

# Factors associated with high need for recovery and burnout in local police departments

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- To explore associations of occupational factors with high need for recovery (HNFR) and burnout in police forces

# Study population

- Cross-sectional study
- 648 subjects
  - 72.7% participation
- In 8 local police forces
- Subjects divided into 5 functional groups:
  - intervention
  - neighborhood police
  - traffic police
  - detectives
  - administration

# Dependent outcome variables

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- Need for recovery (NFR):
  - assessed by the NFR questionnaire (0–100 scale)
  - score of >45 indicates a high Need for recovery (HNFR)
  
- Burnout:
  - assessed by the burnout score (0-100) of the Copenhagen Psychosocial Questionnaire (COPSOQ II short version)
  - high burnout score (HBOS) was defined as a score >50

# Psychosocial factors (1)

- Assessed by the short COPSOQ II
  - quality of leadership (scale 0-10)
  - rewards (scale 0-10)
  - quantitative work demands (scale 0-10)
  - emotional work demands (scale 0-10)
  - control over working time (scale 0-10)
  - social support from supervisor (scale 0-10)
  - workplace social capital (scale 0-10)
  - role clarity (scale 0-10)
  - possibilities for development (scale 0-10)
  - unacceptable behaviour (Y/N)
    - bullying; gossip & slander; quarrels & conflicts; verbal and physical aggression; undesirable sexual attention

- Scales developed within our service
  - participation in decision making (scale 0-10)
  - work resources (scale 0-10)
  - growth opportunities / career prospects (scale 0-10)
  - work more hours than desired (scale 0-10)
  - job insecurity (scale 0-10)
  - balance between work and private life (Y/N)
  - discomfort from physical work environment (Y/N)
    - inadequate temperature; insufficient fresh air; draughts; disturbing noise; inadequate lighting

# Other independent variables

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- Age
  - <45 yr
  - ≥45 yr
- Gender
- Physical workload (scale 0-10)

- Pearson chi-square test was used for the difference in prevalence between the police forces and the functional groups
- Multivariate logistic regression analyses were used with HNFR and HBOS as dependent variables. In the regression model for burnout NFR was also included as independent variable

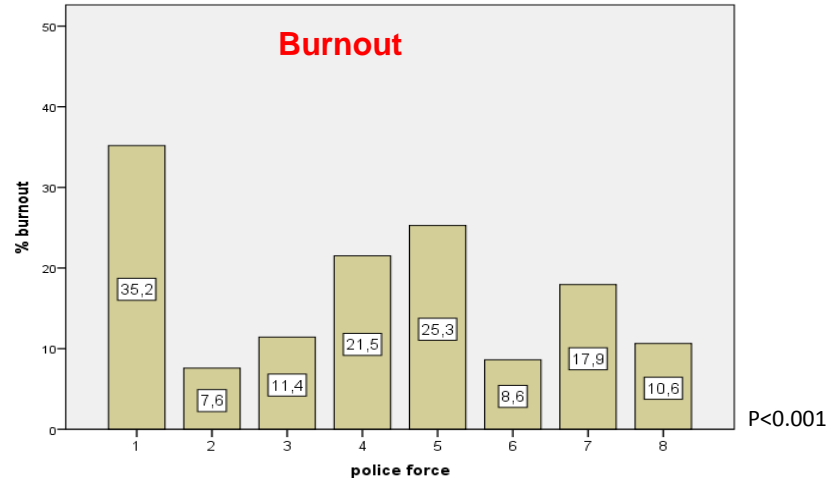
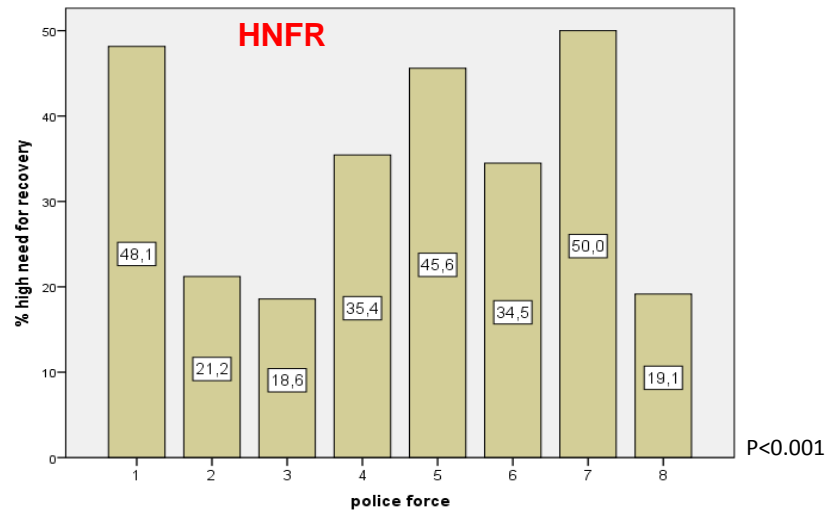


# Results (1)

## Prevalences

total group:

