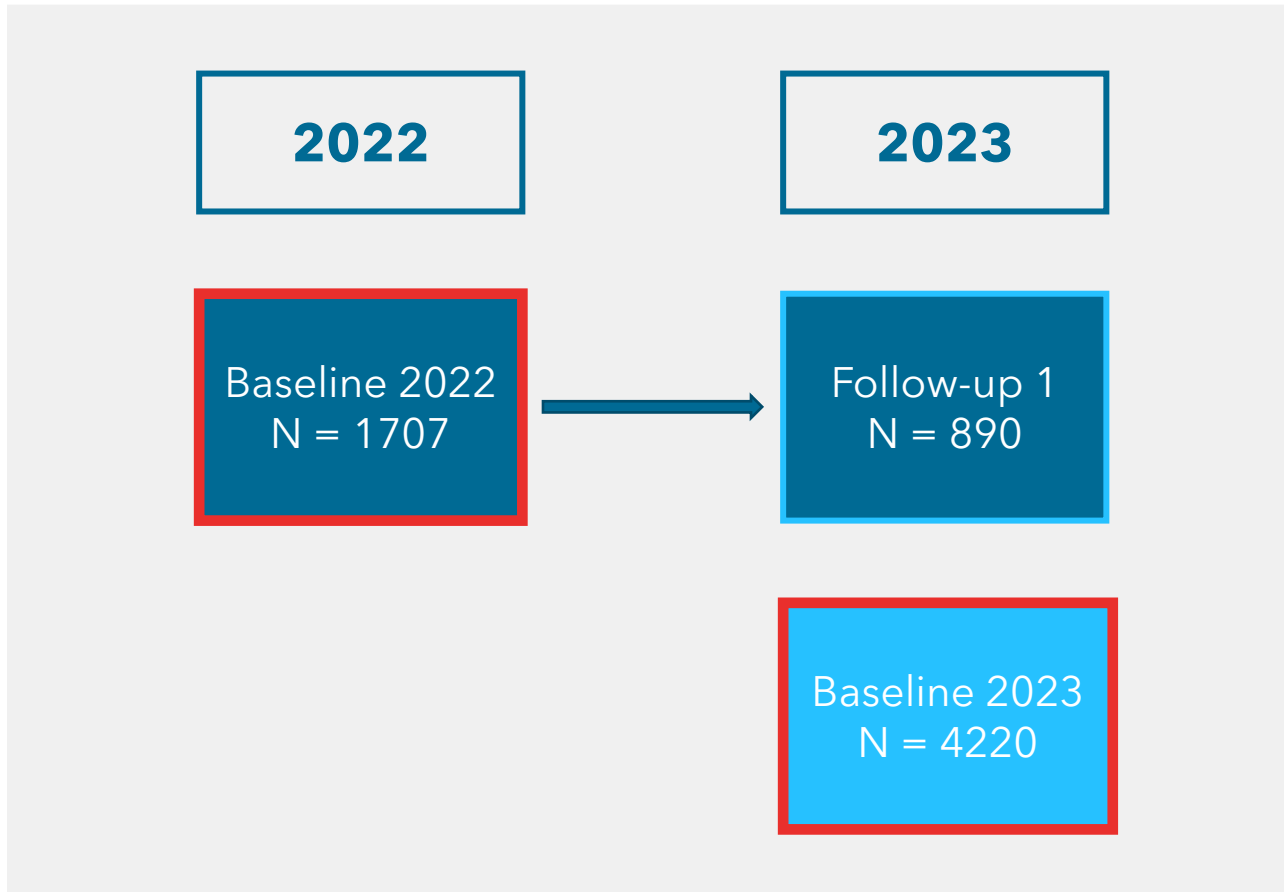
¹Department of Epidemiology and Health Systems, Centre for Primary Care and Public Health (Unisanté), University of Lausanne, Lausanne, Switzerland
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³La Source School of Nursing, HES-SO University of Applied Sciences and Arts Western Switzerland, Lausanne, Switzerland

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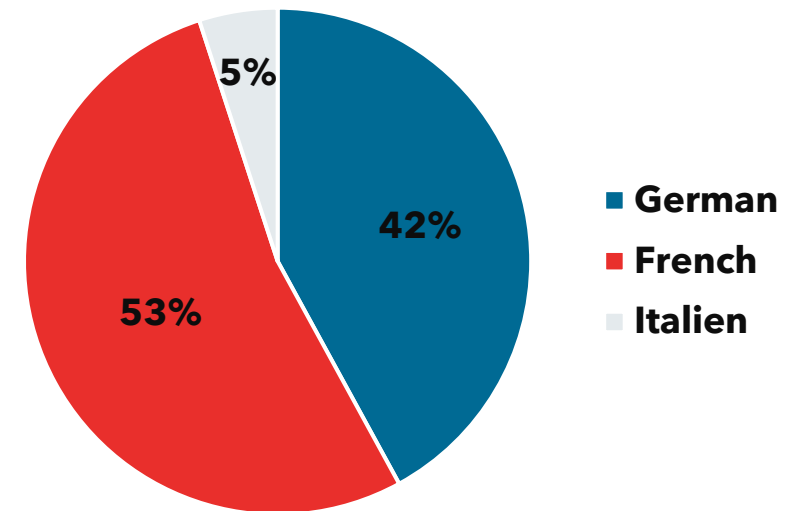
Abstract

Retention issues are widespread within the health workforce. This cross-sectional study used data collected from 1707 healthcare professionals in 2022–23 to identify with *k*-means clustering groups of individuals sharing similar working experiences. These profiles were linked with varying levels of turnover intentions and a range of healthcare professions. While occupational therapists and paramedics reported in average better working conditions, registered nurses and intermediate caregivers reported the poorest experiences. In other clusters, salaries were high where work–life balance was low, and inversely. By learning from similarities and differences in the working conditions of diverse healthcare professionals, shared initiatives aimed at improving retention across professions can be facilitated.

Participation

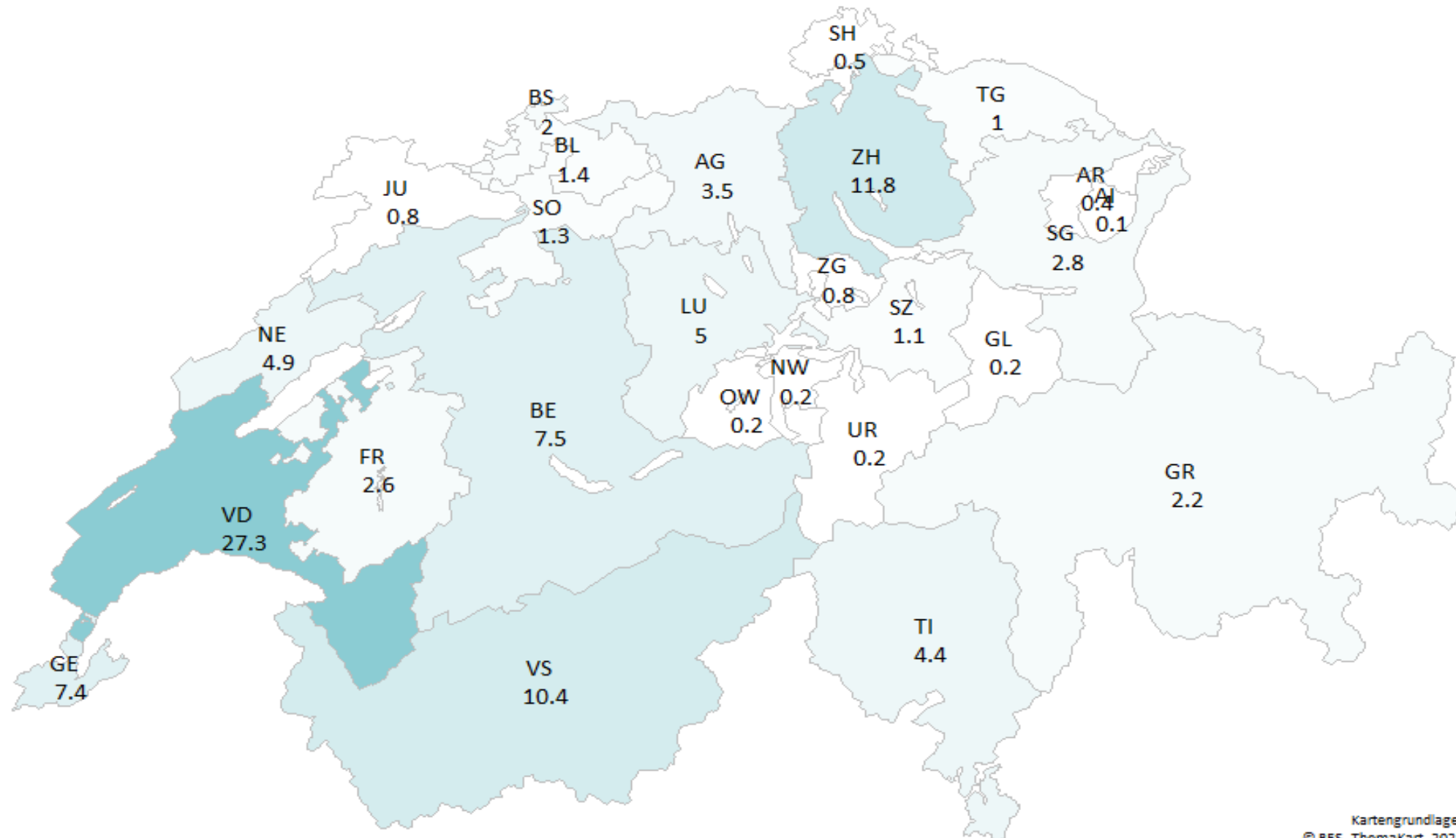


Language of the questionnaire:

