

# ORSOSA - Cross-Sectional Study on The Organisation of Healthcare and The Health of Healthcare Workers

Head :Sobaszek Annie, Service de médecine du travail du personnel hospitalier, pôle de santé publique  
De Gaudemaris Régis, Service de médecine et santé au travail

Last update : 01/01/2018 | Version : 2 | ID : 8835

## General

### Identification

Detailed name Cross-Sectional Study on The Organisation of Healthcare and The Health of Healthcare Workers

Sign or acronym ORSOSA

CNIL registration number, number and date of CPP agreement, AFSSAPS (French Health Products Safety Agency) authorisation  
CNIL

### General Aspects

Medical area Cardiology  
Psychology and psychiatry

Health determinants Occupation  
Social and psychosocial factors

Keywords healthcare staff, HBP, psychological and organisational constraints, POC, high blood pressure, anxiety, depression

### Scientific investigator(s) (Contact)

Name of the director Sobaszek

Surname Annie

Address 2 Avenue Oscar Lambret, 59000 Lille

Phone +33 (0)3 20 44 44 93 / +33 (0)3 20 44 43 66

Email a-sobaszek@chru-lille.fr

Unit Service de médecine du travail du personnel hospitalier, pôle de santé publique

Organization CHRU de

Name of the director	De Gaudemaris
Surname	Régis
Address	BP 217, 38043 Grenoble cedex 09, France
Phone	+33 (0)4 76 76 59 42 / +33 (0)4 76 76 51 23
Email	RDegaudemaris@chu-grenoble.fr
Unit	Service de médecine et santé au travail
Organization	CHU de

## Collaborations

## Funding

Funding status	Mixed
Details	French Foundation for Hypertension Research, Grenoble University Hospital Centre (UHC).

## Governance of the database

Sponsor(s) or organisation(s) responsible	CHU de Grenoble
Organisation status	Public

## Additional contact

## Main features

Type of database	Study databases
Study databases (details)	Not-repeated cross-sectional studies (except case control studies)
Database recruitment is carried out by an intermediary	A population file
Database recruitment is carried out as part of an interventional study	No
Additional information regarding sample selection.	Inclusion of 210 functional units (FU), or 30 UFs per CHU with at least 20 staff, stratified by healthcare sector, based on a third of UFs involved in surgical activities (surgery, gynaecology and obstetrics,

operating theatre), medicine (medicine, geriatrics, paediatrics) and emergency resuscitation services. Non-inclusion criteria: UFs with less than 20 staff and UFs to be closed or restructured within two years after collection. Random selection was carried out on eligible UFs. Enrolled subjects were all from the selected UF and fulfilled all the inclusion criteria (nurses, nursing assistants, directors and physicians).

## Database objective

### Main objective

The study aims to construct and validate a methodological tool to assess psychological and organisational constraints (POC) in healthcare by adapting measurement tools, such as objective (observations) and subjective (self-administered questionnaires) tools. The long-term objective is the transfer of skills and the developed methodological tool to smaller healthcare institutions that are also subject to the same regulatory risk assessment requirements.

### Inclusion criteria

- Statutory and voluntary contracted staff;
- 50% of the subjects' work is as a nurse, nursing assistant or doctor.

#### Non-inclusion criteria

- Temporary staff and staff that are planning to leave the UHC in two years (retirement, moving, etc.).

## Population type

### Age

Adulthood (19 to 24 years)  
Adulthood (25 to 44 years)  
Adulthood (45 to 64 years)

### Population covered

General population

### Gender

Male  
Woman

### Geography area

National

### Detail of the geography area

Grenoble, Bordeaux, Toulouse, Limoges, Nancy, Strasbourg, Lille.

## Data collection

### Dates

Date of first collection (YYYY or MM/YYYY)	2006
Date of last collection (YYYY or MM/YYYY)	2008
<b>Size of the database</b>	
Size of the database (number of individuals)	[1000-10 000[ individuals
Details of the number of individuals	4,631 individuals throughout 7 UHCs.
<b>Data</b>	
Database activity	Data collection completed
Type of data collected	Declarative data
Declarative data (detail)	Paper self-questionnaire
Details of collected declarative data	<ul style="list-style-type: none"> <li>- Siegrist (ERI - Effort-Reward Imbalance);</li> <li>- NSS (Nursing Stress Scale, measurement of patient support)</li> <li>- R-NWI that assesses three dimensions (healthcare worker autonomy and control at work; director support, healthcare worker collaboration with physicians)</li> <li>- collective organisation of work;</li> <li>- organisational dysfunction;</li> <li>- administrative support;</li> <li>- meaning of work.</li> <li>- mental health status (anxiety and depressive mood) was assessed through a self-administered questionnaire by:</li> <li>- STAI-YB (State-Trait Anxiety Inventory: self-assessment anxiety scale);</li> <li>- CES-D (Center for Epidemiologic Studies-Depression Scale, questionnaire used to assess depressive state).</li> <li>- Measurement of cardiovascular health (blood pressure, age, smoking, therapy, physical exercise, etc.);</li> <li>- Borg scale (perceived exertion scale);</li> <li>- measurement of musculoskeletal disorder prevalence divided into three dimensions, from Yves Roquelaure's work (Angers UHC): patient-handling constraints; handling constraints around the patient; gestures and posture.</li> </ul>
Presence of a biobank	No
Health parameters studied	Health event/morbidity Quality of life/health perception
<b>Procedures</b>	
Data collection method	The organisation's activities can be quantified objectively through ergonomic observation grids

and a framework questionnaire.

Participant monitoring	No
------------------------	----

Links to administrative sources	No
---------------------------------	----

## Promotion and access

### Promotion

Link to the document	<a href="http://tinyurl.com/PUBMED-ORSOSA">http://tinyurl.com/PUBMED-ORSOSA</a>
----------------------	---

Link to the document	<a href="http://tinyurl.com/HAL-ORSOSA">http://tinyurl.com/HAL-ORSOSA</a>
----------------------	---

### Access

Terms of data access (charter for data provision, format of data, availability delay)	Contact the scientist in charge.
---	----------------------------------

Access to aggregated data	Access on specific project only
---------------------------	---------------------------------

Access to individual data	Access on specific project only
---------------------------	---------------------------------