

Citizens and cities facing new hazards and threats

30th November to 4th December 2020

SESSION 2 : COVID-19

Marie BOSSARD

WHAT MAKES HOSPITAL STAFF READY TO MANAGE THE COVID- 19 PANDEMIC? A PSYCHO- SOCIAL APPROACH

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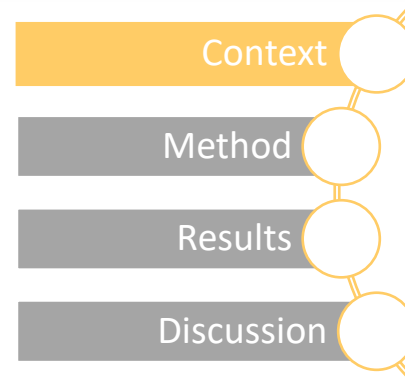
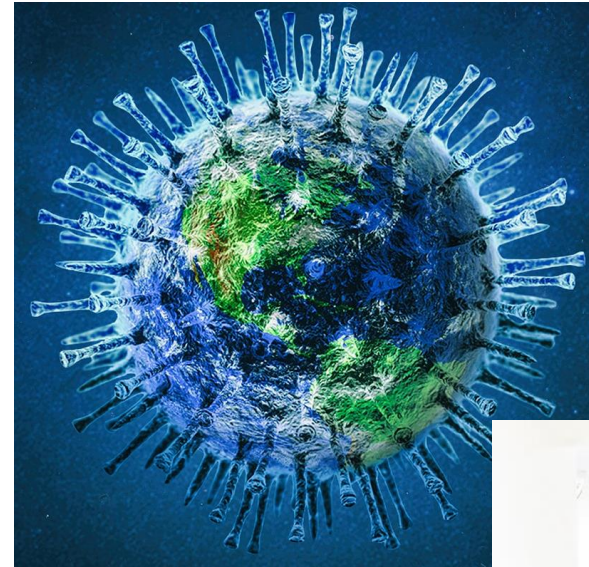
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What makes hospital staff ready to manage the COVID-19
pandemic? A psycho-social approach



