



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

HRB Health
Research
Board



RESTORE Project

RESTORE Workshop

Barriers to resilience among healthcare staff in Ireland in the post-austerity period: A cross-sectional analysis

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Background

Staff Engagement: Psychological state or attitude, in which people are positive about traits, such as satisfaction, commitment, and involvement towards their job, role, or organization.¹

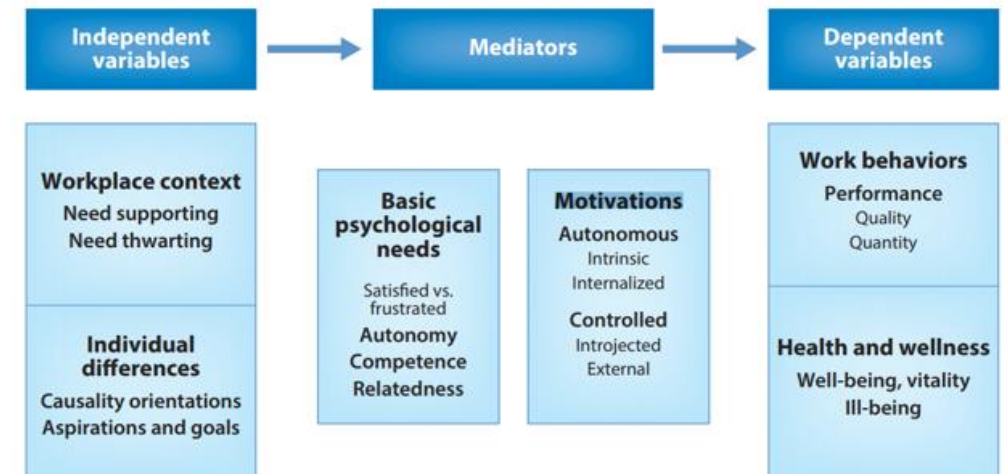
Worldwide



- No unique theoretical framework and major differences in the concept, theory, and mediators related to staff engagement²
- Lack of research on employees' differences and its influence on engagement²

COVID-19 and Staff Engagement: Necessity of personalised strategies to guarantee the staff engagement into the health sector²

The basic self-determination theory model in the workplace.



Background



- Policy context for staff engagement: One of the six drivers of the "Framework for Improving Quality in our Health Service"
- HSE surveys on staff engagement : Biannual basis (2014, 2016, 2018) ^{3,4}



1. Not tailored for the Irish Health Care system, workplace approach⁵
2. Dimensions: doesn't include individual level
3. Just 12/151 questions were utilized for measuring Staff engagement

Methodology : Thesis Aim and Research Objectives

Assess health staff engagement in Ireland by measuring its general trends and the impact that particular features by organisational and individual levels have on the overall employee engagement

