

Background

Imbalance threatens quality of care and well-being of care workers



Research predominantly focuses on nurses and care assistants, overlooking the broader spectrum of care workers involved in the daily routines of nursing homes

Aim

To describe the prevalence of health outcomes among different care worker groups in nursing homes in Flanders, Belgium

Methods

Design

Descriptive study using cross-sectional survey data from FLANH collected from Feb – July 2023

FLANH project

Multicenter longitudinal study based on survey and registry data collection in 2023 & 2025

Aims to examine the relationships between staffing, work environment, rationing of care, and resident and care worker outcomes

Geyskens et al. PLOS ONE (2023)

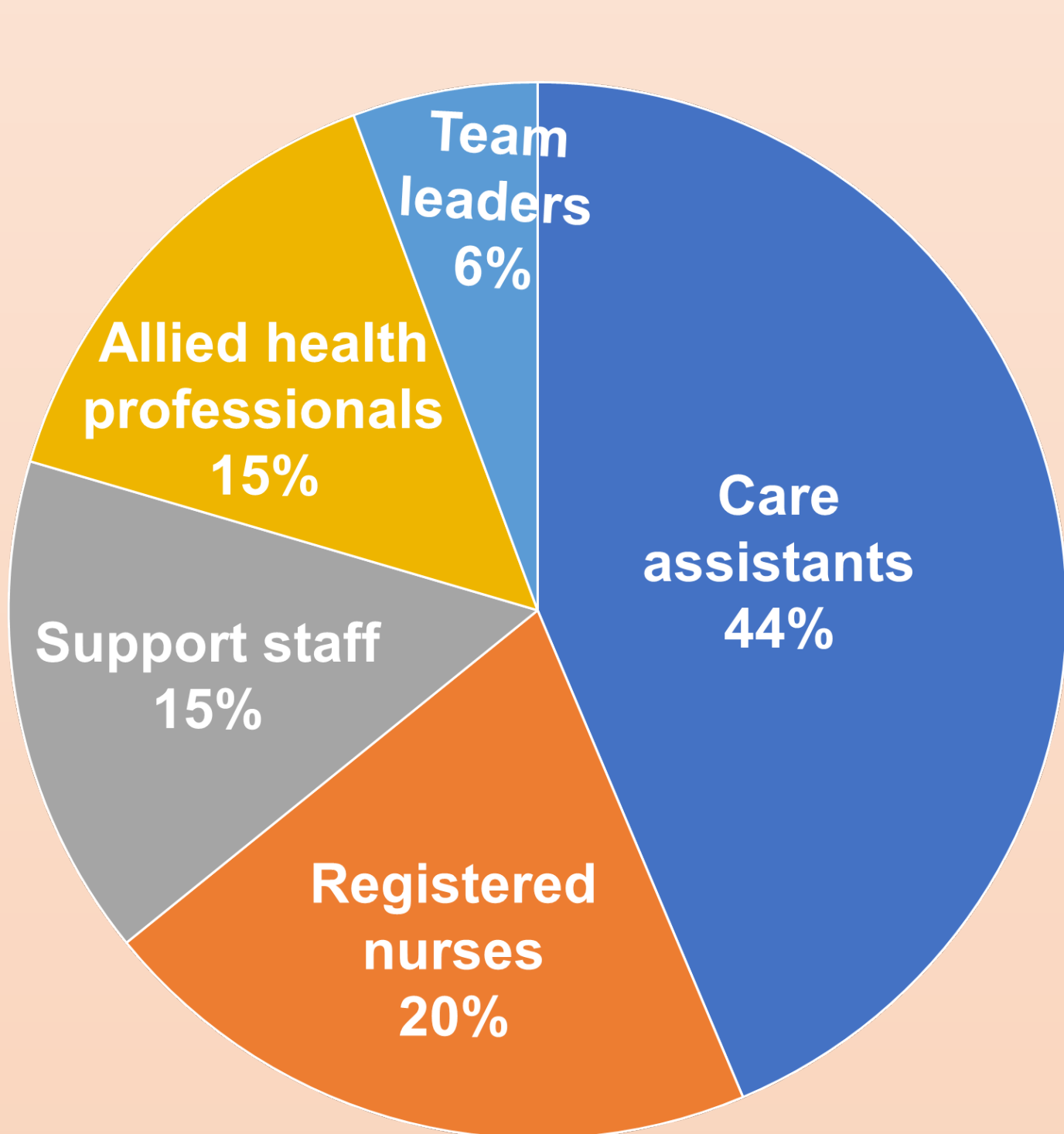


25 nursing homes

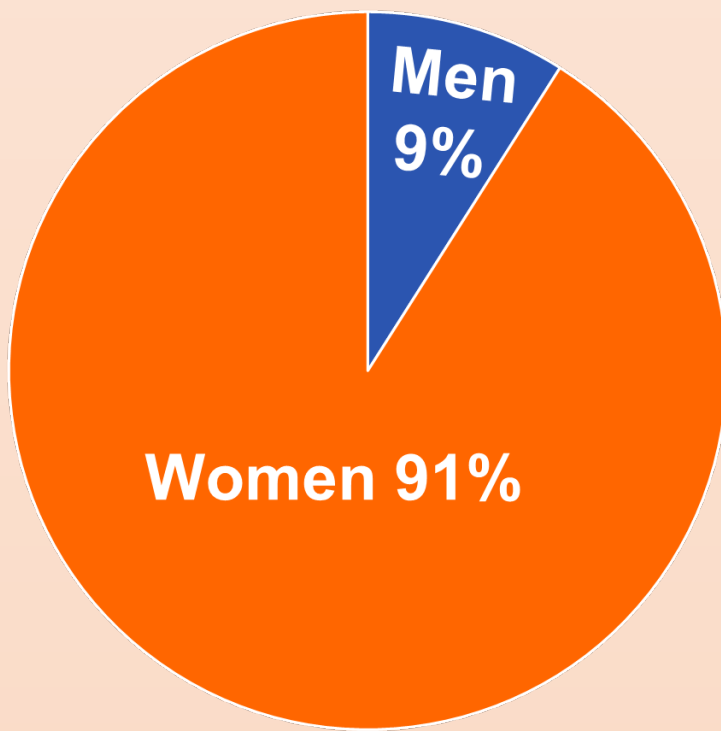


1524 respondents
(64% response rate)

