COMPASS Teams: Creating Health & Safety “Communities of Practice” for Home Care Workers

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Why TWH for Home Care Workers?

- Isolated work structure
- Unique hazards and stressors
- Injuries 4x average
- Health: psychological and physical
- 46% growth by 2018
- Research and Practice Gap
  - Most interventions address wellness
  - A few address safety
  - Need for structural and supportive TWH approaches

Images from Gershon’s Home Hazard Checklist
Creating “COMPASS” Teams: COMmunity of Practice & Safety Support

Structural support for isolated workers
• integrated TWH approach
• repeatable
• can be sustained & spread
Design: Cluster Randomized Controlled Trial

16 Groups (148 Workers)

8

COMPASS

baseline

6 mo

12 mo

CONTROL

baseline

6 mo

12 mo

Health Assessments (both groups)
The Intervention

Team building workshop + 12 monthly meetings

MONTHLY MEETING STRUCTURE

Scripted Education
- WorkLife Check In (at left)
- Scripted Workbook Lesson
- Take Home Goals

Social Support
- Shared Meal
- Worklife Support
- Reflection

<table>
<thead>
<tr>
<th></th>
<th>Work</th>
<th>Life</th>
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</thead>
<tbody>
<tr>
<td>Susan</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Carol</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Laura</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Rebecca</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Sally</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>Fred</td>
<td>8</td>
<td>10</td>
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<tr>
<td>Natalie</td>
<td>4</td>
<td>5</td>
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<tr>
<td>Diana</td>
<td>3</td>
<td>7</td>
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</table>
Monthly Scripted Topics: *First 6 months*

0. *Team building workshop*
1. *Fruits & Vegetables*
2. *Back to Healthy Postures*
3. *Functional Fitness*
4. *Take a Load Off with Tools*
5. *Communicating for Hazard Correction*
6. *Mental Health*
Take home goal examples: *Functional Fitness*

**Team goal:**
- **Odds vs. Evens** step count challenge

**Individual goal options:**
- “anywhere core exercise” scavenger hunt
- **Buddy up** and try an active class or game
- Find community resources for exercise

<Standing leg lift>
WorkLife Support:
Action oriented problem solving

<table>
<thead>
<tr>
<th>Name</th>
<th>Problem</th>
<th>Rating</th>
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</thead>
<tbody>
<tr>
<td>Susan</td>
<td>Bathing gone bad</td>
<td>B</td>
</tr>
<tr>
<td>CAROL</td>
<td>No Support</td>
<td>A</td>
</tr>
<tr>
<td>Laura</td>
<td>Case of the munchies</td>
<td>C</td>
</tr>
<tr>
<td>Rebecca</td>
<td>Exercise Woes</td>
<td>D</td>
</tr>
<tr>
<td>Sally</td>
<td>Abusive Client</td>
<td>A</td>
</tr>
<tr>
<td>Fred</td>
<td>Mt. Dew Withdrawal</td>
<td>B</td>
</tr>
<tr>
<td>NATALIE</td>
<td>Client Communication</td>
<td>B</td>
</tr>
</tbody>
</table>

Follow-Up (10 min)

Make Action Plan (10 min)

Choose Health/Safety Problem (5 min)

Pros and Cons (15 min)

Brainstorm (20 min)
Results

Teams (N=19)
Demographics

- Female (92.2%)
- Caucasian (74%)
- Age M=51.7 (SD=13.2)
- BMI M=31.8 (SD=8.25).
- Home care experience M=7.4 yrs (SD=7.6)
- 40% depression diagnosis
## Community of Practice and Well-Being

<table>
<thead>
<tr>
<th>OUTCOME</th>
<th>Control Mean +-SEM</th>
<th>Intervention effect (95% CI)</th>
<th>p</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community of Practice scale 5-60</td>
<td>32.7 ± 0.55</td>
<td>3.67 (1.83, 5.47)</td>
<td>&lt;0.001</td>
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<tr>
<td>Mental Health SF-12</td>
<td>48.5 ± 0.62</td>
<td>0.48 (-1.33, 2.28)</td>
<td>0.605</td>
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<tr>
<td>Physical Health SF-12</td>
<td>45.6 ± 1.16</td>
<td>-0.51 (-3.11, 2.09)</td>
<td>0.700</td>
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<tr>
<td>OUTCOME</td>
<td>Control Mean +-SEM</td>
<td>Intervention effect (95% CI)</td>
<td>p</td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>--------------------</td>
<td>------------------------------</td>
<td>--------</td>
</tr>
<tr>
<td>Talk w/ consumer-employer about safety</td>
<td>1.80 ± 0.19</td>
<td>0.69 (0.02, 1.36)</td>
<td>0.043</td>
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<tr>
<td>Corrected slip hazards in homes</td>
<td>1.72 ± 0.25</td>
<td>0.16 (-0.24, 0.56)</td>
<td>0.440</td>
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<tr>
<td>Corrected other hazards in homes</td>
<td>1.22 ± 0.20</td>
<td>-0.13 (-0.50, 0.24)</td>
<td>0.493</td>
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<tr>
<td>New tools to make moving obj. safer</td>
<td>0.52 ± 0.09</td>
<td>0.73 (0.31, 1.15)</td>
<td>&lt;0.001</td>
</tr>
<tr>
<td>New tools to make housecleaning safer</td>
<td>1.02 ± 0.13</td>
<td>0.31 (-0.10, 0.71)</td>
<td>0.139</td>
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</tbody>
</table>
## Health Behavior Change

<table>
<thead>
<tr>
<th>OUTCOME</th>
<th>Control Mean +/-SEM</th>
<th>Intervention effect (95% CI)</th>
<th>p</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fruit &amp; Vegetables daily servings</td>
<td>3.72 ± 0.28</td>
<td>0.28 (-0.30, 0.86)</td>
<td>0.337</td>
</tr>
<tr>
<td>Sugary snacks frequency scale</td>
<td>3.72 ± 0.14</td>
<td>-0.60 (-0.92, -0.27)</td>
<td>&lt;0.001</td>
</tr>
<tr>
<td>Sugary drinks frequency scale</td>
<td>3.29 ± 0.28</td>
<td>-0.26 (-0.83, 0.31)</td>
<td>0.370</td>
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<tr>
<td>Healthy Physical Activity days per week</td>
<td>2.07 ± 0.19</td>
<td>0.12 (-0.37, 0.60)</td>
<td>0.640</td>
</tr>
</tbody>
</table>
Discussion: *COMPASS @ 6 months*

- **Improved resources, safety, AND health**
  - Community of practice
  - Safety communication
  - Tool use
  - Reduced sugary drinks
- **Home Care Commission**
  unanimous vote to test for **statewide dissemination**
- **Current research with private agencies**
  to understand capacity, structures, and drivers for **national reach**
- **Qualitative analyses of social support**
Acknowledgements

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Q & A?
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