



ALL-UKRAINIAN ASSOCIATION OF HEALTH CARE EMPLOYERS' ORGANIZATIONS



ILO Project funded by the European Union
“TOWARDS SAFE, HEALTHY AND DECLARED WORK IN UKRAINE”

PILOTING OF PSYCHOSOCIAL SUPPORT AT WORKPLACE PROGRAMMES IN HEALTH CARE FACILITIES “WITH CARE FOR YOURSELF AND EVERYONE”

Pilot health care facilities (HCFs) involved in the project:

- Rivne oblast (1);
- Lviv oblast (1);
- Kyiv oblast (1).

total: 3 health care companies

6 offline HCFs:

- Kyiv city (1);
- Chernihiv oblast (1);
- Kyiv oblast (1);
- Ternopil oblast (1);
- Dnipropetrovsk oblast (1);
- Zhytomyr oblast (1).

total: 6 health care companies



Pilot
1765 staff

8 regions of Ukraine
covered
(including frontline ones)



Offline - 6
5670 staff

Total – 7435
staff



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Categories of medical enterprises in terms of health care level (*primary, in-patient, specialized*), structure and staff number, etc., are determinant in the capability (*finance, staff, space*) for implementing the PSS policy at work

- I – primary ≈ **300-350** staff;
- II – in-patient ≈ **1000-1500** staff;
- III – specialized ≈ **2000-2500** staff;

Capability and resource provision
for PSS activities

The following factors are important in organizing and expanding PSS at work in HCFs:

- **territorial** (community, city, oblast) – *determines specifics of PSS organization and training at regional/interregional training centres*);
- **financial and staff resource provision of HCFs** (*availability of premises, staff positions, including a psychologist, etc.*) for delivery of studies and trainings;
- **professional training level of medical staff** (*oblast hospitals are clinical bases of medical universities, staffed with high-category physicians, candidates and doctors of medicine, who can be involved in testing and evaluation of its results as well as in training and improvement of PSS delivery methods*).



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The following activities were conducted at offline pilot enterprises in February-March 2023
as part of piloting of the PSS at workplace project in HCFs:

- on preparing, developing, examining, agreeing upon and adopting a written PSS at work policy in work teams of two HCFs;
- on 24.02.2023, at a general staff meeting of Herbachevskyi Oblast Clinical Hospital, Zhytomyr Oblast Concil (**1613 staff**) with (online) participation of Project Manager Zsolt Dudás and National Project Coordinator Sofia Lytvyn-Santos, a written PSS at work policy was adopted.





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The following information, educational and training activities were implemented:

- ✓ Training of unit managers and assistants:
 - to recognize signs of, respond to and manage psychosocial risks (**12 activities**);
 - on differences between psychological aid and mental health first aid (**5 activities**);
 - on mental health support (**12 activities**).
- ✓ preventive interventions and corrective actions at the workplace:
 - * *introducing full-time psychologist positions*
 - * *flexible work schedule*
 - * *correction of a job description*
 - * *additional time to perform a task*
 - * *additional leave to care for own health*
 - * *regular meetings with the manager and “trust boxes”.*





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For preventive interventions and corrective actions at the workplace:

❖ Created:

psychological relief rooms (spaces) - 2

❖ Organized:

monitoring and evaluation of the PSS programme for its improvement:

- ✓ Questionnaire poll and survey before and after an activity;
- ✓ Stress level evaluation;
- ✓ Manager support level evaluation;
- ✓ Evaluation of employees' "satisfaction" with PSS activities.





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Difficulties in PSS at work implementation:

- ✓ Not all employees express willingness to participate in PSS activities
- ✓ Not all employees are ready to accept and realize their personal emotional state, which causes them to reject help
- ✓ High level of physical burden and workload of medical staff in performance of their official duties creates shortage of time for their participation in PSS activities

Conclusions and recommendations on PSS at work scale-up:

- **Social dialogue at all levels** – an effective tool for large-scale implementation of the PSS at work programme
- **Cost effectiveness** – a weighty argument for motivation and capitalization of investments during implementation of PSS at work
- **Regional monitoring and training centres** – an institution for scale-up of the PSS at work programme



THANK YOU FOR ATTENTION



Everything will be Ukraine

Speaker:

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