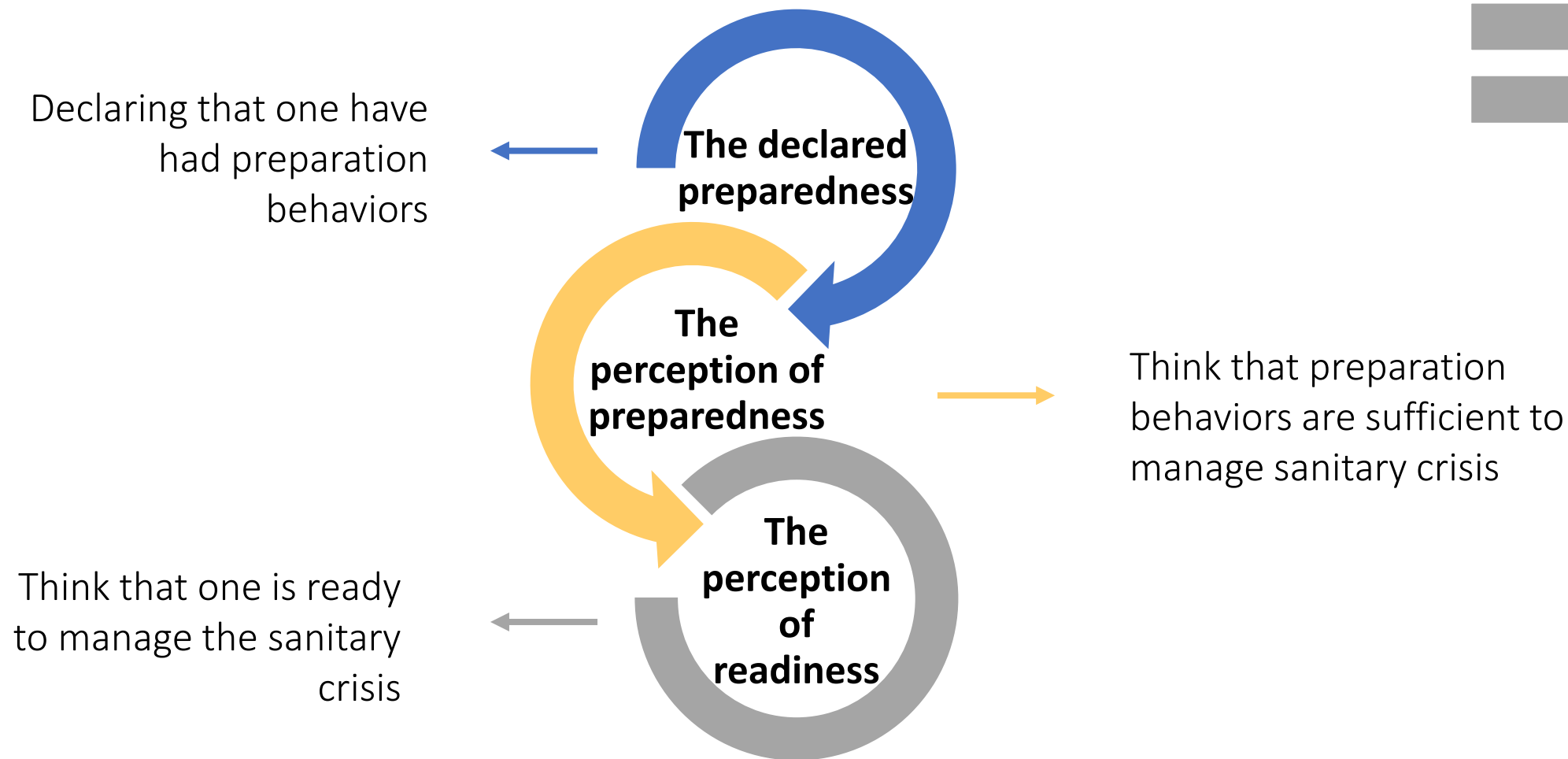
COVID-19 : A GLOBAL PANDEMIC

- An unprecedented sanitary crisis
- Crisis management plans are essentials but depends on hospital workers who implement these
- Preparation is essential but poorly documented with a psycho-social angle

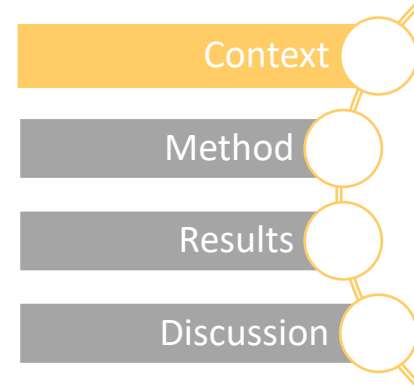


PREPARADNESS : CONCEPT DEFINITION

- Context
- Method
- Results
- Discussion



AIM OF THIS STUDY



Explore hospital workers **readiness perception** to manage a sanitary crisis upcoming and explore the **factors that influence it**

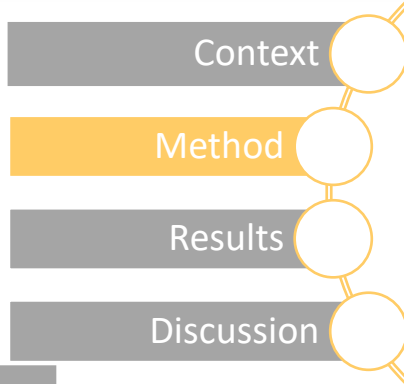
Propose a **method** for collecting and analysing data

Produce a set of **guidelines**



METHOD

 Online survey with 95 items



Individual variables

- Perception of personal readiness
- Perception of the personal preparedness, knowledge and skills as sufficient to manage a sanitary crisis



Collective variables

- Perception of colleagues' readiness in the speciality department and out the speciality department



