COMPARING NURSES’ AND THEIR SUPERIORS’ VIEWS ON INNOVATION ACTIVITIES IN PRIMARY HEALTH CARE

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INTRODUCTION
Employee driven innovations are desperately needed in current health care system. Due to traditions and top-down approach, employee driven innovations are suffering from the lack of superiors’ participatory leadership skills. For this reason, it is worth exploring how to involve nurses to develop nursing practice and create new interventions and services in order to increase access to health care and produce cost-efficient outcomes. In this multidisciplinary research project “Osuva” Collaborative innovation and advancing its management innovation means that new idea is taken in use and has added value to operation and success of public health organization. Innovation activities consists for example of idea atmosphere, idea generation and support, implementation of ideas to practice as well as rewarding.

AIMS
The aim is to compare nurses’ and superiors’ views on innovation activities in the context of the primary health care

METHODS
A net survey was conducted in 2012. This paper was drawn from the survey (N=2302) employees working in seven different social and health care organizations. The nurses and superiors (incl. doctors) working in primary health care, child, maternity and school health centers were included (n=187). The data was analyzed by using frequency and percent distributions, cross-tabulation and statistical significance tests. The innovation activities were measured by 13 items on a 5-point Likert scale.

RESULTS
The main results show that nurses and their superiors’ views differ significantly on several innovation activities. The study shows also that the superiors are less active to take new ideas of consideration. From the point of view of nurses and their superiors the innovations are not carried out very vigorously into the practice. Furthermore, the rewarding system for new ideas and developmental work is missing.

CONCLUSION
Nurses everyday developmental ideas are not in full use in health care. Superiors should take nurses ideas to improve and develop care seriously into consideration. Effective methods and rewarding systems should be developed.