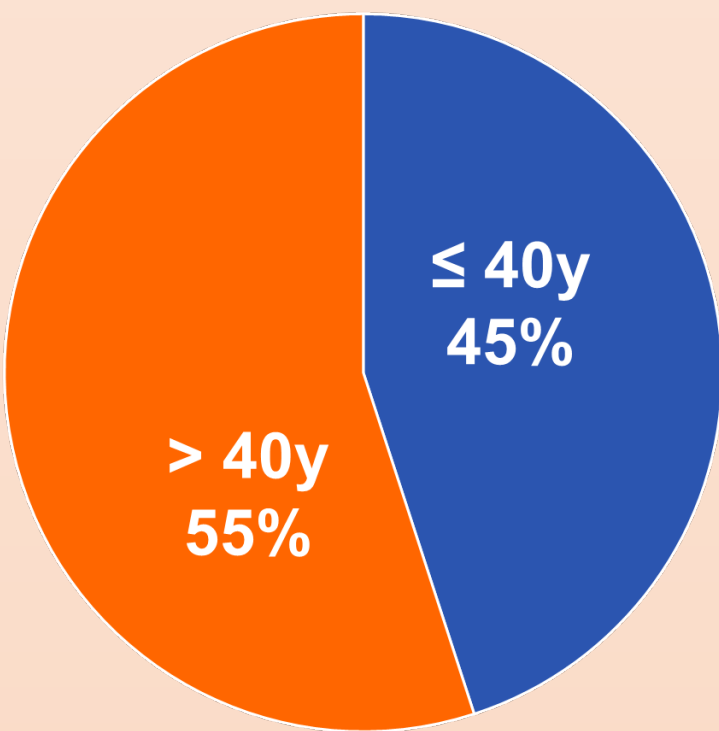
Sample



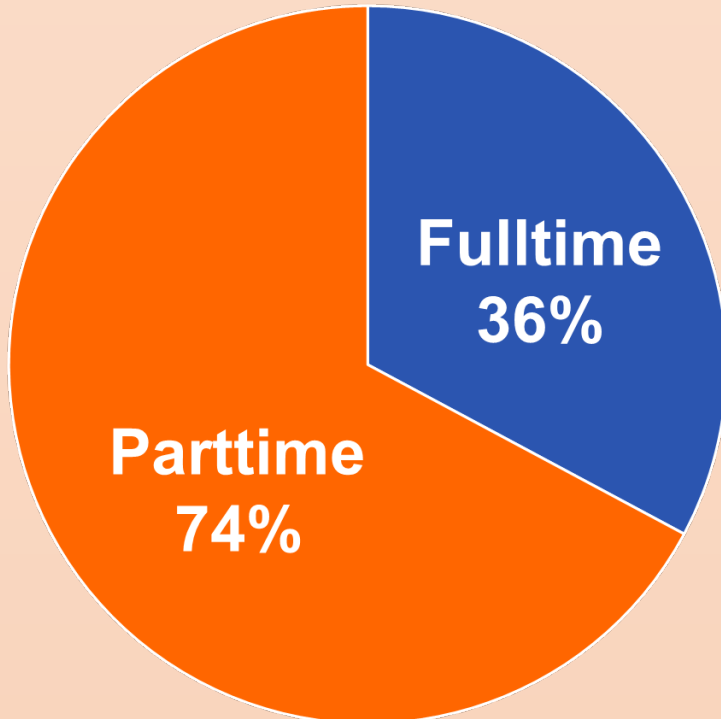
Care worker profile



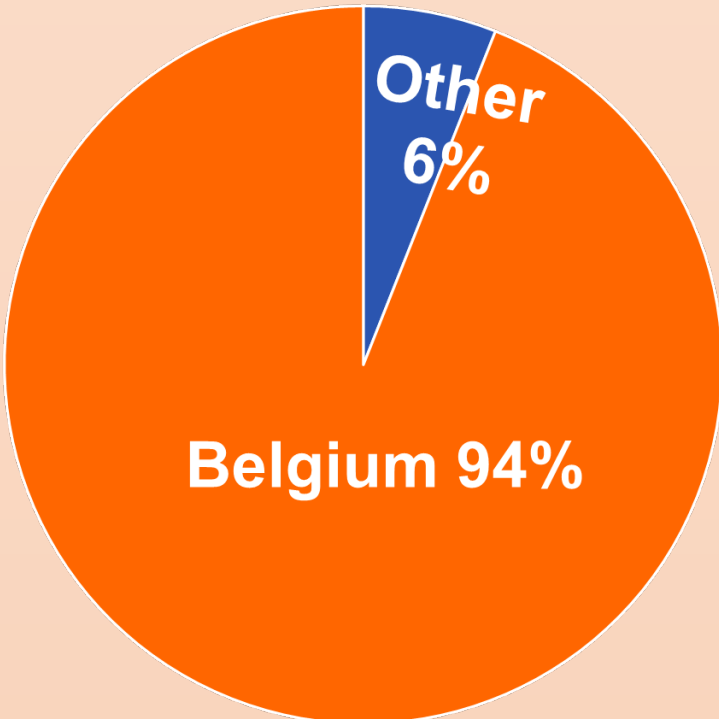
Gender



Age



Employment



Country of diploma

Results

	All care workers (n=1524)	Care assistants (n=664)	Registered nurses (n=312)	Support staff (n=234)	Allied health professionals (n=225)	Team Leaders (n=86)
High job satisfaction (score ≥7)	79.7	78.3	75.7	78.9	88.8	82.4
Intention to leave						
• I often think about quitting my job (agree or strongly agree)	17.3	21.2	16.9	13.7	10.7	17.6
• I will probably look for a new job in the next year (agree or strongly agree)	7.8	9.1	8.8	7.1	4.0	7.1
• I intent to leave my current job (agree or strongly agree)	5.9	7.0	6.8	4.9	3.1	4.7
Burnout Assessment Tool						
• No burnout (mean score < 2.53)	81.0	75.9	80.1	84.0	91.4	85.9
• At risk for burnout (mean score 2.54-2.95)	12.8	15.9	13.0	12.7	5.9	7.1
• Most likely burnout (mean score ≥ 2.96)	6.3	8.3	6.8	3.3	2.7	7.1
Absences due to illness (≥ 1 time in past 6 months)	57.7	60.9	56.5	61.5	52.3	42.4
Going to work despite illness (≥ 1 time in past 6 months)	67.2	71.6	62.6	67.7	59.5	70.6
Physical complaints						
• Tiredness (weekly or more)	56.5	63.0	61.9	44.5	43.9	55.3
• Muscle and/or joint pain (weekly or more)	46.9	52.6	52.0	48.2	26.7	35.3
• Back pain (weekly or more)	43.3	52.4	50.0	37.6	21.2	27.1
• Sleeplessness (weekly or more)	38.4	41.7	40.8	37.1	26.6	40.0
• Headache (weekly or more)	28.4	34.4	26.5	24.9	17.6	29.4
• Work-related allergies (weekly or more)	7.4	10.1	5.8	5.4	5.9	3.5

Conclusions

- Health outcomes were the best among allied health professionals and team leaders and the worst among care assistants, followed by registered nurses and support staff.
- The findings highlight the need for targeted interventions to support the well-being of the different care worker in nursing homes.