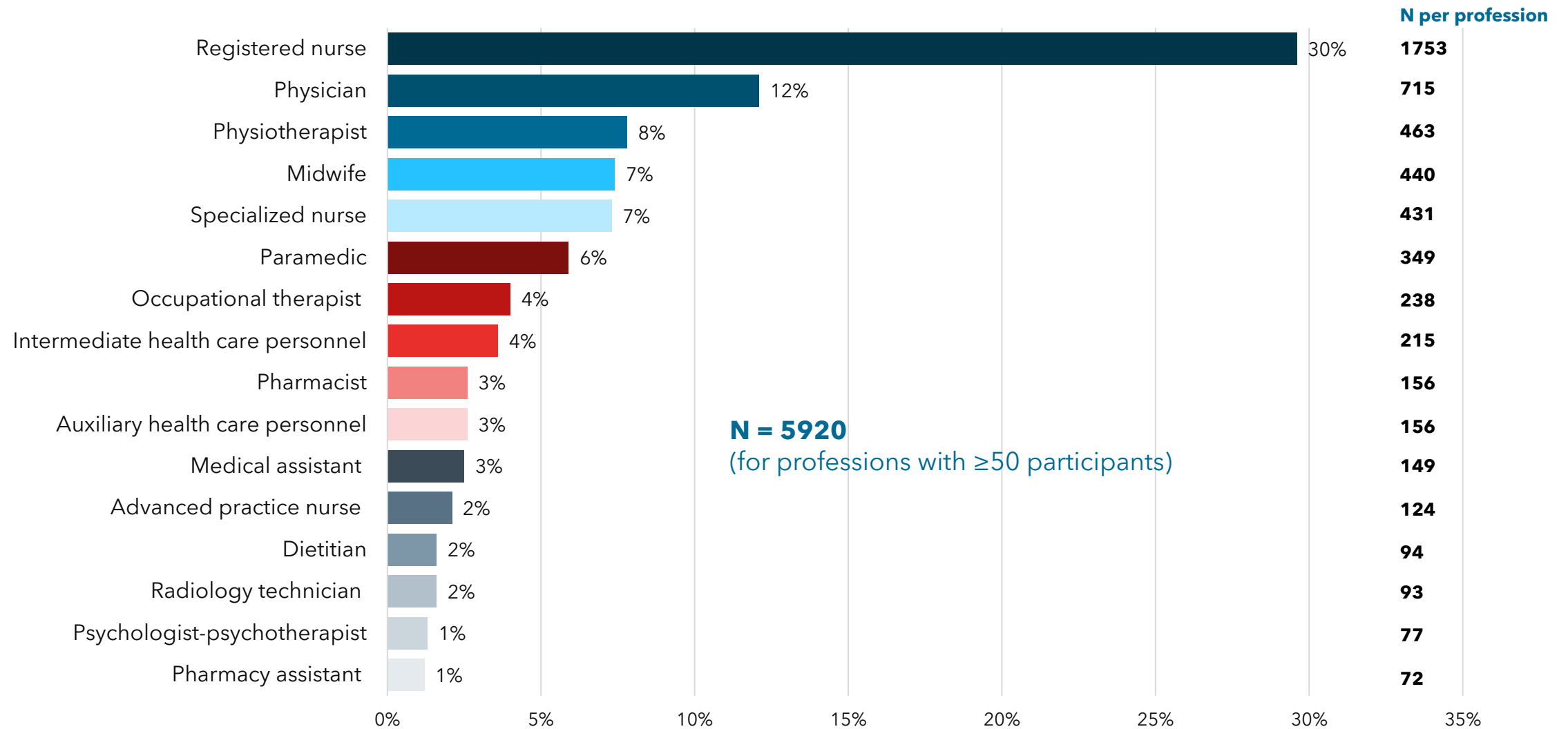


BL 2022 + BL 2023 → **N = 5927**

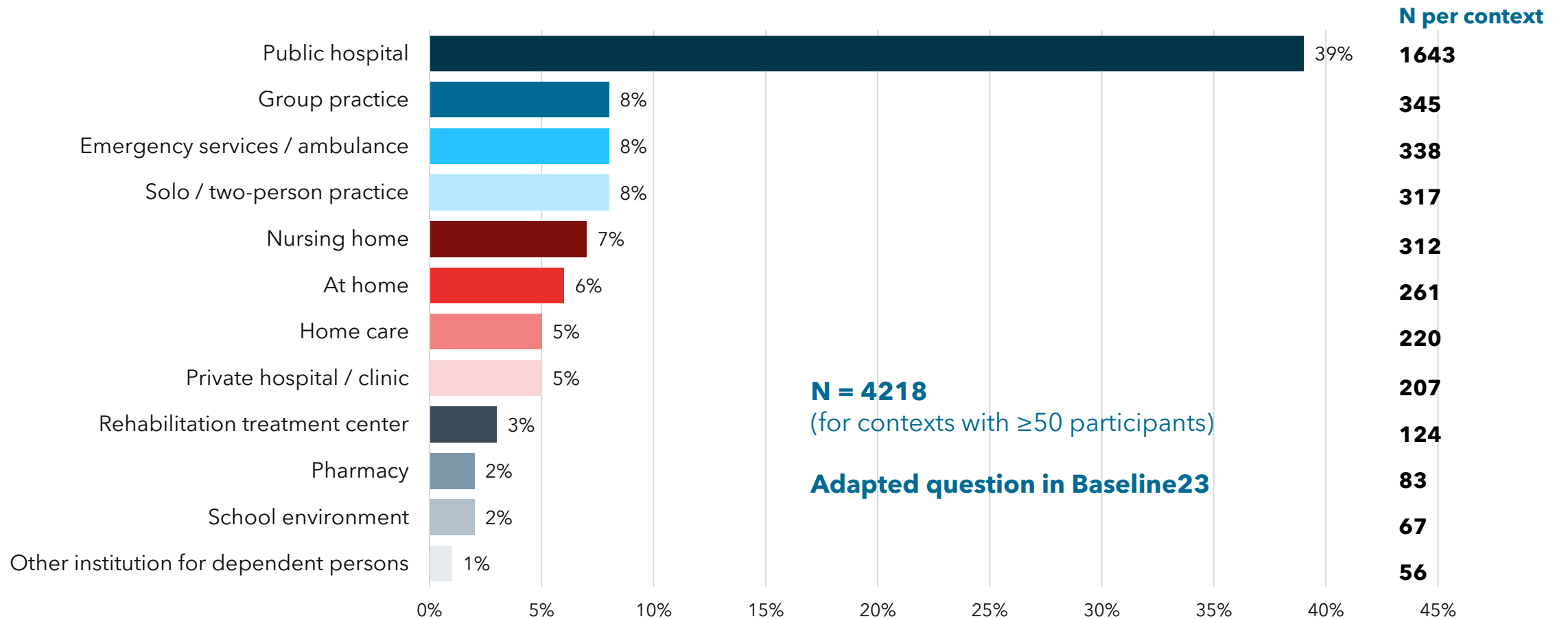
Participants' place of work, % per canton



