

# Effects of a participatory work stress prevention approach in primary education in the Netherlands

No registrations found.

<b>Ethical review</b>	Not applicable
<b>Status</b>	Recruitment stopped
<b>Health condition type</b>	-
<b>Study type</b>	Interventional

## Summary

### ID

NL-OMON19927

### Source

Nationaal Trial Register

### Brief title

VIVO

### Health condition

Work stress

## Sponsors and support

**Primary sponsor:** TNO, VUmc, Stip, Cordeo

**Source(s) of monetary or material Support:** TNO, Stip, Cordeo

## Intervention

## Outcome measures

### Primary outcome

work stress

### Secondary outcome

Job demands  
Organisational resources  
Personal factors

## Study description

### Background summary

To date work stress is a serious problem, especially among workers in primary education. Decades of research underline the importance of a participatory, organizational-level work stress prevention approach. In this approach measures are planned to tackle causes of work stress in a participatory manner and implemented by a working group consisting of members of the organization. This study evaluates a work stress prevention approach that is implemented in primary education.

The work stress prevention approach consists of five steps: 1) preparation: installing an advisory board and working groups, 2) risk assessment: inventory of work stress risks (questionnaires and focus groups). In addition, a behavioral analysis is performed to build a logic model of change to facilitate the selection of actions, 3) action planning: conducting an action plan with measures to target risks (focus groups), 4) implementation: implementation of the action plan. During implementation progression on target behaviors and implementation factors are monthly monitored and fed back to the implementors, and 5) evaluation: effects of the approach are studied in a controlled-trial with measurements at baseline (T0), one-year (T1) and two-year (T2) follow-up.

### Study objective

At two-year follow up, employees of the intervention schools report significantly lower levels of work stress and work stress risks as compared to employees of the control schools

### Study design

Baseline (T0): November 2019,  
One-year Follow-up: November 2020,  
Two-year Follow-up: November 2021

### Intervention

The work stress prevention approach consists of five steps: 1) preparation: installing an advisory board and working groups, 2) risk assessment: inventory of work stress risks (questionnaires and focus groups). In addition, a behavioral analysis is performed to build a logic model of change to facilitate the selection of actions, 3) action planning: conducting an action plan with measures to target risks (focus groups), 4) implementation: implementation of the action plan. During implementation progression on target behaviors and

implementation factors are monthly monitored and fed back to the implementors, and 5) evaluation: effects of the approach are studied in a controlled-trial with measurements at baseline (T0), one-year (T1) and two-year (T2) follow-up.

## Contacts

### Public

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## Eligibility criteria

### Inclusion criteria

All employees from the primary schools that fall under the scope of two school organisations in The Netherlands

### Exclusion criteria

Everyone not employed at one of the the primary schools that fall under the scope of two school organisations in The Netherlands

## Study design

### Design

Study type:	Interventional
Intervention model:	Other
Allocation:	Non-randomized controlled trial

Masking:	Open (masking not used)
Control:	Active

## Recruitment

NL	
Recruitment status:	Recruitment stopped
Start date (anticipated):	01-01-2019
Enrollment:	450
Type:	Actual

## IPD sharing statement

**Plan to share IPD:** Undecided

## Ethics review

Not applicable	
Application type:	Not applicable

## Study registrations

### Followed up by the following (possibly more current) registration

No registrations found.

### Other (possibly less up-to-date) registrations in this register

No registrations found.

## In other registers

Register	ID
NTR-new	NL9797
Other	METC VUmc : 2020.403

## Study results