BACKGROUND

Approximately $2.5B is spent annually on occupational injuries in healthcare. Key to changing this trend is the effective utilization of leading indicators within an Occupational Health and Safety Management System (OHSMS). The purpose of this study was to evaluate the feasibility of implementing interventions guided by six leading indicators¹ and the effectiveness of these interventions on improving the health and safety climate.

A quasi-experimental longitudinal design was used within two acute care hospitals. Phase I identified facilitators and barriers to changing the current OHSMS, assessed the OHSMS in participating sites using 6 leading indicators, and identified possible leading indicators to be added or changed. This phase concluded with the development of tailored interventions based on the gaps identified in the assessment. Phase II pilot tested and evaluated the feasibility and effectiveness of the interventions.

OBJECTIVE 1: IDENTIFYING FACILITATORS AND BARRIERS TO CHANGING CURRENT OHSMS

How

- Semi-structured interviews were completed using questions developed by research team

Who

- Chief Executive Officer (CEO)
- Members of hospital Board
- Administrative team (e.g. Vice-President (VP), Directors)
- Occupational Health & Safety (OHS) Department (e.g. Director, Specialist and/or Advisor)
- Joint Health & Safety Committee

Analysis

- Interview answers were categorized into themes

Results

- 28 interview participants
- As shown in the figures below, similar barriers and facilitators to changing the current OHSMS were identified at both study sites

Facilitators to change

- Board and Executive support
- Strong communication strategies
- Efficient and appropriate dissemination of information
- Accountability
- Easy fit into current continuous improvement strategies

Barriers to change

- Time and workload
- Technology
- Budget
- Competing priorities
- Silos in communication
- Changing normal daily routine
- Lack of availability/turnover of staff
- Organizational culture

If you have any questions or comments about the project, contact Joan Almost, Principal Investigator, at joan.almost@queensu.ca