

Dialogue as intervention: sustainable employability of nursing staff in Dutch hospitals.

No registrations found.

Ethical review	Positive opinion
Status	Pending
Health condition type	-
Study type	Interventional

Summary

ID

NL-OMON28794

Source

NTR

Health condition

the intervention is aimed at healthy employees

Sponsors and support

Primary sponsor: HAN university of applied sciences

Source(s) of monetary or material Support: NWO

Intervention

Outcome measures

Primary outcome

perceived supervisor support

Secondary outcome

perceived co-worker support, skills discretion, attitude, (occupational) self-efficacy, beliefs, behavioral intention

Study description

Background summary

The overall aim of this project is to contribute to the health and wellbeing of nurses in order to facilitate their sustainable employability. Together with a Dutch hospital we will develop an intervention which consists of: 1) the use of the Vitality Scan, a signal list for recognition and discussion of possible stagnation in sustainable employability of nurses, 2) learning both nurses and supervisors to use an accompanying interview guide for dialogue between nurse and supervisor, and 3) arranging tailored follow-up actions. The effectiveness and applicability of the intervention will be examined through an intervention study.

Study objective

The overall aim of this project is to contribute to the health and wellbeing of nurses in order to facilitate their sustainable employability. we will develop an intervention which consists of: 1) the use of the Vitality Scan, a signal list for recognition and discussion of possible stagnation in sustainable employability of nurses, 2) learning both nurses and supervisors to use an accompanying interview guide for dialogue between nurse and supervisor, and 3) arranging tailored follow-up actions. The effectiveness and applicability of the intervention will be examined through an intervention study.

Study design

workrelated wellbeing, vitality and performance

Intervention

Central goal in this proposed research plan is an effect evaluation of an intervention aiming at the described outcomes. Starting point is the existing Vitality Scan, which monitors signals of possible stagnation on essential factors related to sustainable employability: balance & competence, motivation & involvement, resilience, physical & mental health, and social support at work [27]. This scan will be used as guideline for the dialogue between supervisor and nurse. The intervention further includes supervisor training on effective solution-focused dialogue and support in arranging follow-up strategies. On behalf of the planned cluster-RCT nursing staff and their supervisors will be randomised to either an intervention group (IG) or a 'care as usual' group (control group, CG).

Contacts

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Eligibility criteria

Inclusion criteria

inclusion at supervisor level; minimum of 10 employees (with regular contracts) and >1 year functioning as supervisor

Exclusion criteria

exclusion criteria for supervisors and nurses: temporary contracts, (expected) long-term absence during the project, current long-term (sickness absence) and expected termination of the contract (because of retirement or other)

Study design

Design

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

Control: N/A , unknown

Recruitment

NL	
Recruitment status:	Pending
Start date (anticipated):	20-04-2016
Enrollment:	179
Type:	Anticipated

Ethics review

Positive opinion	
Date:	14-04-2016
Application type:	First submission

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	NL5685
NTR-old	NTR5829
Other	METC 2016.041 : WC2015-063

Study results