

# Work-related stress among health professionals working in Swiss hospitals, nursing homes and home care organisations

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# Propositions

Belonging to the thesis:

## **Work-related stress among health professionals working in Swiss hospitals, nursing homes and home care organisations**

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Maastricht, 22. September 2020

1. Prevention and intervention strategies improving the compatibility of health professionals' work and private life, their opportunities for development and the leadership qualities of direct line managers are essential in order to address work-related stress in acute care and rehabilitation hospitals. (*this thesis, chapter 2 & 3*)
2. Strategies for reducing stress at work should be shaped to health professionals' individual role, area of responsibilities as well as their work environment among different hierarchies and professional disciplines. (*this thesis, chapter 2 & 4*)
3. Health professional leaders play an important role in reducing work-related stress among their employees and should act as a role model for how to deal with stress at work. (*this thesis, chapter 3 & 4*)
4. To assess stressors at work among health professionals, a combination of different methods (e.g. self-reports and external observations) provides different perspectives. (*this thesis, chapter 5 & 6*)
5. Health professional leaders require organisational support and education on how to effectively reduce work-related stress and improve working conditions in daily practice. (*this thesis, valorisation*)
6. 'When considering theoretical minimum risk levels in relation to psychosocial risks, one should keep in mind that low levels of psychosocial risks are present at every workplace' (...) 'exposure to such risks in any occupational category cannot be equal to zero'. (*Leka & Jain, 2010, p. 3*)
7. 'In many counties hospital nurses rate their work environment as fair or poor. A substantial part of these nurses intend to leave their nursing job within a year and will seek work outside the nursing profession... This alarming signal deserves urgent attention. (*acc. to Aiken et al., 2013, p. 150-151*)
8. 'Managers can cause or prevent stress by the way they behave towards their employees'. (*Donaldson-Feilder, Yarker & Lewis, 2008, p.12*)
9. 'Make health and wellbeing a core priority for the top management of the organisation' and 'value the strategic importance and benefits of a healthy workplace'. (*National Institute for Health and Care Excellence, 2015, p. 6*)