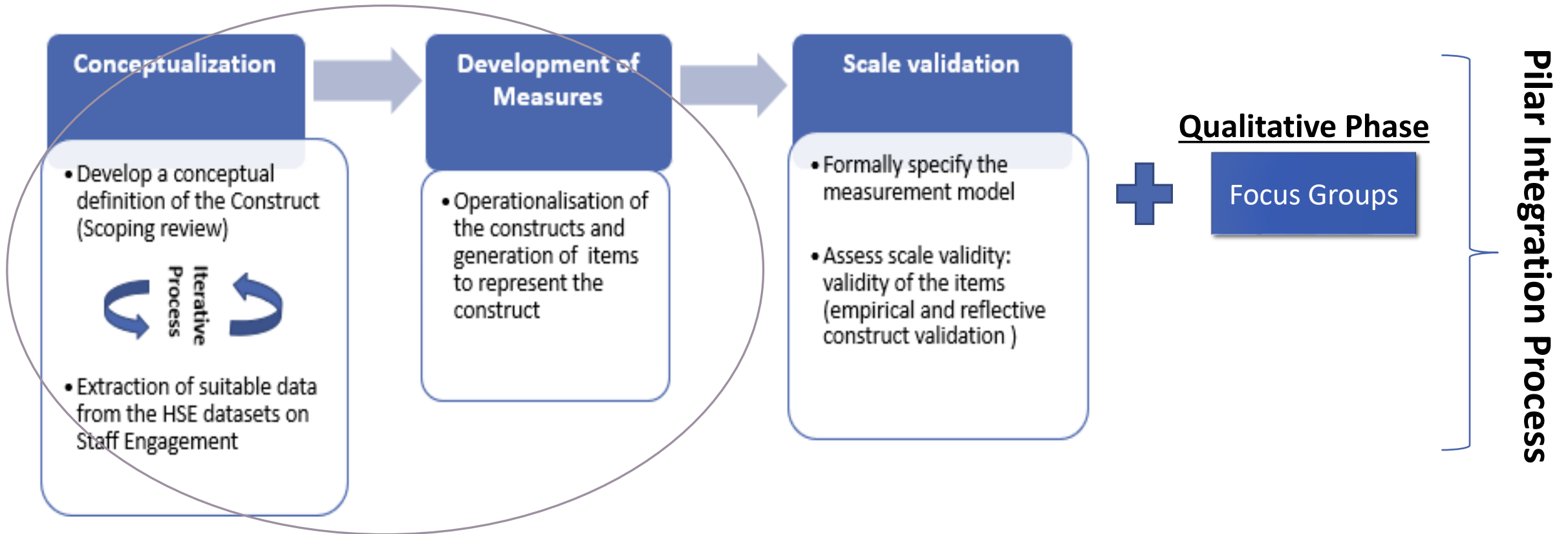
Research Objectives

1. To develop an engagement measurement framework and instrument, tailoring it for Irish Health context and drawing on the existing knowledge base of employee engagement
2. Identify employee engagement's theoretical frameworks and dimensions from the literature and validate their measuring criteria utilising the HSE collected data on Staff engagement
3. Compare and analyse the outcomes obtained utilising the IPSOS model and the new developed theoretical framework.

Quantitative Phase

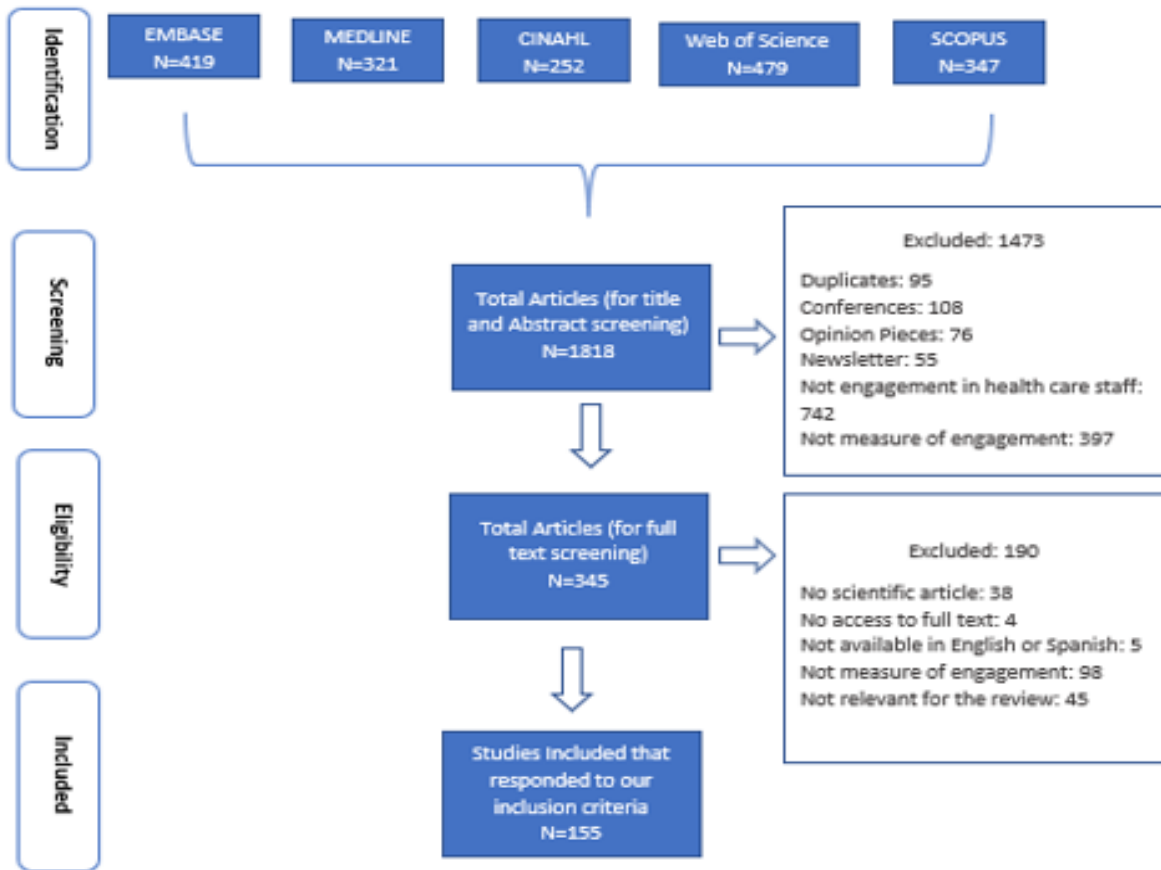
- Construction and validation of the theoretical framework

