

SIX HOUR WORKING DAY TRIAL

GOTHENBURG

Gothenburg City Council initiated a six hour working day trial which started in February 2015 and ended in December 2016. The aim of the trial was to find out how six hour working day impact health and life qualities for the assistant nurses. Further on to study the socioeconomic factors benefits and the possibility of creating jobs. The trial included an interactive research for analyzing the effects.

BACKGROUND AND FACTS:

The six hour working day trial included an interactive research and was carried out by the local district Västra Hisingen at Svartedalen residential home with Solängens residential home as reference point. The two residential homes have as approximately 70 apartments and approximately 60 assistant nurses. Data was compared to all the nurses in residential homes in the City of Gothenburg.

The trial has been shortened working hours to six hours per day and 15 new full-time employees have been hired to compensate for reduced working hours. A collective agreement is signed between the City of Gothenburg and The Union, "Kommunal".

The aim of the trial was to find out how six hours workday impact health and life qualities for the assistant nurses. The trial also demonstrates the potential for jobs opportunities and economic effect for the other authorities. Another aim was to examine how the reduced working day impacts the quality of the daily care for the tenants. The interactive research evaluate the trial included how working conditions change for the assistant nurses.

RESULTS AFTER 18 MONTHS:

The final report will be presented in spring 2017

ASSISTANT NURSES

Perceived health

Svartedalen assistant nurses experience after 18 months that they have good health to 77 % compared to 49 % for Solängens nurses. At Svartedalen are nurse's alertness to 75 %, and at Solängen to 38 %. Svartedalen nurses are calm to 72 % in comparison with Solängens nurses who are calm to 45 %.

The perceived health at Svartedalen for full-time nurses are on par with the professional working women, according to the National Public Health Survey. There are two differences. During nurses are more alert at Svartedalen while professional women in the National Public Health Survey is calmer.

The interactive research has gone through trials and conducted a review of the relationships between each answer in the different studies. There is a connection with the nurses who perceive their health as good also feel alert and calm. The positive correlations are stronger at the Svartedalen in comparison with Solängen.

Worked hours

Assistant nurses at Svartedalen worked in 2014 before the trial 87, 5 % of their working hours. At Solängen was the time worked 87, 0 %, and at Gothenburg's all residential homes 86, 6 %. The difference in working hours is about one percent. After 12 months of trial, the time worked at Svartedalen risen to 89, 2%. Solängen has decreased to 88.3% and the City of Gothenburg's all residential homes have reduced their working time to 85, 6 %. The difference between Svartedalen and Solängen is 5, 6 %. During February-July 2016 the difference and the references is 2 – 3 %.

Sick leave

Nurses at Svartedalen is absent before the trial in 2014, 6, 4 % of their working hours. At Solängen sick leave is 7.0 % and at the Gothenburg City all residential homes, 10, 8 %.

In the first trial year the sick absence decreased at Svartedalen to 5, 8 %, while it rises at Solängen to 8, 5 % and the City of Gothenburg's all residential homes to 12, 0 %. During February-July 2016 sick absence at Svartedalen is 6, 3 % and 12, 8 % at Solängen and at Gothenburg City all residential home to 12, 2 %.

Total sick leave during 2015 is 15 working / assistant nurse for the Svartedalen and 31 working days per assistant nurse at all residential homes in the City of Gothenburg. The long sick leave after 18 months is 2.8 times higher in the residential homes in the City of Gothenburg compared with Svartedalen.

Positive correlation

There is a positive association for nurse's ≥ 50 years at Svartedalen between shorter working hours, better health and reduced sick leave ≥ 15 days.

According to studies, there is a positive correlation at the Svartedalen between the experience of time for it to do the job, learn from each other and get help from other nurses when needed.

TENANTS

Self-determination, integrity and activities

The quality of the tenants on the basis of the Social Services Act provisions and how these should be applied on the basis of National values are equivalent at the two residential homes. One difference exists and it is the number of activities for tenants. After 6 and 12 months makes nurses 60 % more activities for tenants at Svartedalen in comparison with Solängen. After 18 months, it is 80 % more activities at the Svartedalen.

JOBS AND THE ECONOMY 12 MONTHS

The City of Gothenburg has in the trial hired 15 new full-time employees, which means that 17 new jobs have been added in the labor market. The City of Gothenburg costs for the first twelve months of the trial is 6, 3 million, expenses for the next six months is 3, 5 million. A total of 18 months with 9, 8 million SEK. The labor market has added 17 new jobs. This reduces the state's unemployment costs by 4.7 million.

WHAT WILL HAPPEN NOW?

The six hour working day trial was a research project and therefore always meant to end after two years. The final research report will hopefully form the basis of future investments regarding working time innovations.

The Left Party together with the Social Democrats, the Green Party and Feministic Initiative has established a fund this year with 20 million SEK (approximately two million euro) to encourage similar trials in Gothenburg.

The Left Party in Sweden wants to change the national working norm from eight to six hour working day. Unfortunately the majority of the Swedish parties do not support this.

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