

From the frontlines: Psychosocial risks in the health and social care sector during the pandemic

7th European Trade Union Network meeting on Psychosocial Risks at Work
Psychosocial risks in times of Covid-19: Emerging issues and ways forward

13.-14. October 2021

Paula Franklin, Senior Researcher, ETUI

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ETUI research into OSH & working conditions in the health and social care sector

Joint EPSU/ETUI technical seminar 20 November 2020
‘Taking stock of the impact of COVID-19 in hospitals: ensuring health and safety even in time of pandemic’

- 1) Scoping review** on PSR in health sector during the Covid-19 pandemic;
- 2) Background document** on sources of PSR in health and long-term care sectors and mitigating measures;
- 3) Qualitative data collection** from trade unions.

ETUI Policy Brief

European Economic, Employment and Social Policy

N° 11/2020

Our failure to prevent known risks:
Occupational safety and health in the healthcare sector during the COVID-19 pandemic

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Paula Franklin

<https://www.etui.org/publications/our-failure-prevent-known-risks>

Covid-19
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N° 11/2020

La nostra incapacità di prevenire i rischi noti:
Sicurezza e salute sul lavoro nel settore sanitario durante la pandemia COVID-19

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Paula Franklin

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A scoping review of PSR to health workers during the Covid-19 pandemic

Open Access Article

A Scoping Review of Psychosocial Risks to Health Workers during the Covid-19 Pandemic

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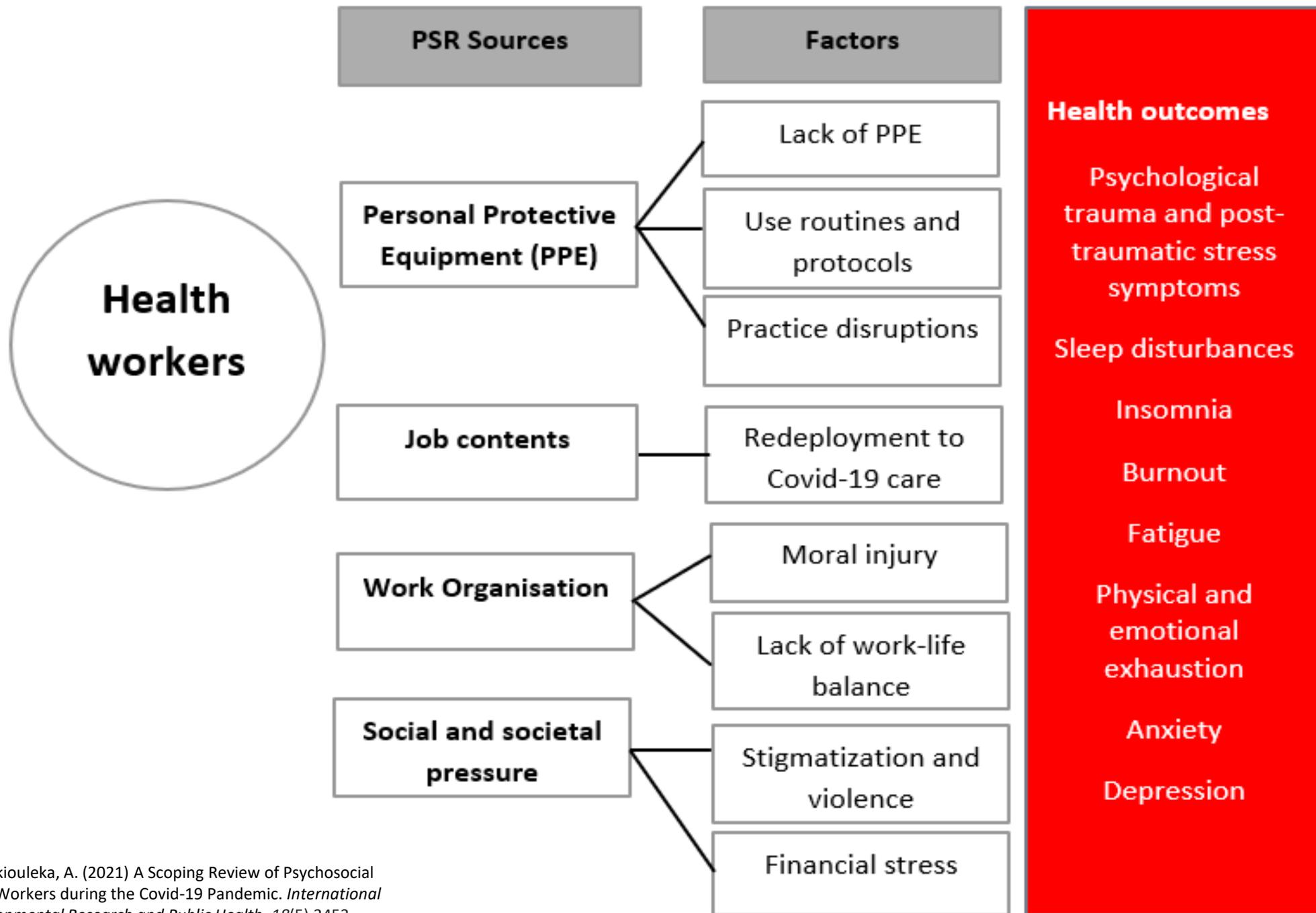
Abstract

The Covid-19 pandemic has exposed health workers to a diverse set of hazards impacting their physical, psychological and social wellbeing. This review aims to provide an overview of the categories of the psychosocial risk factors and hazards affecting HCWs during the Covid-19 pandemic and the recommendations for prevention. We used the scoping review methodology to collate categories of psychosocial risks, the related health outcomes, interventions, and data gaps. The review was conducted on global peer-reviewed academic and authoritative grey literature, published between 1. January–26. October 2020; in total, 220 articles were included into the review and the subsequent analysis. Analysis of the extracted data found PSRs related to four sources: personal protective equipment (PPE), job content, work organisation, and social context. Women health workers and nurses reported worst health outcomes. Majority of the research to date concerns health workers in secondary care, while data on psychosocial risks at primary and community-based settings are scarce. However, the emerging research implies that the pandemic creates psychosocial risks also to non-clinical health workers. The intervention and mitigation measures address individual and organisational levels. Preventative and mitigating measures for social and societal risks—such as staff shortages, intersecting inequalities, and financial stressors require further research.

Keywords: healthcare workers; occupational health; psychosocial risks; scoping review; Covid-19

- Mapping out and categorizing psychosocial risks
- Health workers = all people engaged in work actions whose primary intent is to improve health
- Identification of relevant studies published between January 2020-October 2020
- Screening titles and abstracts of 1111 identified articles
 - 267 were included for data extraction

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<https://doi.org/10.3390/ijerph18052453>



Some conclusions from the Scoping Review



The efficiency of interventions should be evaluated



Psychosocial risk sources are beyond the control of a worker



Worker participation in work organisation and OSH is crucial



Health worker shortages obstruct healthy work organisation

Subsequent research

- ‘ETUI Background Report on PSR Sources and Mitigation Measures in Healthcare and Long-Term Care Sectors’ by Clara Llorens Serrano, Claudia Narocki, Clara Gual (ISTAS-CCOO) (Spring 2021)
- Semi-structured interviews with trade union representatives in Germany, Spain, and Sweden (data collection and analysis September 2021-March 2022).

Outcomes:

- Report based on the evidence review and the qualitative data analysis
- Booklet on PSR sources and prevention in the health and social care sector
- Seminars with trade unions



Thank you