Construction and validation Model (Mirza et. al (2019)).⁶

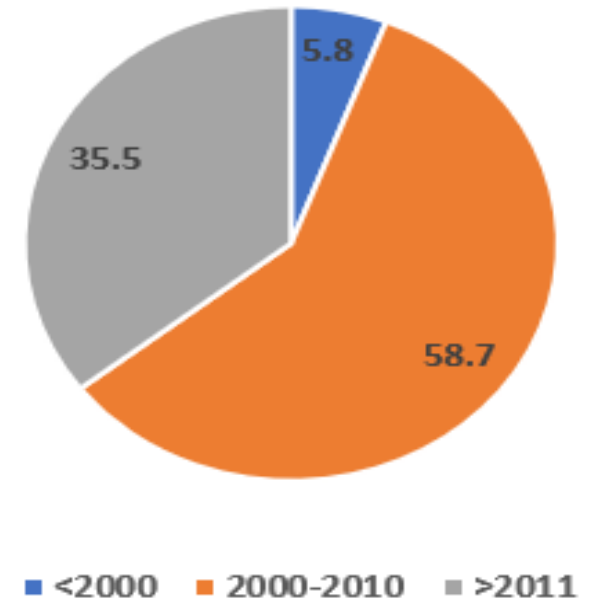


Scoping review: Results

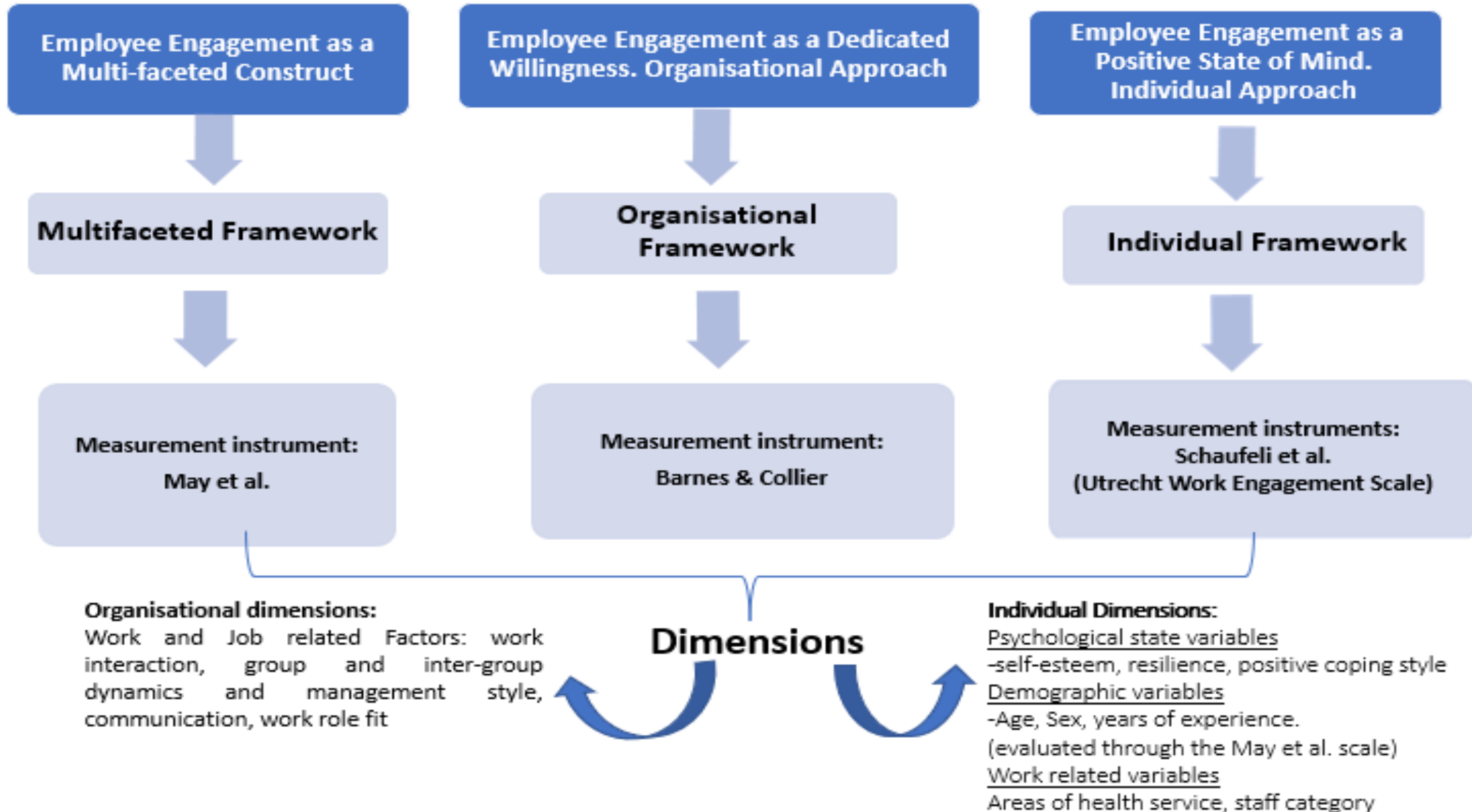
Flow Chart



Articles by year of publication



Scoping review: Results



Secondary Data Analysis: Methodology

DATA SOURCES

A Repeated cross-sectional analysis, secondary data and subgroup analysis was carried out utilising the data collected in the last 2 waves (2016,2018) of the HSE staff engagement surveys (Your Opinion Counts)