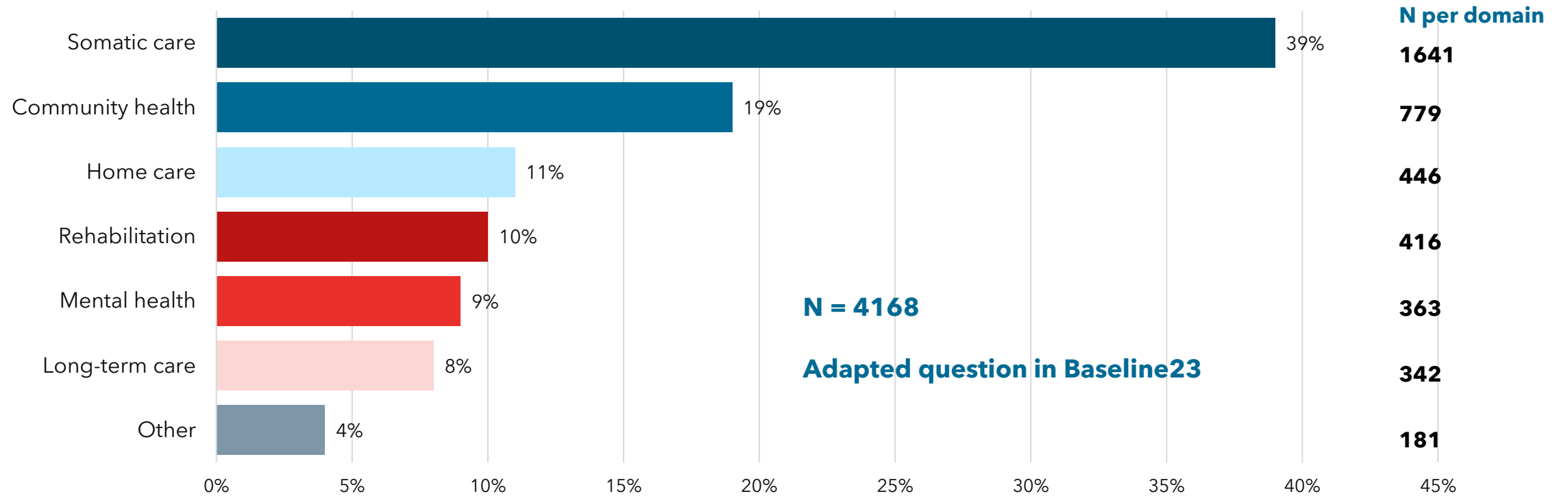
Professions



Main professional context

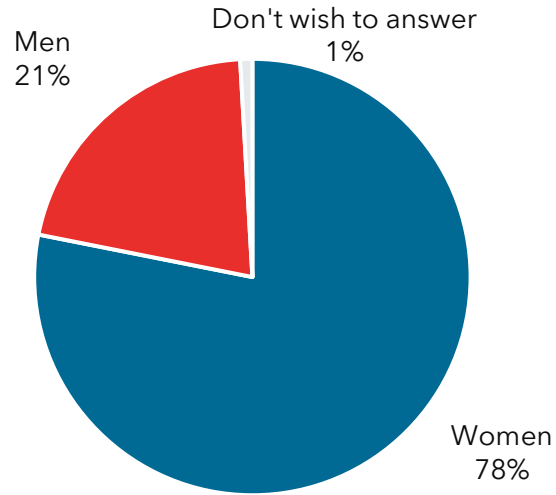


Main professional domain

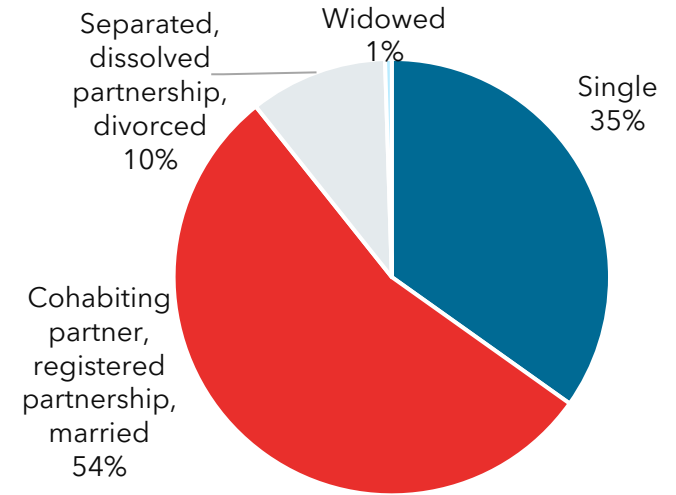


Sociodemographics

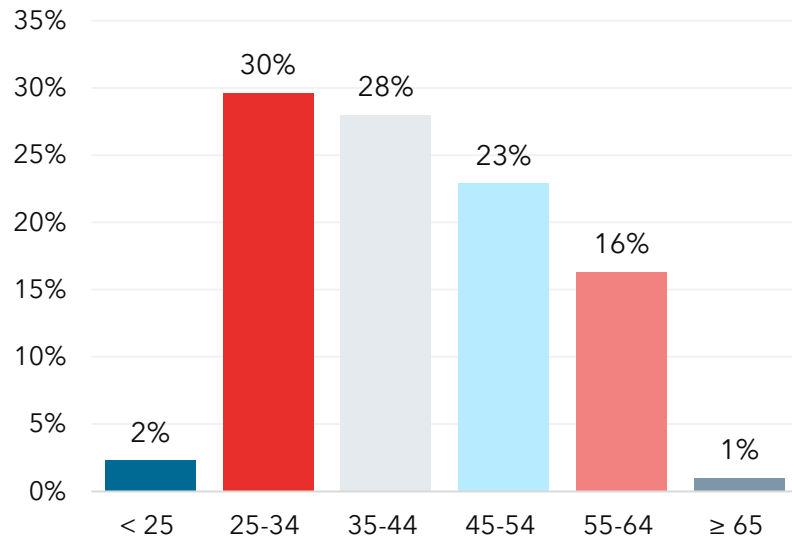
Gender
N = 5900



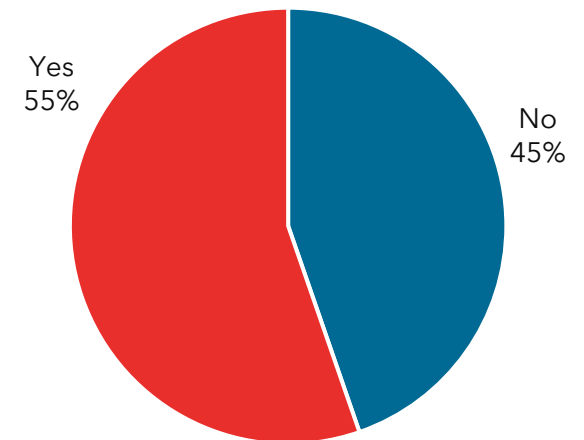
Marital status
N = 5901



Age
N = 5624



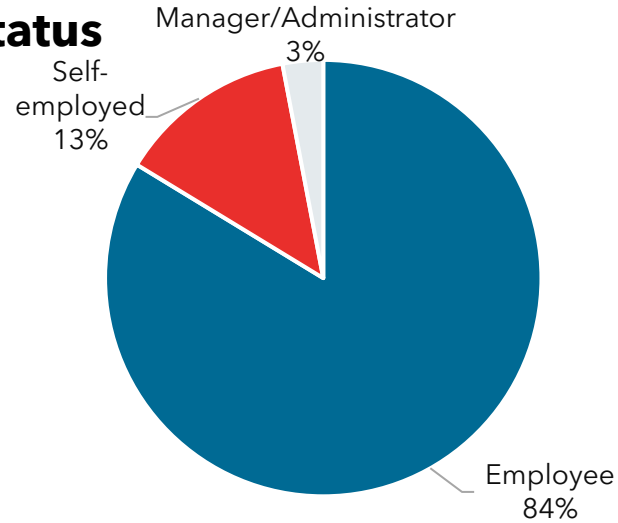
Children
N = 5891



Socio-professional characteristics - 1

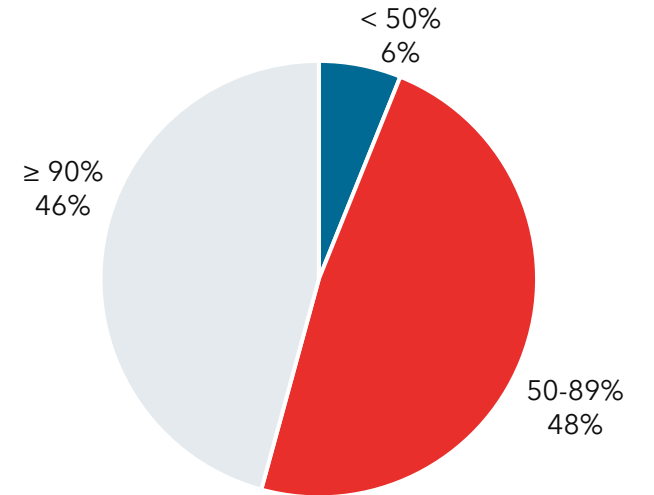
Main professional status

N = 5927



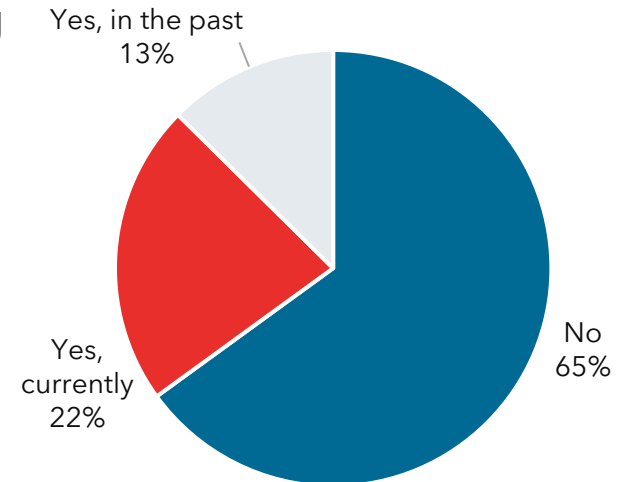
Activity rate

N = 5627



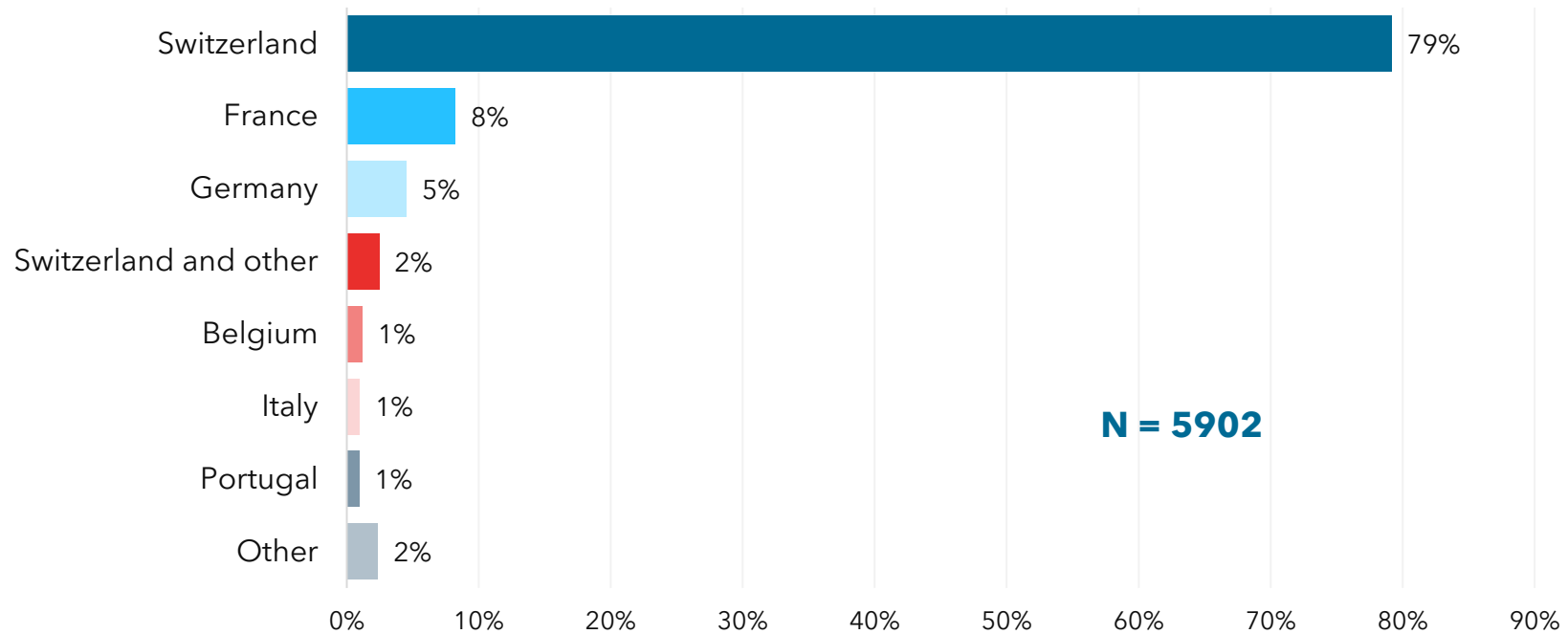
Informal caregiving

N = 5835



Socio-professional characteristics - 2

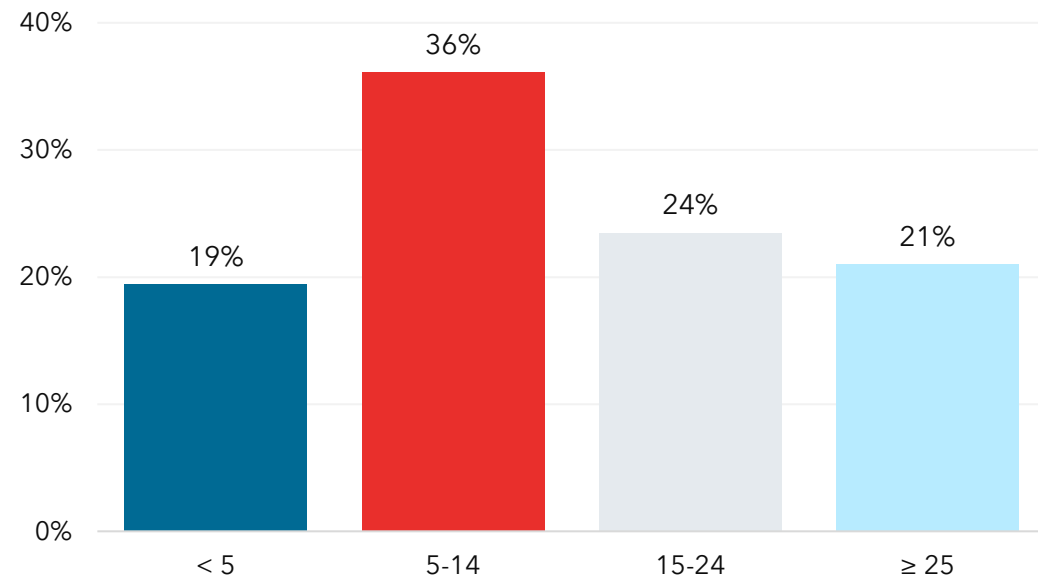
Country of training



Socio-professional characteristics - 3

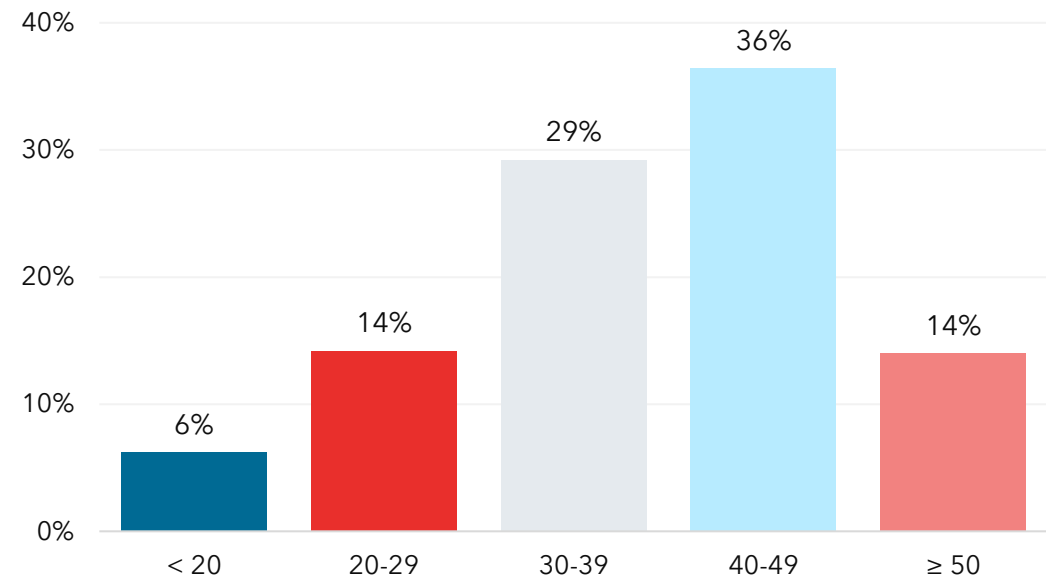
Number of years in the profession

N = 5882



Working hours per week

N = 5863



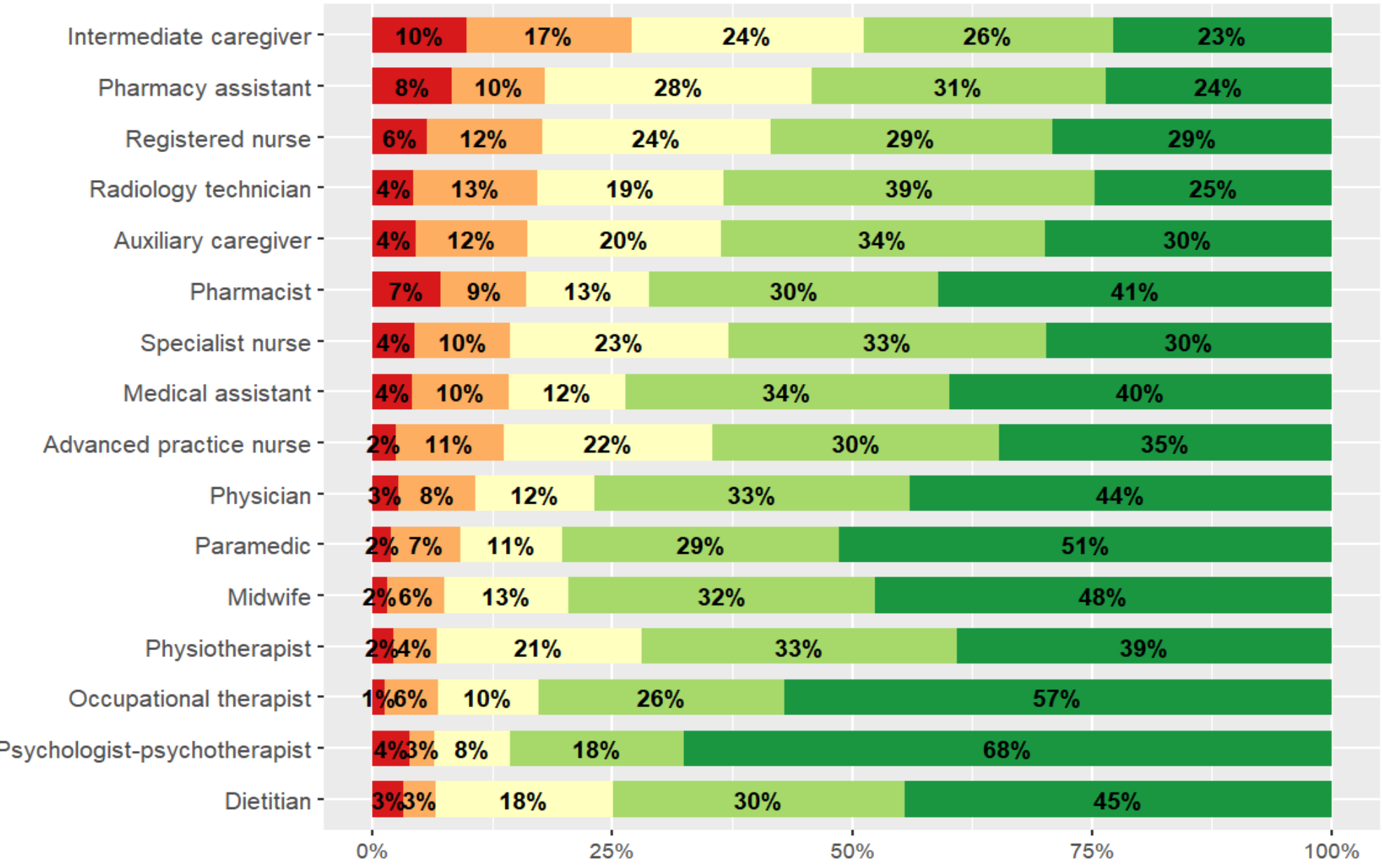
Main outcomes

(Baseline22 and Baseline23 together)