- HNFR: 36.6%
- HBOS: 18.8%

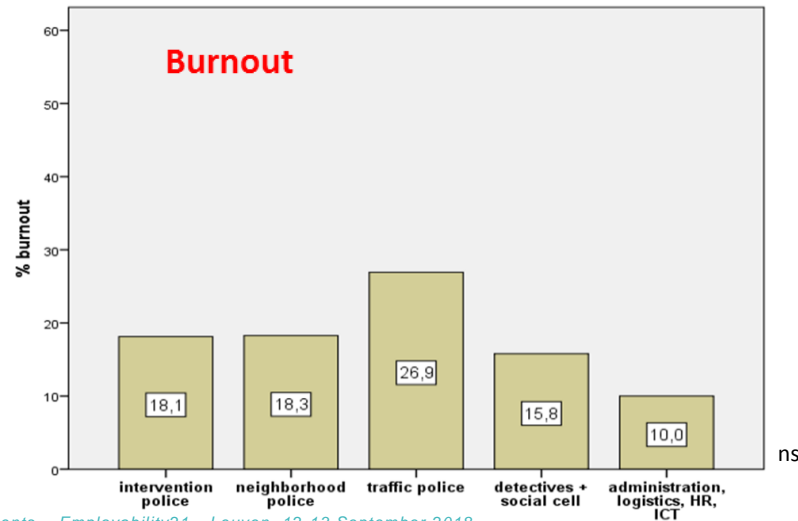
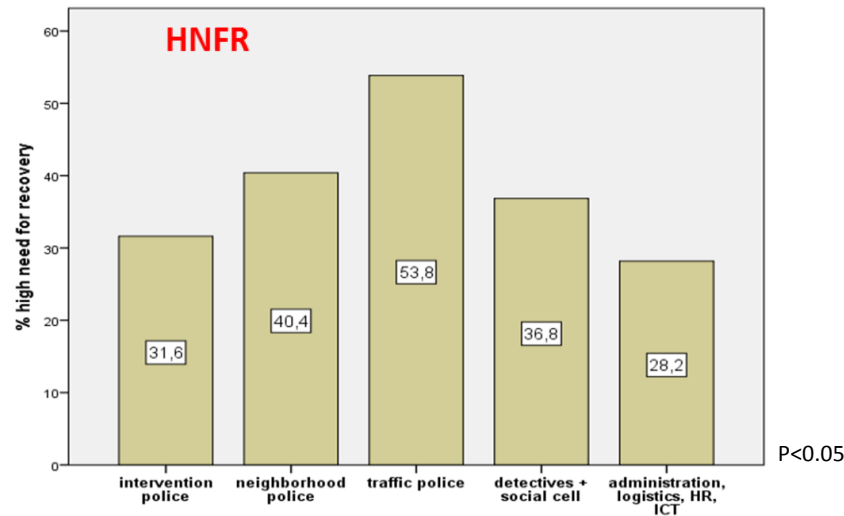


# Results (2)

## Prevalences

total group:

- HNFR: 36.6%
- HBOS: 18.8%



# Multivariate logistic regression - HNFR



	<b>OR</b>	<b>95% C.I.</b>	<b>p</b>
gender (W vs. M)	1,63	1,05 - 2,53	<0,05
age ≥45 yr	2,14	1,40 - 3,25	<0,001
physical workload	1,17	1,02 - 1,33	<0,05
quantitative work demands	1,27	1,15 - 1,40	<0,001
workplace social capital	0,83	0,71 - 0,96	<0,05
possibilities for development	0,88	0,79 - 0,97	<0,05
balance work and private life	0,18	0,10 - 0,30	<0,001
bullying	2,47	1,22 - 4,97	<0,05
discomfort from physical work environment	1,78	1,18 - 2,68	<0,01



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## Without NFR

	<b>OR</b>	<b>95% C.I.</b>	<b>p</b>
quality of leadership	0,88	0,79 - 0,98	<0,05
balance work and private life	0,16	0,10 - 0,26	<0,001
workplace social capital	0,75	0,63 - 0,89	<0,01

## NFR inserted

	<b>OR</b>	<b>95% C.I.</b>	<b>p</b>
quality of leadership	0,85	0,77 - 0,94	<0,01
balance work and private life	0,26	0,15 - 0,44	<0,001
NFR	6,85	3,94 -11,90	<0,001

# Summary

	NFR	HBOS	HBOS+NFR
gender	<0,05		
age ≥45 yr	<0,001		
physical workload	<0,05		
quantitative work demands	<0,001		
workplace social capital	<0,05	<0,01	
possibilities for development	<0,05		
balance work and private life	<0,001	<0,001	<0,001
bullying	<0,05		
discomfort from physical work environment	<0,01		
quality of leadership		<0,05	<0,01
NFR			<0,001

# Conclusions

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- Single factor associated with both outcomes:
  - work-life balance
- Different factors were associated with HNFR and HBOS
- HNFR was highly significant associated with HBOS

THANK YOU

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