DATA ANALYSIS

Descriptive statistics were calculated for generating the baseline characteristics

Post-stratification or non-response weights were estimated to obtain trustable results and decrease the bias associated with the level of representativeness of the sample

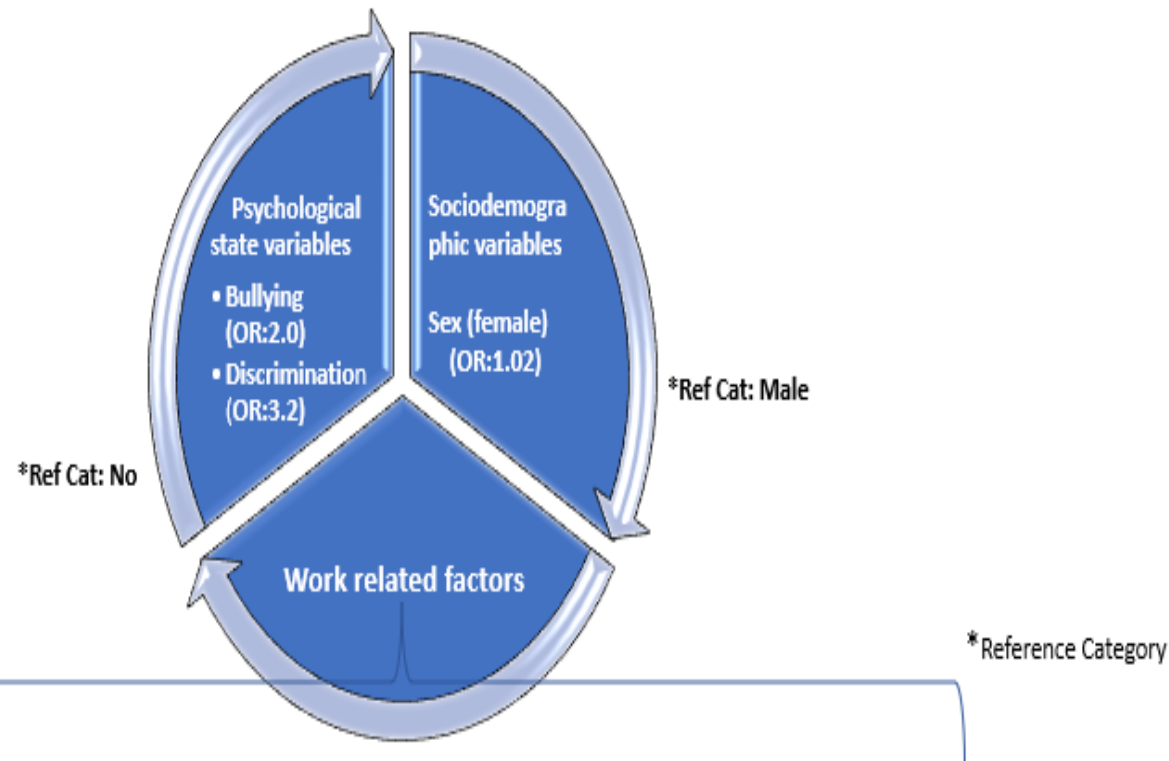
Ordinal logistic regression: to model the effect of the domains on the engagement of the staff