Intention to stay in the profession
&
Well-being

➤ N = 5509

➤ Professions with n ≥ 50



Intent to stay in the profession

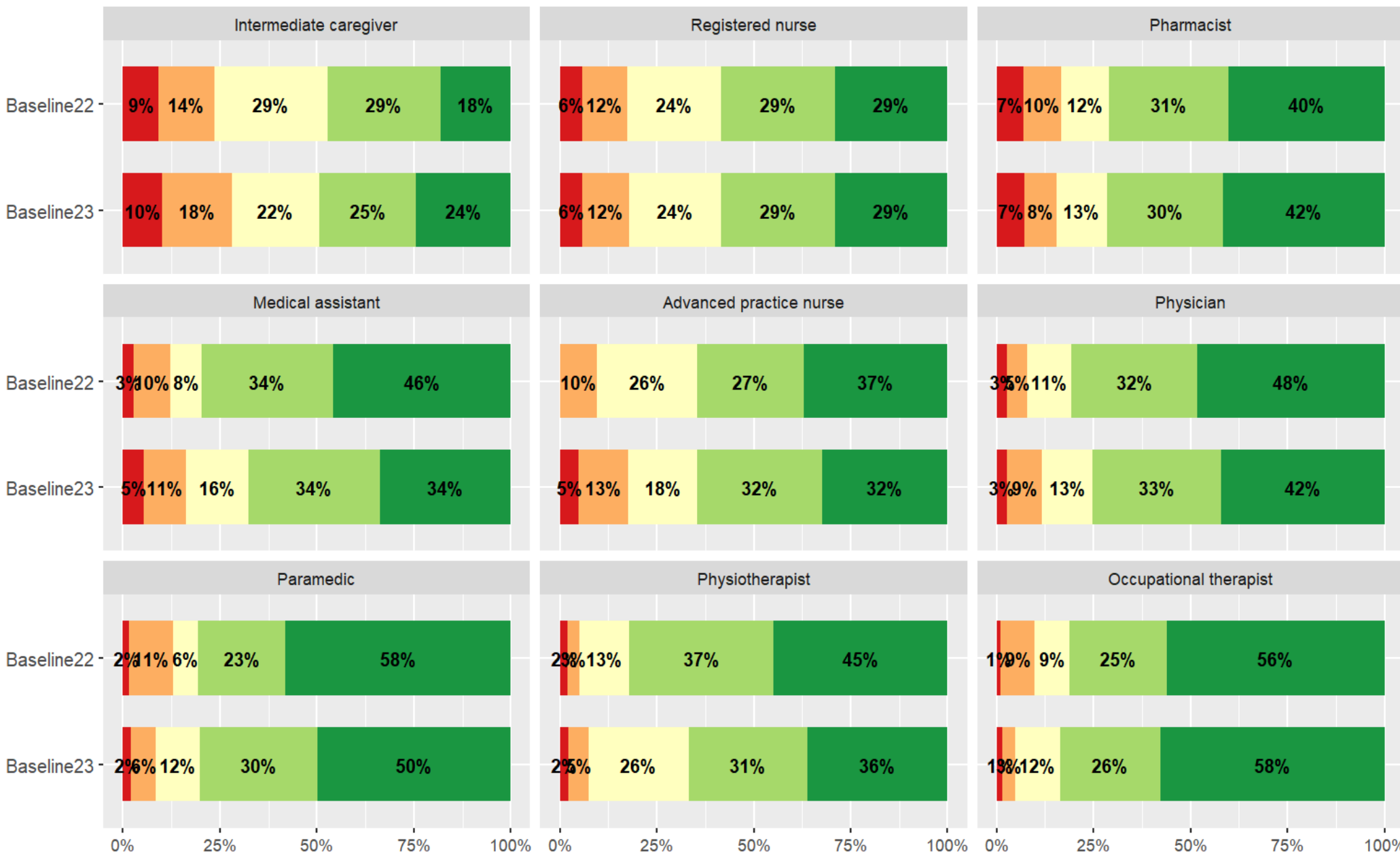
- 1: Not at all
- 2: Not really
- 3: It depends
- 4: Yes, maybe
- 5: Yes, definitely

Intent to stay in the profession in the next few months if the situation stays the same, by profession

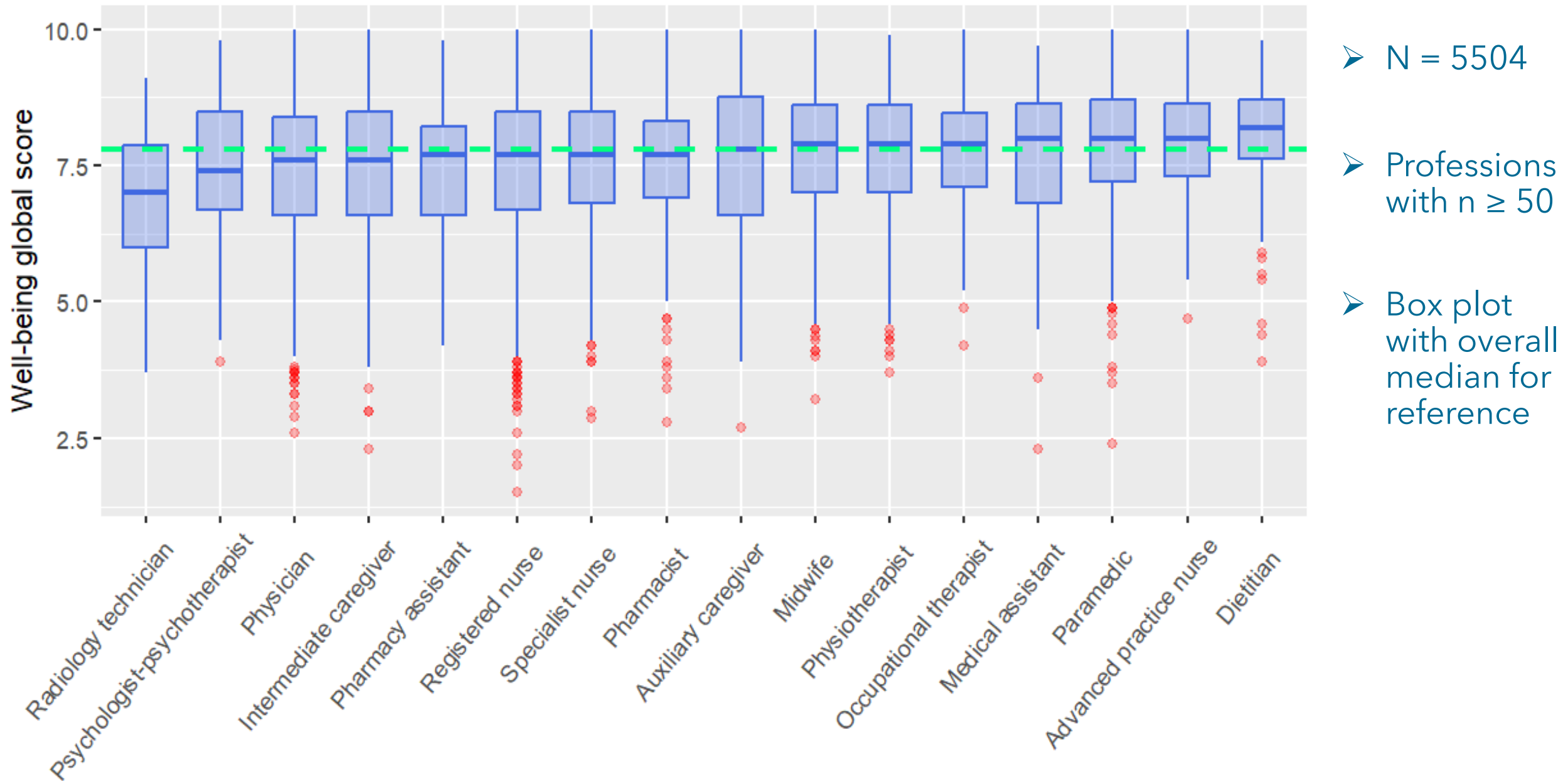
Comparison between Baseline22 and Baseline23

Intent to stay in the profession

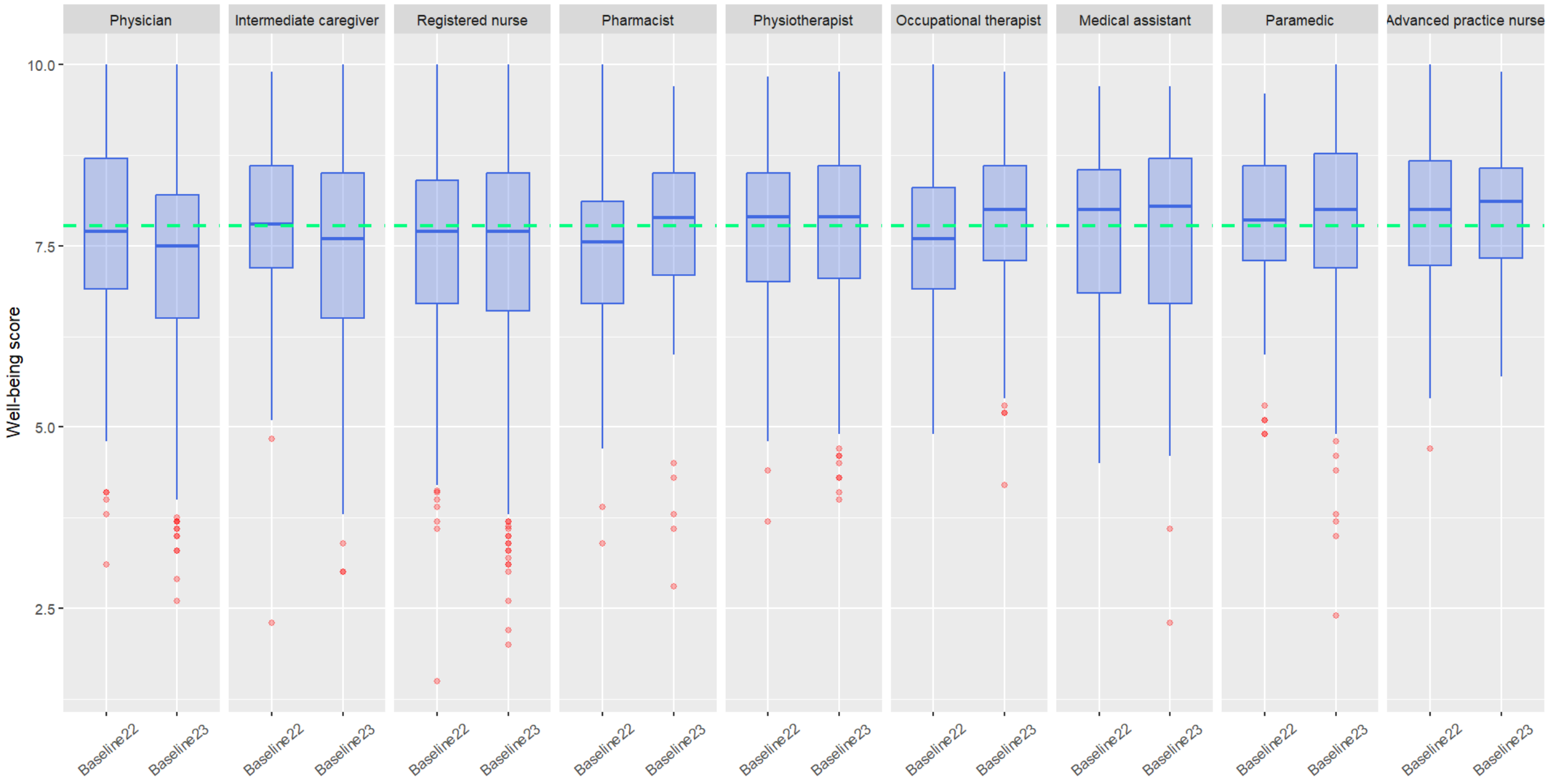
- 1: Not at all
- 2: Not really
- 3: It depends
- 4: Yes, maybe
- 5: Yes, definitely



