

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

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| General  |  |
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| 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<br>Psychology and psychiatry  |
| Health determinants  | Occupation<br>Social and psychosocial factors  |
| Keywords   | healthcare staff, HBP, psychological and organisational constraints, POC, high blood pressure, anxiety, depression |
| Scientific investigator(s)<br>(Contact)  |  |
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| 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   |  |
| 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  |
| Size of the database                         |   |
| Size of the database (number of individuals) | [1000-10 000[ individuals   |
| Details of the number of individuals         | 4,631 individuals throughout 7 UHCs.  |
| Data   |   |
| Database activity                            | Data collection completed   |
| Type of data collected                       | Declarative data  |
| Declarative data (detail)                    | Paper self-questionnaire  |
| Details of collected declarative data        | <p>- Siegrist (ERI - Effort-Reward Imbalance); - NSS (Nursing Stress Scale, measurement of patient support) - R-NWI that assesses three dimensions (healthcare worker autonomy and control at work; director support, healthcare worker collaboration with physicians) - collective organisation of work; - organisational dysfunction; - administrative support; - meaning of work. - mental health status (anxiety and depressive mood) was assessed through a self-administered questionnaire by: - STAI-YB (State-Trait Anxiety Inventory: self-assessment anxiety scale); - CES-D (Center for Epidemiologic Studies-Depression Scale, questionnaire used to assess depressive state). - Measurement of cardiovascular health (blood pressure, age, smoking, therapy, physical exercise, etc.); - Borg scale (perceived exertion scale); - 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.</p> |
| Presence of a biobank                        | No  |
| Health parameters studied                    | <p>Health event/morbidity</p> <p>Quality of life/health perception</p>  |
| Procedures                                   |   |
| 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 |
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## Promotion and access

### Promotion

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

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

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