

The effect of a health and safety climate intervention on worker health and safety.

No registrations found.

Ethical review	Not applicable
Status	Recruiting
Health condition type	-
Study type	Interventional

Summary

ID

NL-OMON29005

Source

NTR

Brief title

GWIGO

Health condition

- Health and safety climate (gezond en veilig organisatieklimaat)
- Health and safety behaviour (gezond en veilig gedrag)
- Health and safety knowledge (kennis over gezond en veilig werken)
- Health and safety motivation (motivatie om gezond en veilig te werken)
- musculoskeletal problems: back, neck/shoulder, arms/elbow/hands, hips/thighs, legs/feet/knees (problemen aan het bewegingsapparaat: rug, nek/schouders, armen/ellebogen/handen, heupen/dijen, benen/voeten/knieën)
- emotional exhaustion (emotionele uitputting)
- psychological distress (mentale gezondheid)
- work-related absenteeism (werkgerelateerd verzuim)
- work-related physical therapy (werkgerelateerd gebruik fysiotherapie)
- work-related mental health care utilization (werkgerelateerd gebruik psychische zorg)

Sponsors and support

Primary sponsor: Erasmus University Rotterdam - Department of Public Administration

Stichting IZZ

Source(s) of monetary or material Support: Stichting IZZ

Intervention

Outcome measures

Primary outcome

- Improvement of health and safety climate scores at T1 (post-intervention, intervention takes 3-5 months)

Secondary outcome

- Improvement of health and safety knowledge score at T1 (post-intervention)
- Improvement of health and safety motivation score at T1
- Improvement of health and safety behaviour score at T2 (6 months after post-intervention)
- Decrease of musculoskeletal problems score at T2
- Decrease of emotional exhaustion score at T2
- Decrease of psychological distress score at T2
- Decrease of work-related absenteeism score at T3 (12 months after post-intervention)
- Decrease of work-related physical therapy and mental health care utilization score at T3

Study description

Study objective

H1: Compared to a control group of teams, employees in teams who are subject to the safety climate intervention will report higher levels of safety climate, -knowledge and -motivation measured at post-intervention (T1).

H2: Compared to a control group of teams, teams who are subject to the H&S climate intervention will report lower levels of physical and mental health problems, and H&S behavior measured at the first follow-up (T2)

H3: Compared to a control group of teams, teams who are subject to the safety climate intervention will report lower levels of work-related absenteeism and work-related health care utilization measured at the second follow-up (T3).

H4: The positive effect of participation in a safety climate intervention on H&S performance will be mediated by changes in safety climate, behavior and health problems.

Study design

T0 = pre intervention (1-3 weeks before start intervention)

T1 = post intervention (3-5 months after start intervention)

T2 = follow-up 1 (6 months after post intervention)

T3 = follow-up 2 (12 months after post intervention)

Intervention

The goal of the intervention is to improve the health and safety climate perceptions of teams involved in the intervention. The design of the intervention will include three small-scale interventions aimed at improving at least three health and safety climate dimensions (top management priority, direct management commitment, group norms).

1. Executive management WalkAround
2. Safety-specific Transformational Leadership coaching of direct supervisors
3. Teams engage in an online discussion of healthy group norms and -behavior using the online tool 'Synmind'

Contacts

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Eligibility criteria

Inclusion criteria

The intervention takes place at the team level.

Teams are included if:

- they are part of a Dutch health care organisation
- they consist of at least 8 and at the most 25 team members
- they are supervised by a direct supervisor or a prevention worker that will act as a direct supervisor
- they have a regular team meeting every 4-6 weeks

Exclusion criteria

The intervention takes place at the team level.

Teams are excluded if:

- team members experience either physical or psychosocial strain, not both types of strain

Study design

Design

Study type:	Interventional
Intervention model:	Parallel
Allocation:	Non controlled trial
Masking:	Open (masking not used)
Control:	Active

Recruitment

NL	
Recruitment status:	Recruiting
Start date (anticipated):	01-10-2015
Enrollment:	1125
Type:	Anticipated

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	NL5284
NTR-old	NTR5391

Register

Other

ID

Stichting IZZ : IZZ-02-GWIDZ-2015

Study results