Intent to stay in the profession stays stable between Baseline22 and Baseline23

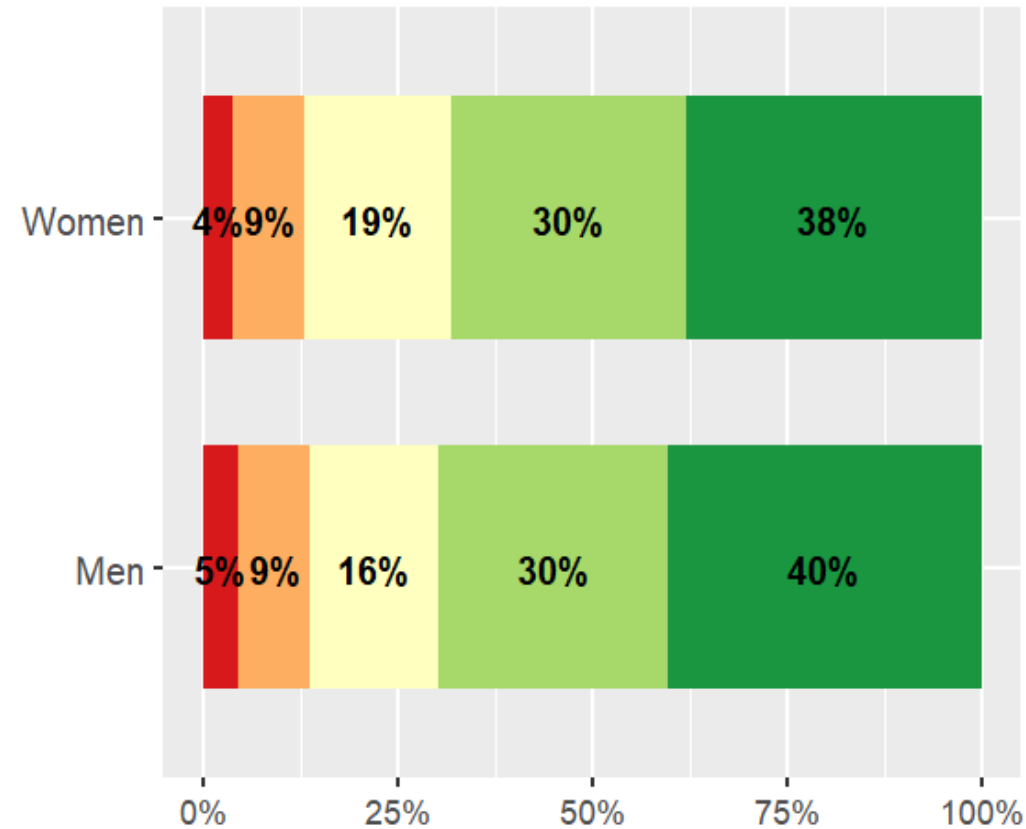


Well-being (overall Flourish index score), by profession



Well-being stays stable between Baseline22 and Baseline23

No difference of intent to stay and well-being by gender

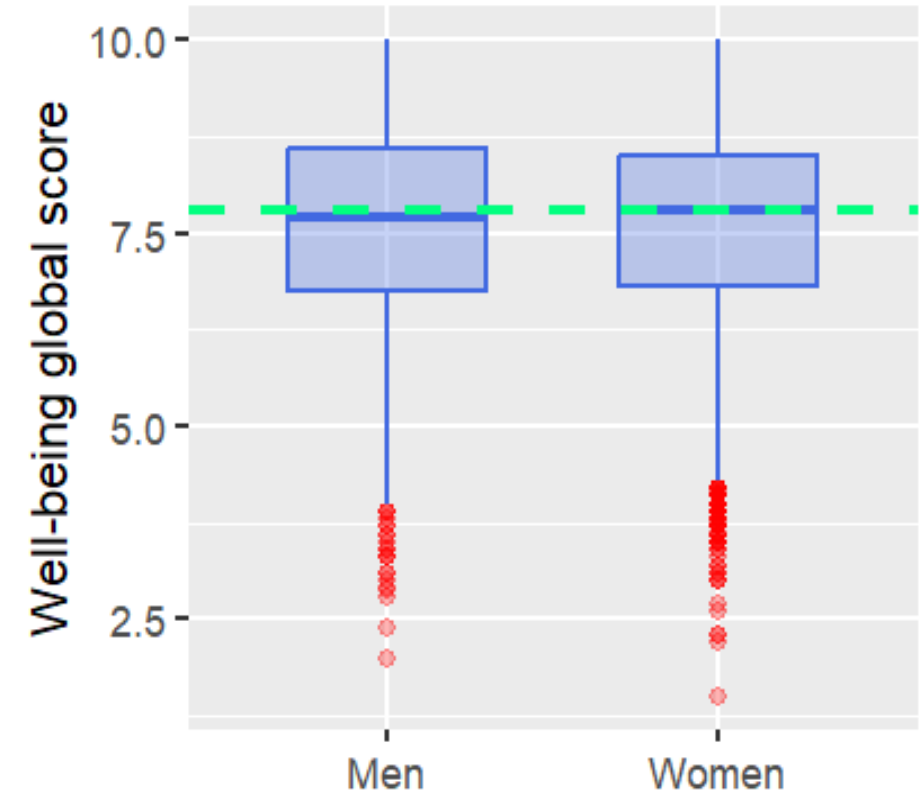


Intent to stay in the profession

- 1: Not at all
- 2: Not really
- 3: It depends
- 4: Yes, maybe
- 5: Yes, definitely

P-value = 0.23

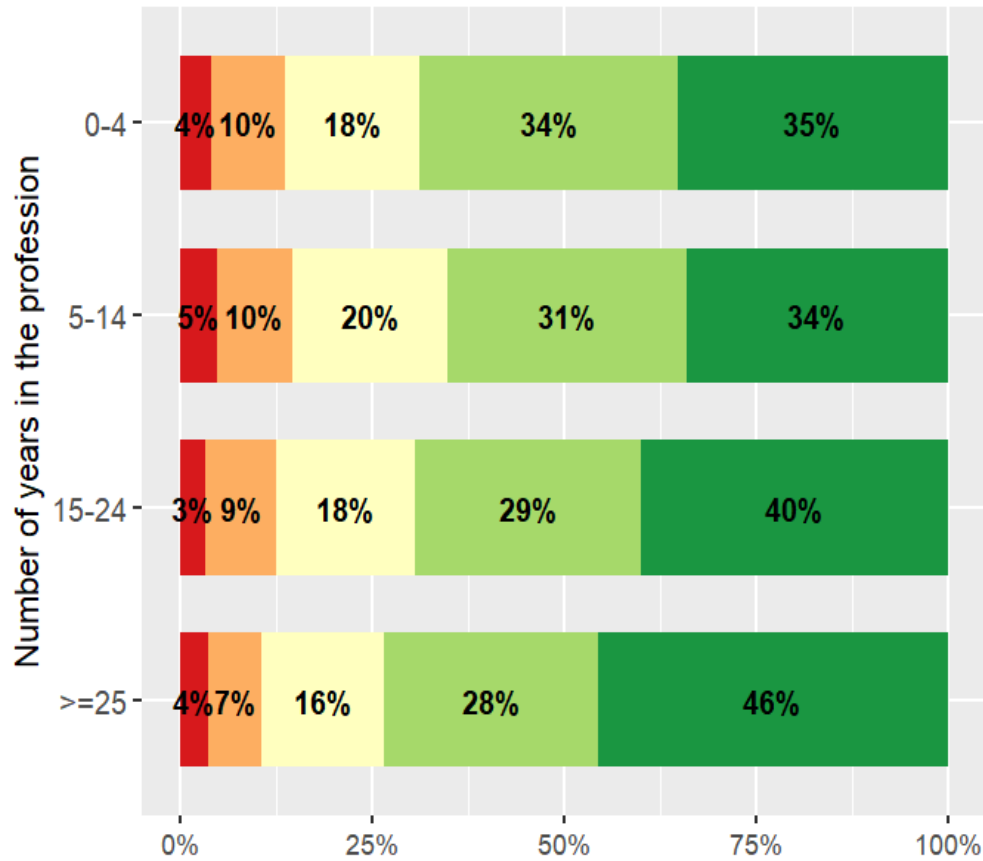
➤ N = 5839



P-value = 0.62

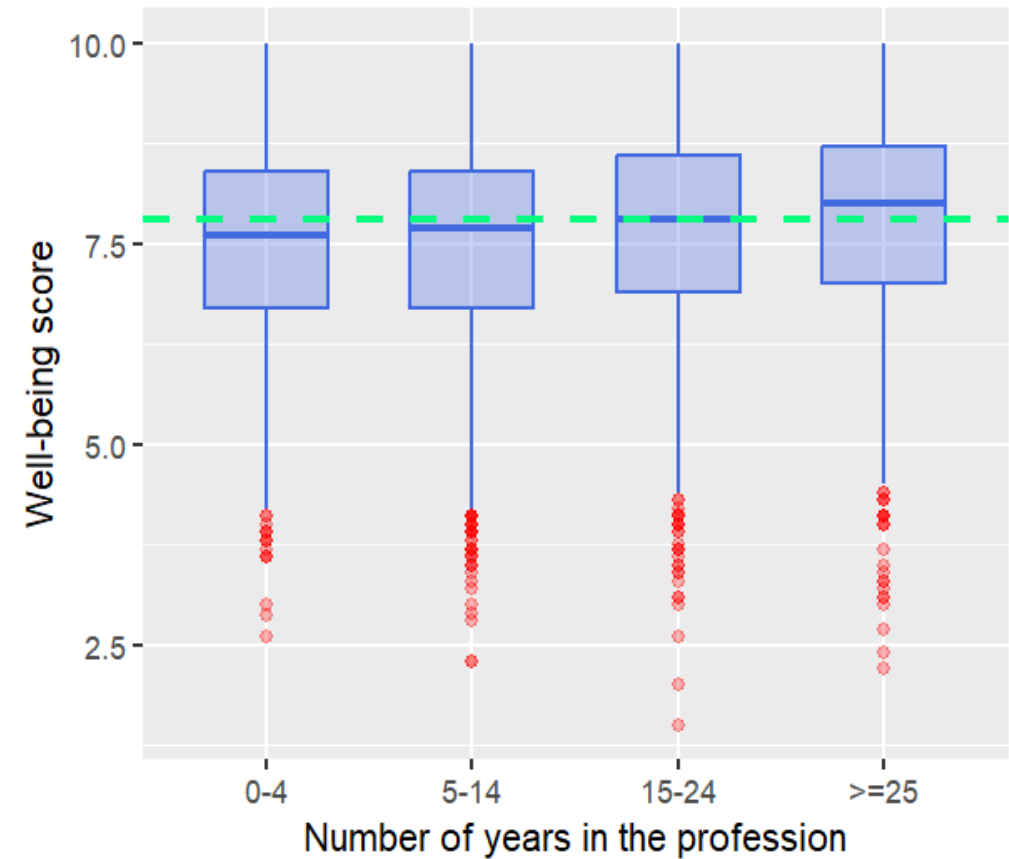
➤ N = 5828

Intent to stay and well-being **vary according to seniority**



P-value < 0.01

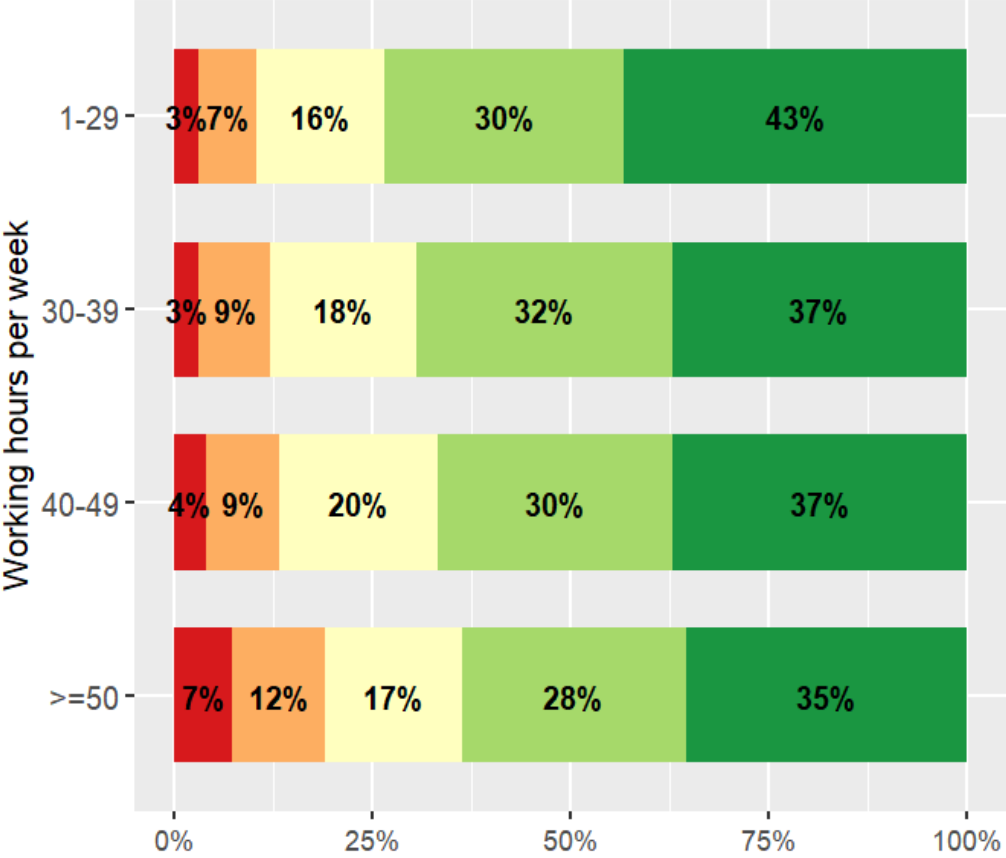
➤ N = 5864



P-value < 0.01

➤ N = 5854

Intent to stay and well-being **decrease with increasing** number of **working hours**