Institutional variables

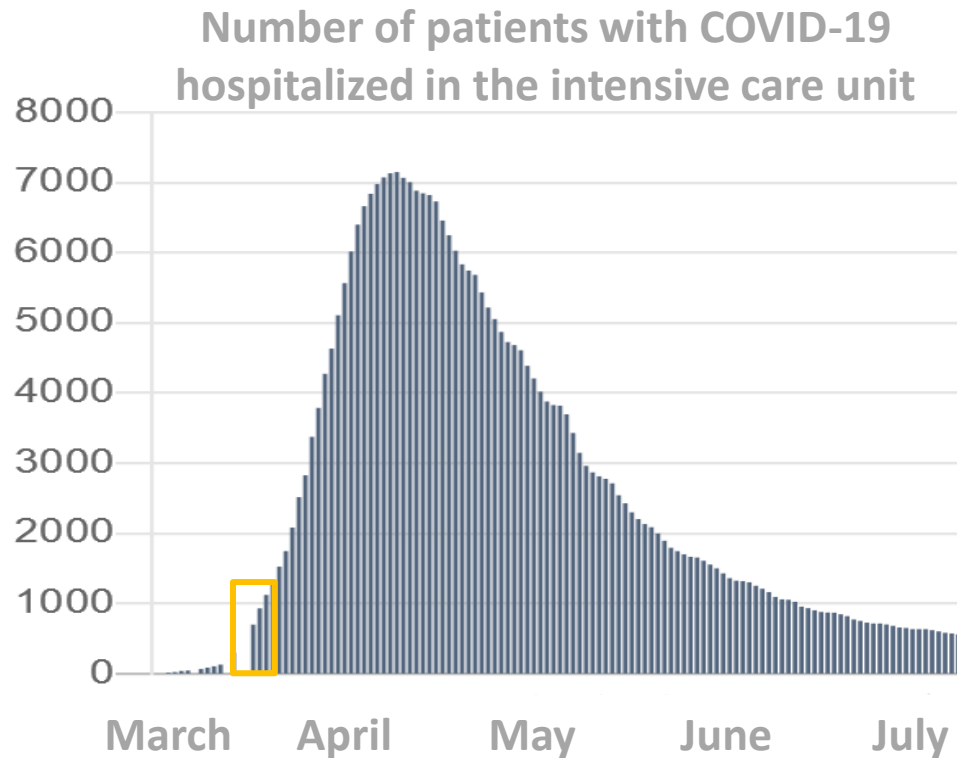
- Perception of the hospital's readiness
- Perception of the human and materials resources of hospital as sufficient to manage a sanitary crisis



METHOD

- The survey was distributed on the web from March 14th to 20th 2020
- This period was crucial for the management of the sanitary crisis

- Context
- Method**
- Results
- Discussion



- **Data analysis**

- SPSS© IBM software
- Quantitative data: correlations and multiple linear regressions
- Qualitative data: analysis of variance

POPULATION

- 408 hospital workers from All regions of France

- Profession :



- Context
- Method
- Results**
- Discussion

Physicians	Health managers	Paramedics	Administrative and directing workers
≈2%	≈10%	≈85%	≈3%

- Experience :

Less than 5 years	5 - 10 years	10 - 15 years	More than 15 years
≈35%	≈22%	≈13%	≈29%


- Experience of a prior sanitary crisis :

Yes	No
≈30%	≈70%



RESULTS

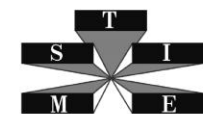
- Context
- Method
- Results**
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 Individual variables	Mean	Standard Deviation
Perception of readiness	4.99	2.73
Perception of preparedness	3.61	2.77
Perception of knowledge as sufficient	4.74	2.74
Perception of skills as sufficient	4.99	2.71




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What makes hospital staff ready to manage the COVID-19 pandemic? A psycho-social approach



RESULTS

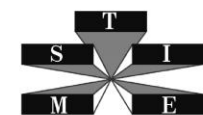
- Context
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 Collective variables	Mean	Standard Deviation
Perception of colleagues among the specialty department readiness	5.40	2.82
Perception of colleagues out the specialty department readiness	5.33	2.68




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RESULTS

- Context
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 Institutional variables	Mean	Standard Deviation
Perception of hospital as ready	5.16	2.82
Perception of hospital as had human resources as sufficient	4.18	2.74
Perception of hospital as had material resources as sufficient	3.22	2.41