Organisational Dimensions of Staff Engagement by level of Satisfaction (HSE-YOC surveys)

Secondary Data Analysis: Results



Individual Dimensions of Staff Engagement (HSE-YOC surveys)

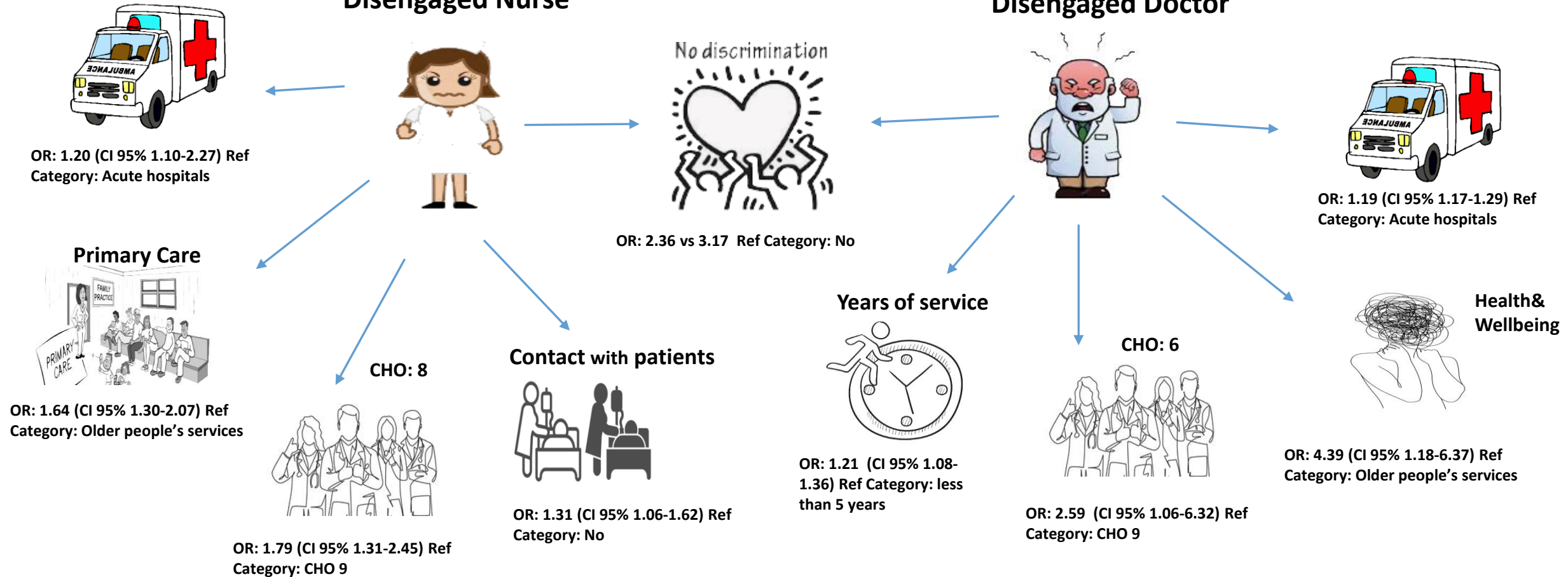


Areas of Health service *Ref Cat: Acute Hospitals	Staff Category *Ref Cat: Patient & Client Care	Divisions of health care services *Ref Cat: older People Services	Type of Service and Years of service *Ref Cat: <5 years	Community Health Organisations (CHO) areas *Ref Cat:CHO:9
National Ambulance Service (OR:2.8)	<ul style="list-style-type: none"> Medical/Dental (OR:2.39) Nursing (OR:1.95) General Support Staff (OR:1.95) 	<ul style="list-style-type: none"> Primary Care (OR:1.66) Mental Health (OR:1.55) Disability (OR:1.36) 	Working in the Irish Health System for more than 5 years (OR:1.21)	<ul style="list-style-type: none"> CHO Area 8 (OR:1.45) CHO Area 5 (OR:1.38) CHO Area 1 (OR:1.35)

Secondary Data Analysis: Results

Disengaged Nurse

Disengaged Doctor



KEY MESSAGES

Individual staff characteristics should be included in any instrument/framework that measures staff engagement



Health organisations should offer more information on the available services for coping with discrimination and bullying to their staff



Enhancing the opportunities of training and Carer Progression



Improving the communication strategies are the best approaches for guaranteeing the retention of the health staff

References

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