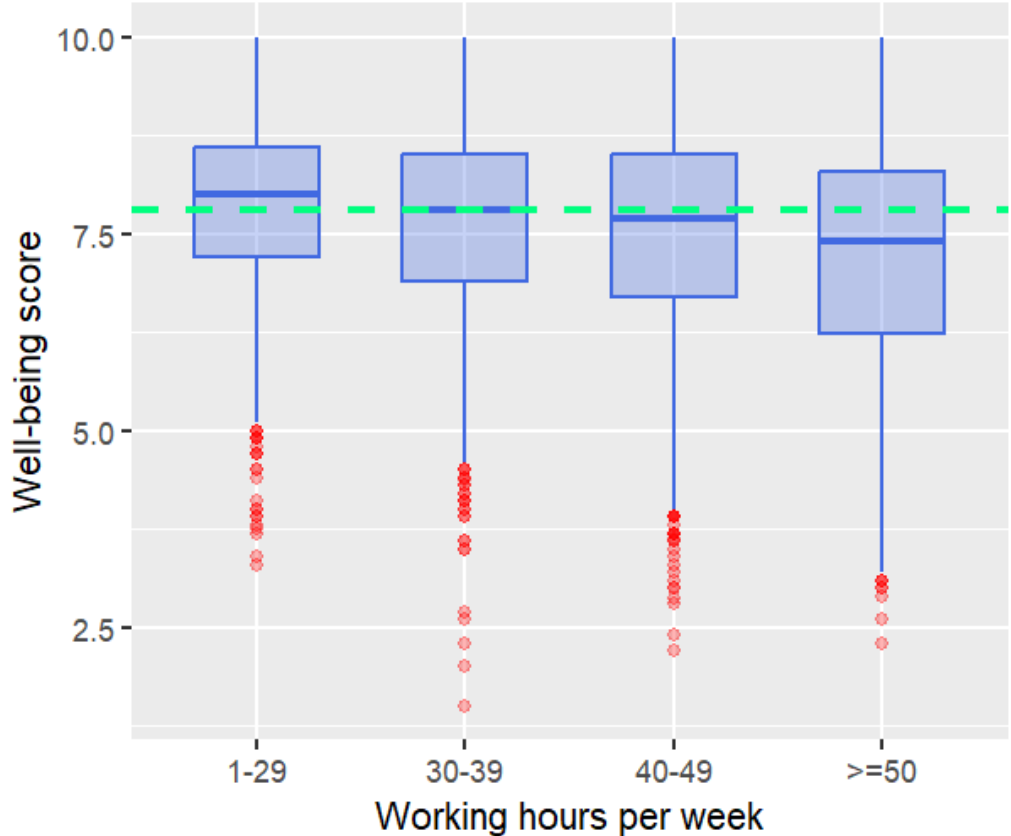


Intent to stay in the profession

- 1: Not at all
- 2: Not really
- 3: It depends
- 4: Yes, maybe
- 5: Yes, definitely

P-value < 0.01

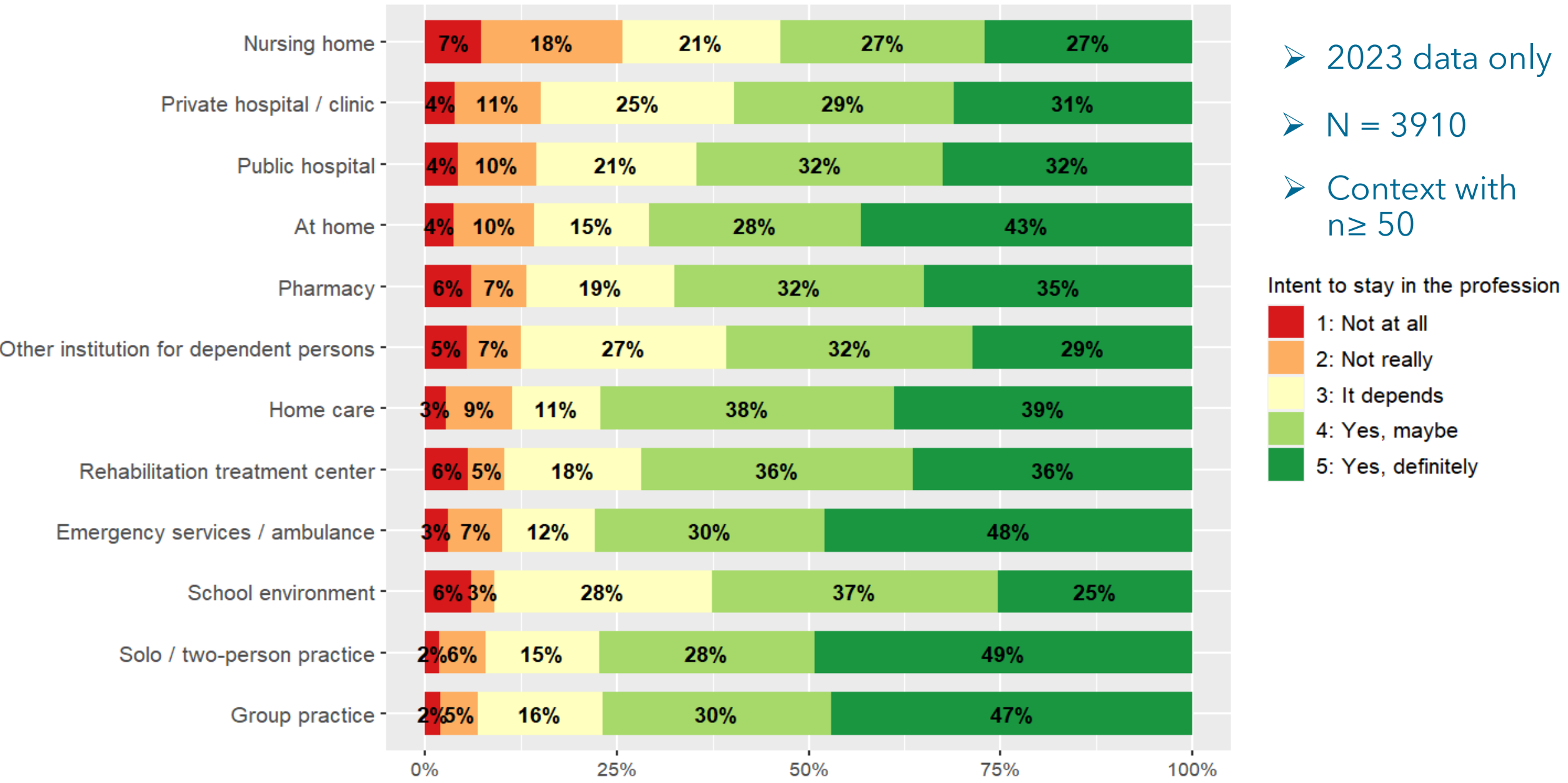
➤ N = 5847



P-value < 0.01

➤ N = 5837

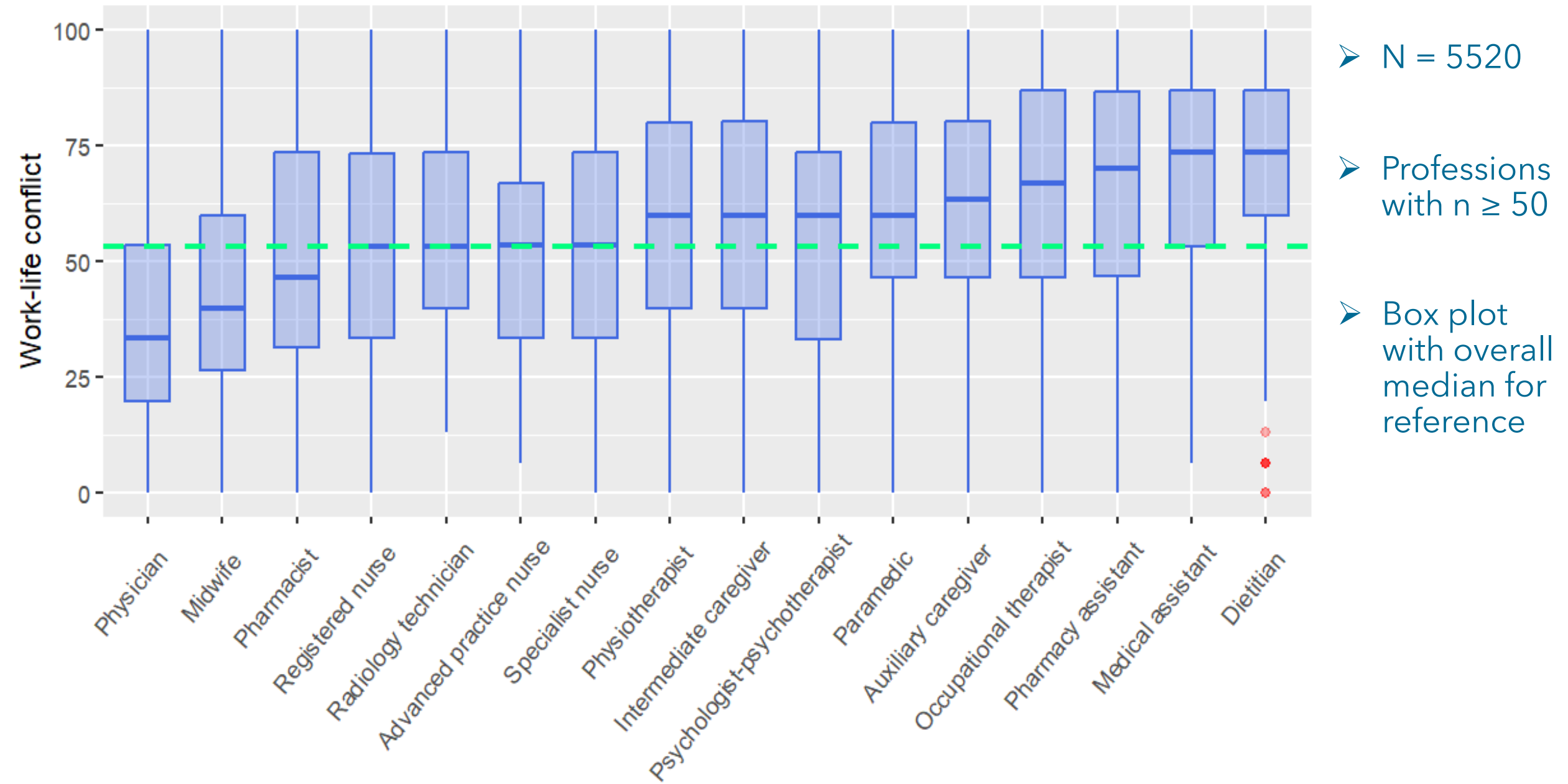
- 2023 data only
- N = 3910
- Context with n ≥ 50



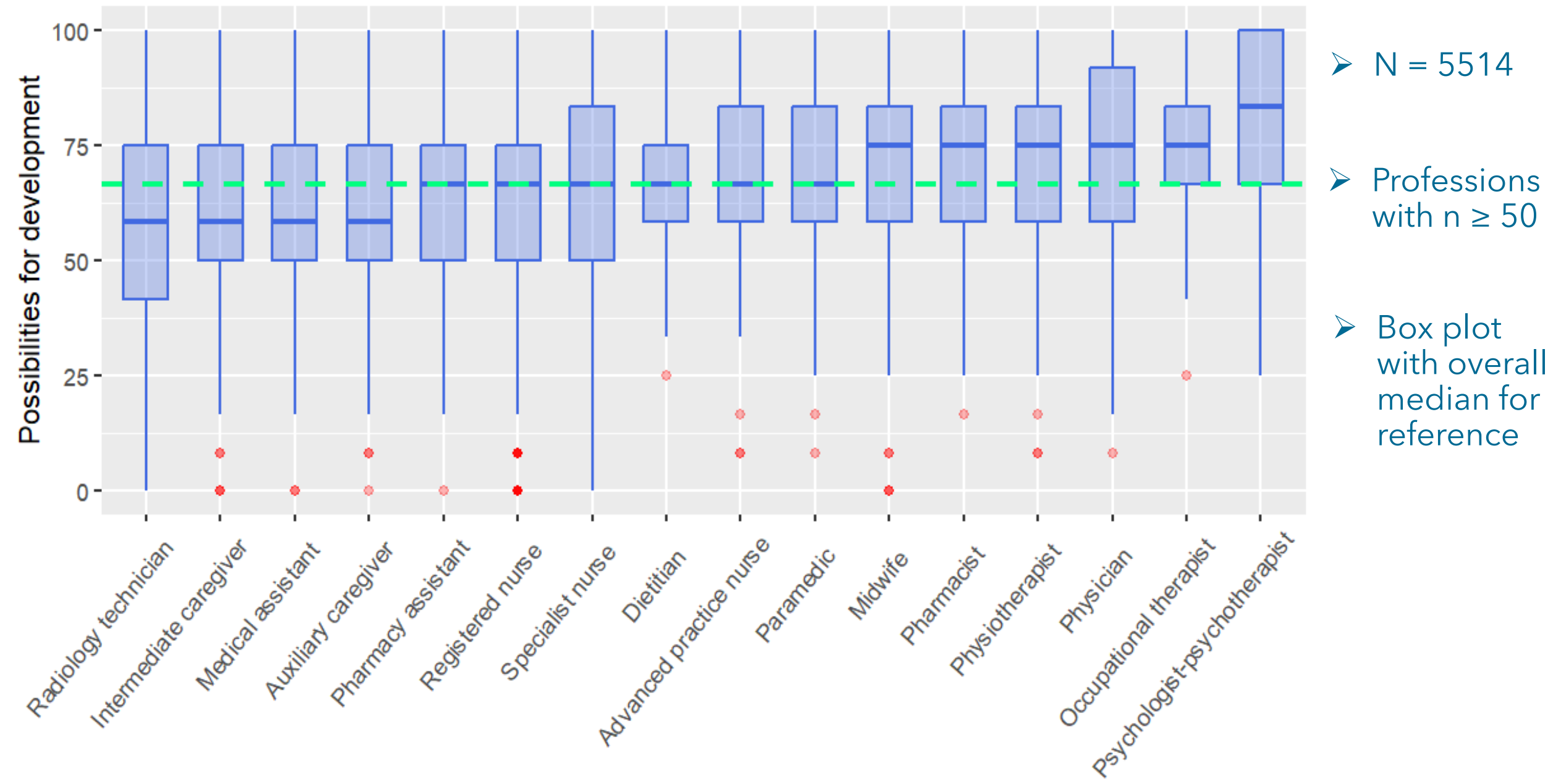
Intent to stay in the profession in the next few months if the situation stays the same, by main professional context

