

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

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<b>Ethische beoordeling</b>	Positief advies
<b>Status</b>	Werving nog niet gestart
<b>Type aandoening</b>	-
<b>Onderzoekstype</b>	Interventie onderzoek

## Samenvatting

### ID

NL-OMON28794

### Bron

NTR

### Aandoening

the intervention is aimed at healthy employees

### Ondersteuning

**Primaire sponsor:** HAN university of applied sciences

**Overige ondersteuning:** NWO

### Onderzoeksproduct en/of interventie

### Uitkomstmaten

#### Primaire uitkomstmaten

perceived supervisor support

# Toelichting onderzoek

## Achtergrond van het onderzoek

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.

## Doel van het onderzoek

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.

## Onderzoeksopzet

workrelated wellbeing, vitality and performance

## Onderzoeksproduct en/of interventie

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).

## Contactpersonen

## **Publiek**

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## **Wetenschappelijk**

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## **Deelname eisen**

### **Belangrijkste voorwaarden om deel te mogen nemen (Inclusiecriteria)**

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

### **Belangrijkste redenen om niet deel te kunnen nemen (Exclusiecriteria)**

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)

## **Onderzoeksopzet**

## Opzet

Type:	Interventie onderzoek
Onderzoeksmodel:	Anders
Toewijzing:	N.v.t. / één studie arm
<b>Controle:</b>	N.v.t. / onbekend

## Deelname

Nederland	
Status:	Werving nog niet gestart
(Verwachte) startdatum:	20-04-2016
Aantal proefpersonen:	179
Type:	Verwachte startdatum

## Ethische beoordeling

Positief advies	
Datum:	14-04-2016
Soort:	Eerste indiening

## Registraties

### Opgevolgd door onderstaande (mogelijk meer actuele) registratie

Geen registraties gevonden.

### Andere (mogelijk minder actuele) registraties in dit register

Geen registraties gevonden.

## In overige registers

Register	ID
NTR-new	NL5685
NTR-old	NTR5829

**Register**

Ander register

**ID**

METC 2016.041 : WC2015-063

## Resultaten