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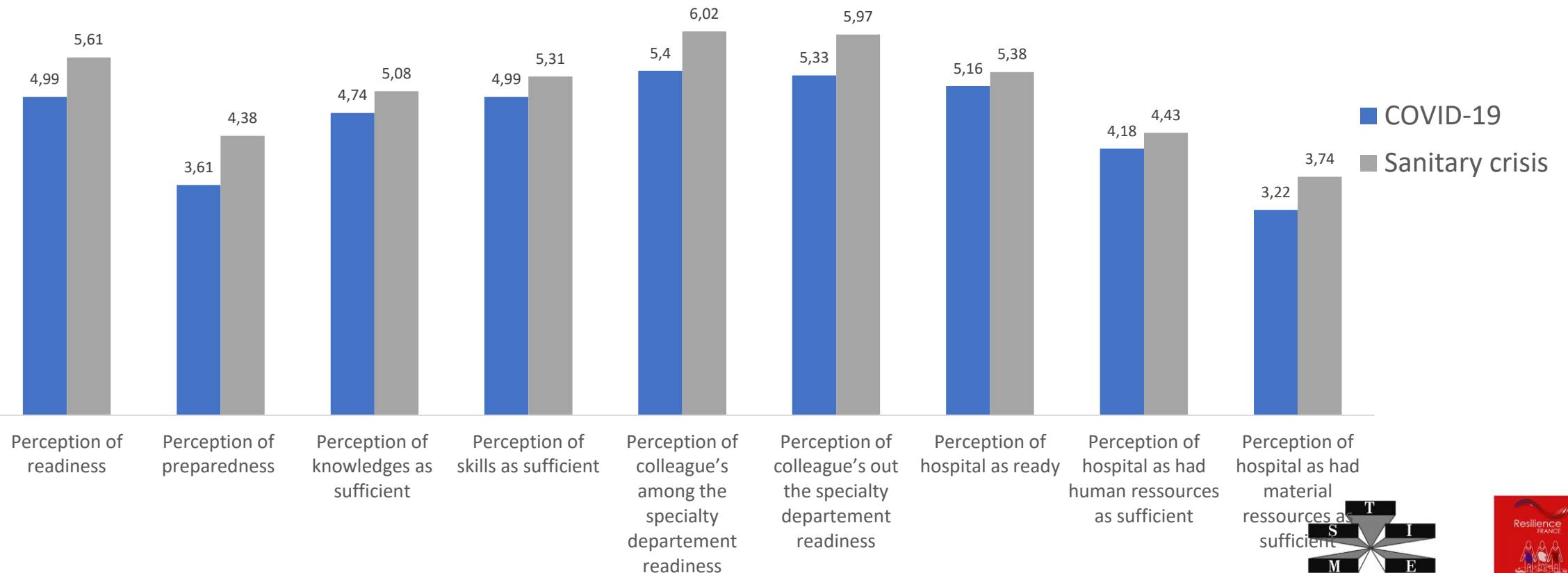


RESULTS

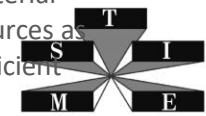
- The averages about perceptions of preparation about **COVID-19** are slightly **lower** than those about sanitary crisis in general

- Context
- Method
- Results
- Discussion

Average scores on preparedness items according to COVID-19 crisis or other general sanitary crisis



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Context	
Method	
Results	
Discussion	

RESULTS

- Several variables are linked with the perception of readiness for COVID-19
 - Variables linked according to the Analysis of variance (for Quantitative data)

Preparedness behavior

- Having participated in a simulation exercise
- Having participated in a feedback exercise on the management of a previous sanitary crisis
- Having read the procedures
- Asking for information on health crisis management from referrals in the hospital

Professional experience

- Professional experience
- Experience of a previous crisis
- Age



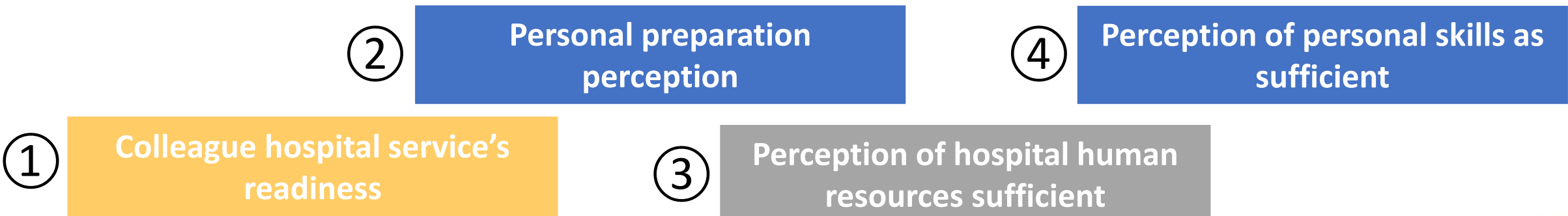
- Context
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RESULTS