Selected determinants

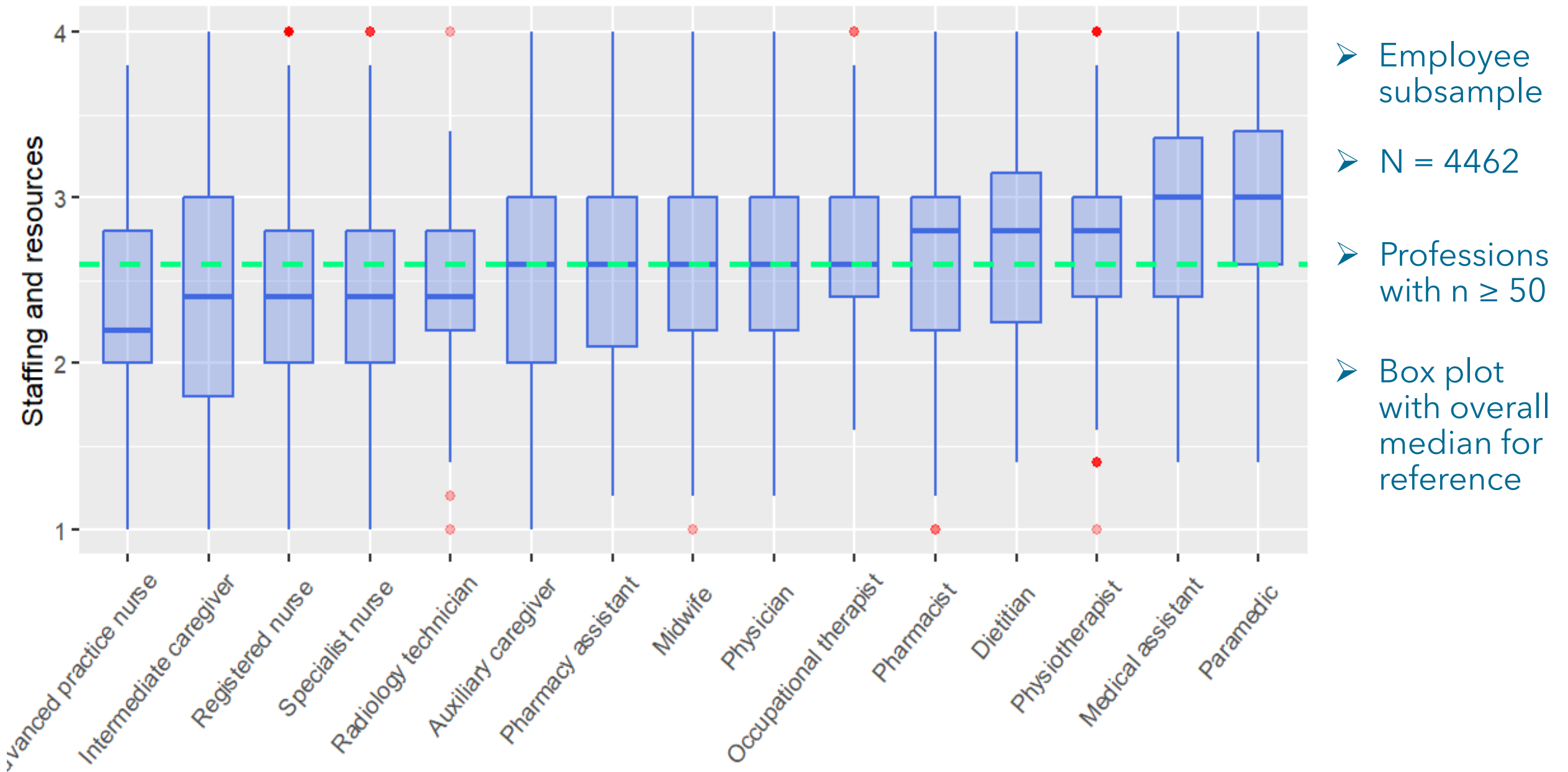
(Baseline22 and Baseline23 together)



Work-life conflict score (COPSOQ), by profession



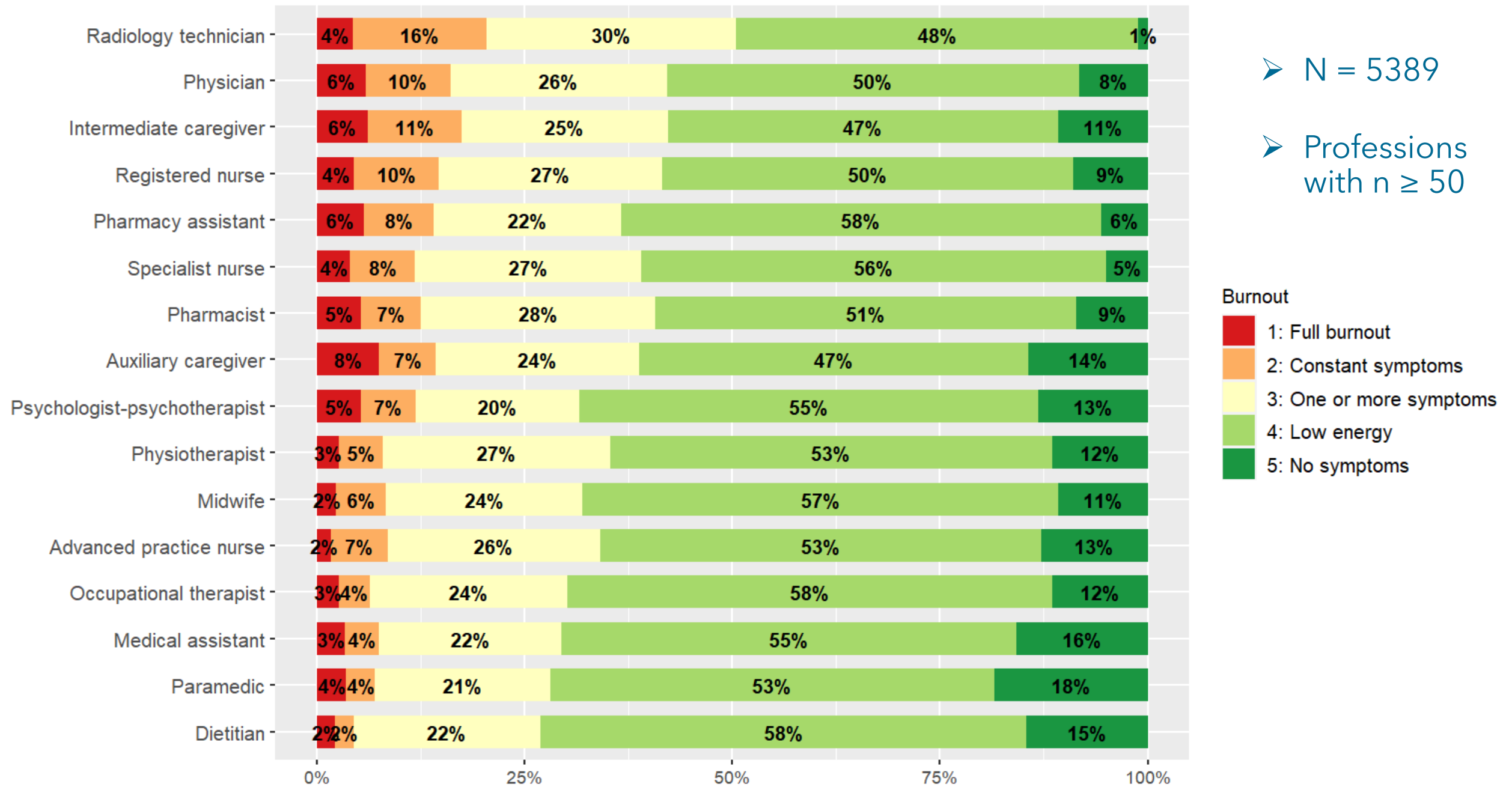
Possibilities for professional development score (COPSQ), by profession



Staffing & resource adequacy score (PES-MWI), by profession

➤ N = 5389

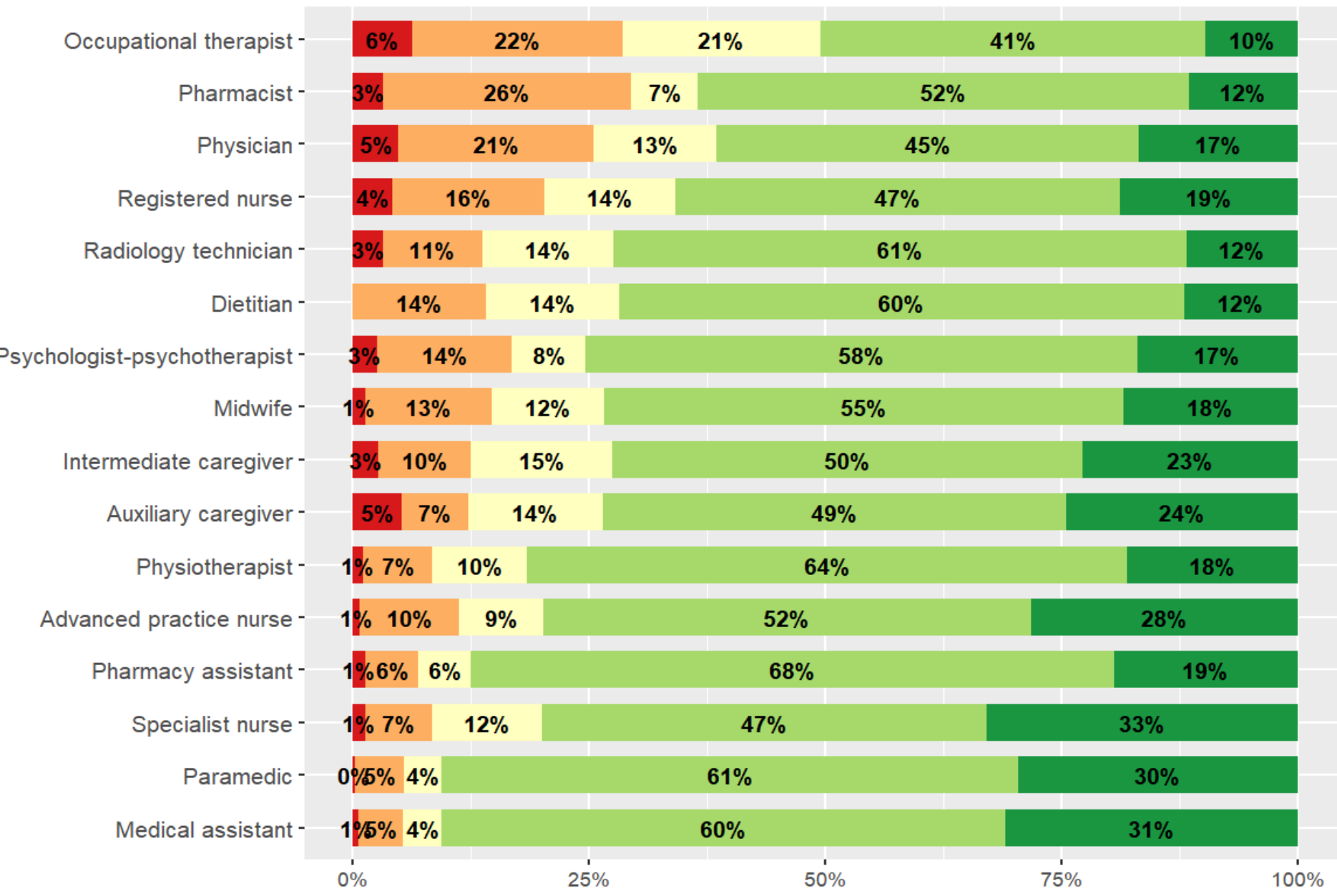
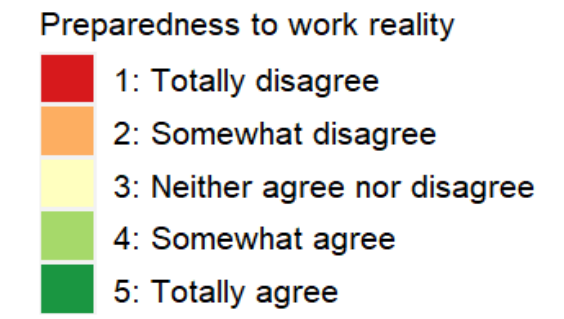
➤ Professions with n ≥ 50