- All the variables studied are positively correlated with the readiness perception



- For a more detailed analysis : multiple linear regression analysis (which variables are the most related with perception of readiness) :



SOME POINTS FOR DISCUSSION

Context

Method

Results

Discussion



- Hospital workers have a relatively low readiness perception to manage COVID-19 before it came out ($M=4.99$; $SD= 2.73$)
 - It is therefore necessary to adapt the preparation of hospital staff to improve this perception
- Personal readiness is not enough to feel ready
 - The perception of personal readiness is a complex process which deserves a psycho-social study combining individual and collective variables

SOME POINTS FOR DISCUSSION

Context

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- Some recommendations:

- Integrate the presentation of the efficiency of the hospital and the teams into the training courses
- Strengthening the sense of collective effectiveness as well as the sense of belonging through group exercises
- Favour simulation exercises and feedback sessions to prepare hospital worker

Context

Method





Results

Discussion

Thank you for your kind attention !

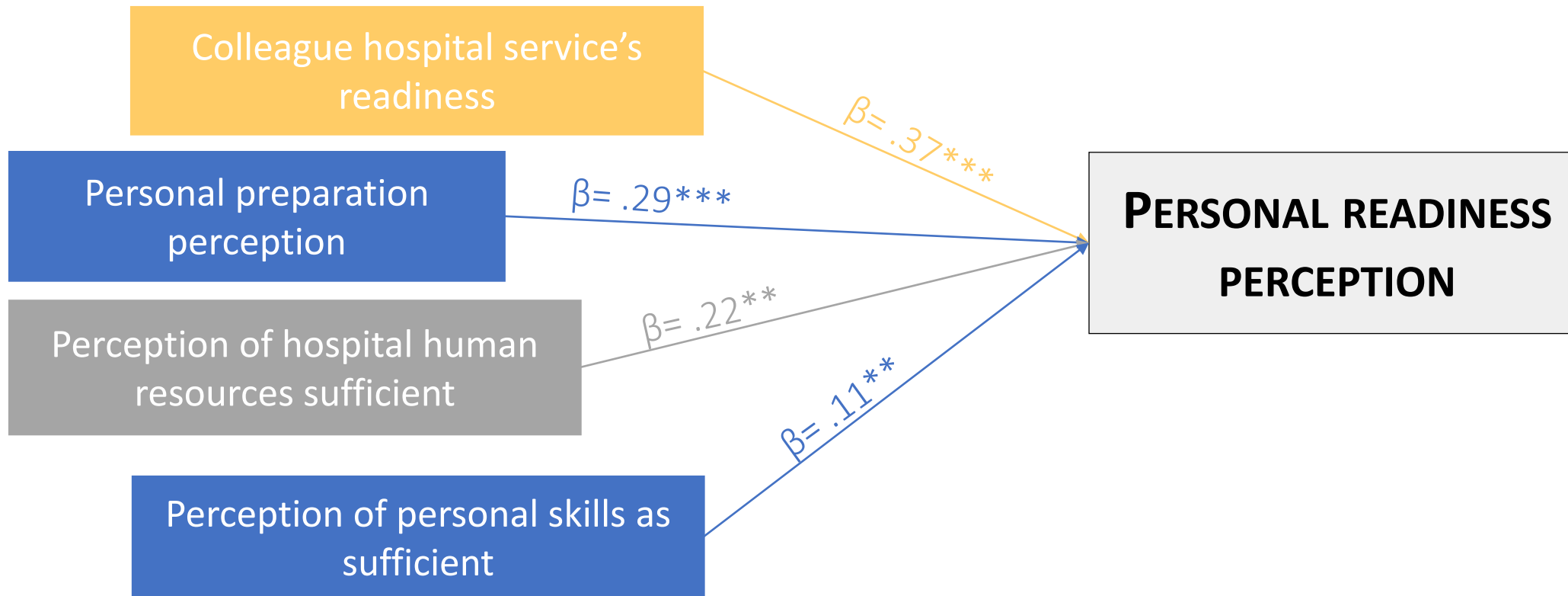
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- Context 
- Method 
- Results 
- Discussion 

SUPPLEMENTARY SLIDES

- Multiple linear regression analysis :



* $p < 0,05$
 ** $p < 0,01$
 *** $p < 0,001$