Burnout by profession

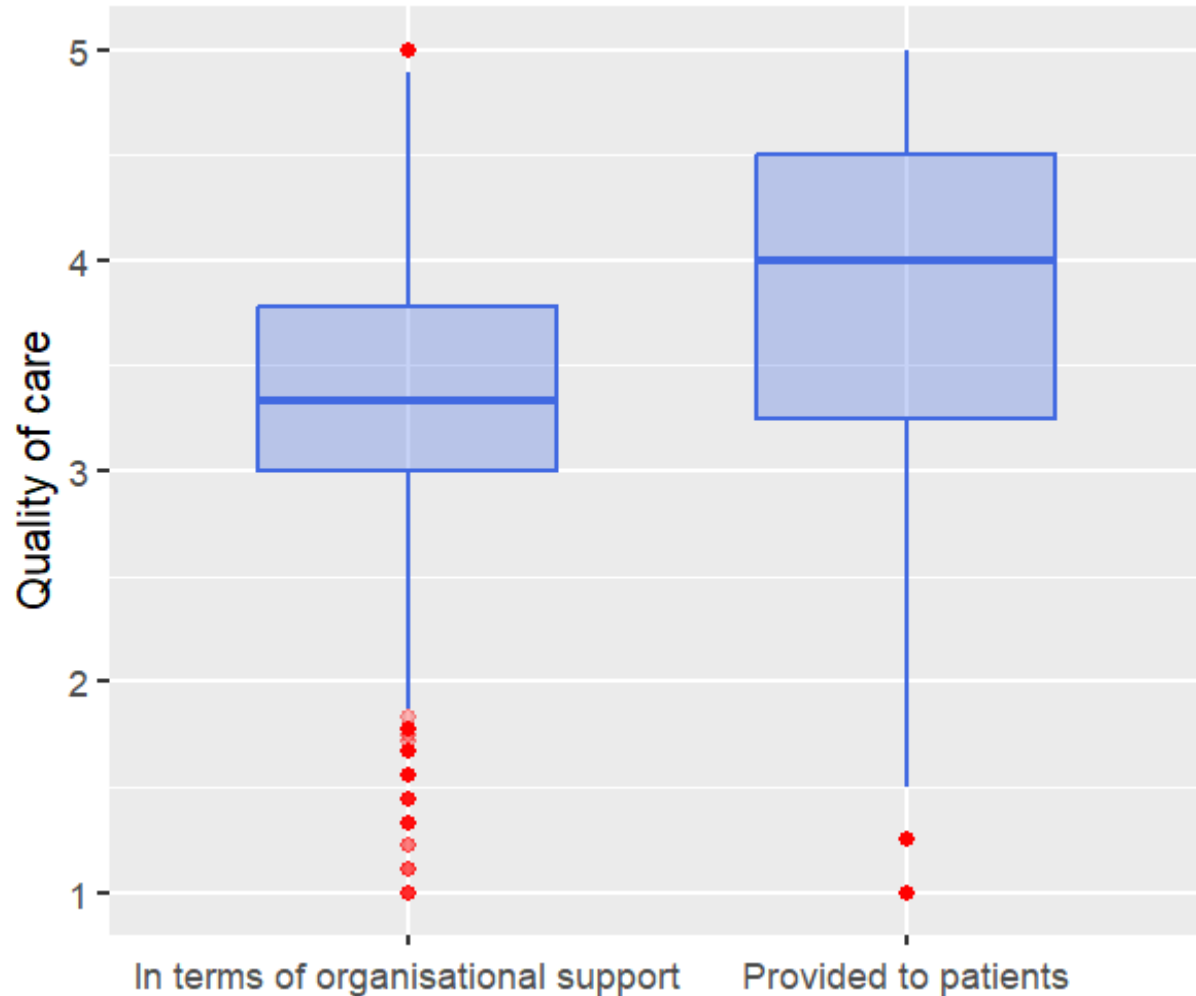
➤ N = 5509

➤ Professions with n ≥ 50



Preparedness to work reality: **my training prepared me for my professional activity**
(by profession)

Quality of care as perceived by HPs (Baseline23 only)

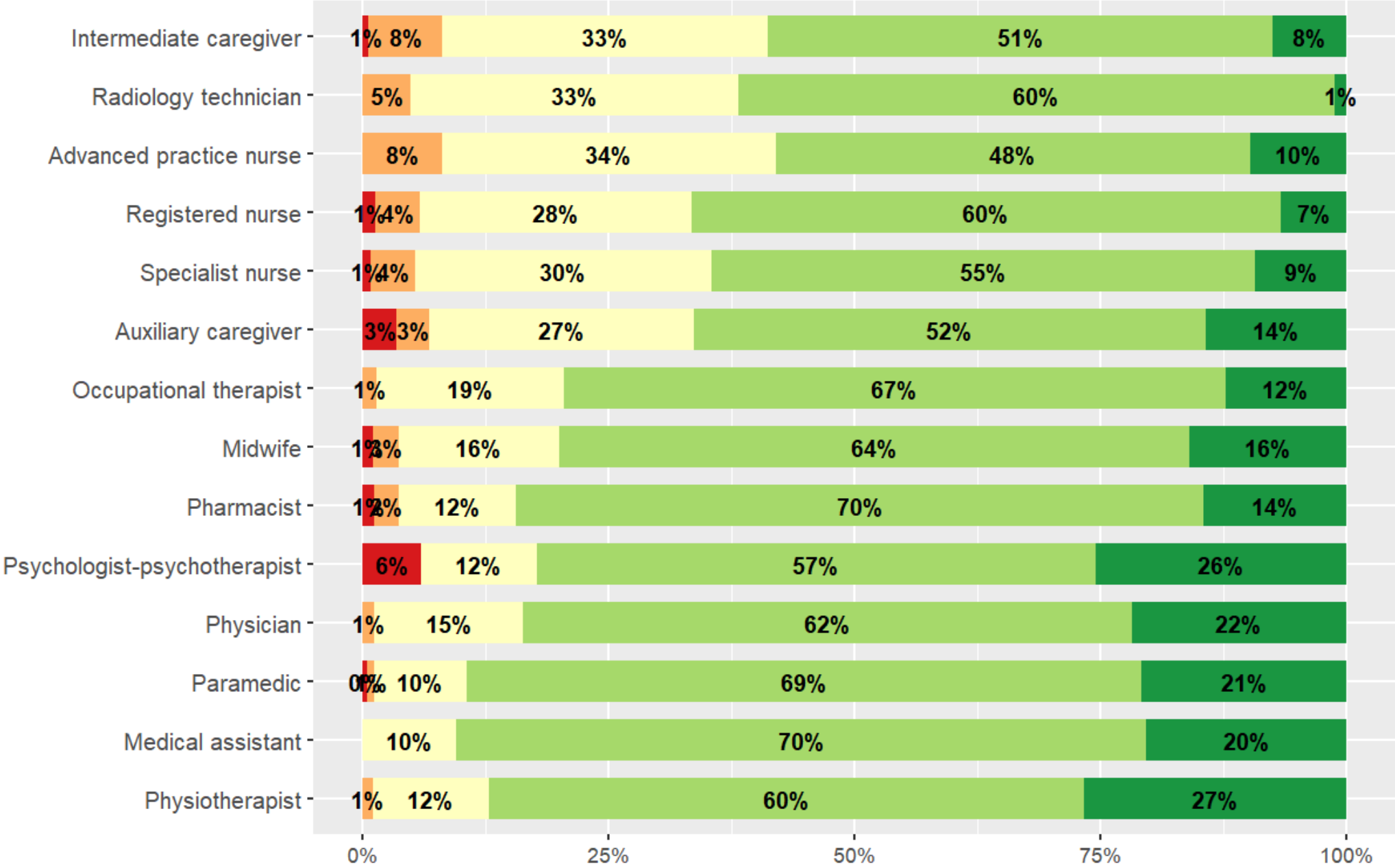


➤ N = 4053

➤ Not all HPs were content with the support they received from their organisation, but the quality of care provided remains generally high

➤ N = 3838

➤ Professions with n ≥ 50



Overall quality of care

- 1: Poor
- 2: Rather poor
- 3: Average
- 4: Good
- 5: Excellent

Overall quality of care as perceived by HPs (Baseline23 only)

Dashboard



Cohorte suisse des professionnel·le·s de santé et des proches aidant·e·s



JE SOUHAITE PARTICIPER



ACTUALITÉS



Update with 2023 data soon available

Retourner à l'accueil

Indicateurs de résultats : intention de rester et bien-être

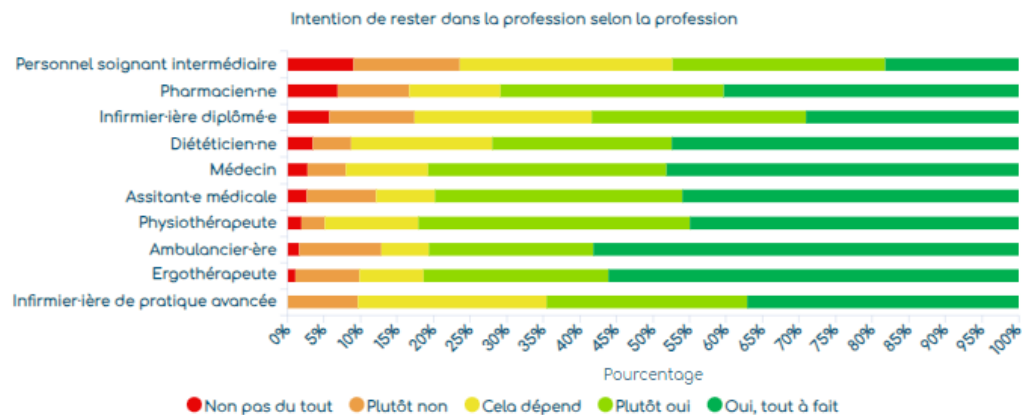
Attention: les résultats ci-dessous ne concernent que les 1707 répondant·e·s actuelles de SCOHPICA et ne peuvent être généralisés à l'ensemble de professionnel·le·s exerçant en Suisse. Les résultats doivent donc être interprétés avec précaution.

Les groupes de répondant·e·s de moins de 50 personnes ne sont pas représentés.

L'intention de rester

Ci-dessous apparaissent les résultats pour l'intention de rester dans la profession dans le contexte restant les mêmes.

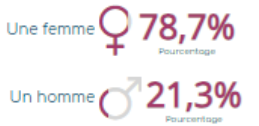
Si vos conditions/votre contexte de travail...



Filtres

pour les résultats à des groupes de personnes, sélectionnez les ci-dessous. Les résultats sont pour des groupes de personnes minimum.

Genre



Région linguistique



Ancienneté dans la profession (en années)



Dashboard

POUR ACCÉDER À LA PLATEFORME INTERACTIVE DE RÉSULTATS, CLIQUEZ ICI !



Ce dashboard a été conçu pour être consulté sur un grand écran, il se peut donc que la lecture sur tablette ou smartphone soit difficile. Si l'affichage sur votre écran est trop gros ou trop petit, jouez avec le zoom de votre navigateur pour adapter la taille des graphiques et des textes. Merci de privilégier les navigateurs Chrome et Microsoft Edge pour consulter le dashboard.

Conclusions

- The inclusion of over 4,000 new participants enables us to produce robust results for a greater number of professions.
- There are few differences between the Baseline22 and Baseline23 sample characteristics and measurements.
- While intermediate caregivers and nurses still reported among the lowest intent to stay in the profession, radiology technicians, pharmacy assistants and auxiliary caregivers also indicated difficult working conditions.
- Among professional contexts, results for nursing homes need special attention.

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Hes·SO

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Accadémie Suisse des Sciences Médicales
Accademia Svizzera delle Scienze Mediche
Swiss Academy of Medical Sciences


Schweizerisches Gesundheitsobservatorium
Observatoire suisse de la santé
Osservatorio svizzero della salute
Swiss Health Observatory


Schweizerische Eidgenossenschaft
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➤ *28 November 2024*

Ingrid Gilles (CHUV)

Sustainable HR management in healthcare: input from the SCOHPICA open comments

➤ *12 December 2024*

Nicolas Pons-Vignon & Jason Schneck (SUPSI)

Putting Workers at the Heart of the Promotion of Quality Care

More on www.scohpica.ch



New recruitment and 2nd follow-up survey just started!

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For past participants:

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Thank you for your attention



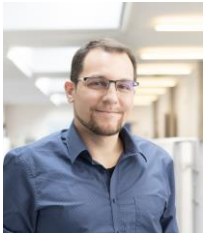
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Bridevaux**
Principal investigator



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Co-investigator



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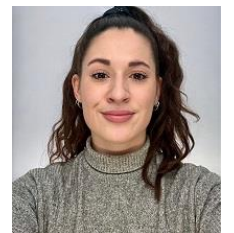
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