



Improving the health and well-being of healthcare workers: a scoping review of non-pharmaceutical interventions

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Healthcare Professionals' Well-being: A Growing Concern

- High workload = rising mental & physical health issues
- Burnout ↑, especially post-COVID & night shifts
- 80%+ report musculoskeletal problems
- Burnout = 50% ↑ risk of serious medical errors
- Staff well-being often neglected in safety efforts
- Need MoA-based interventions for lasting impact

Research Objectives

- To identify health promotion interventions targeting healthcare professionals in the international literature
- To explore the key measure and mechanisms of action that lead to the adoption of health-promoting behaviors
- To provide evidence-based recommendations for developing programs aimed at improving healthcare workers' health in France

Scoping Review

Methods Summary

Guidelines: JBI & PRISMA-ScR

Databases: PubMed, Scopus, Cochrane, CINAHL

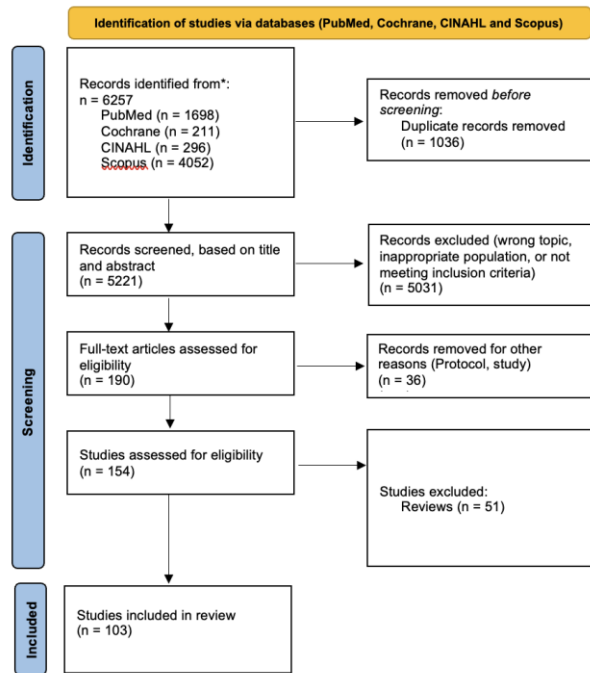
Search Terms: HCPs + health promotion + health issues (e.g., burnout, sleep, MSDs)

Inclusion Criteria:

- Published between 2010 and 2024
- Focus on HCPs in OECD countries
- Evaluated health interventions with reported outcomes

Exclusions: COVID-related, non-empirical, non-HCP-focused, or non-OECD countries

Tools: Zotero for reference management & deduplication

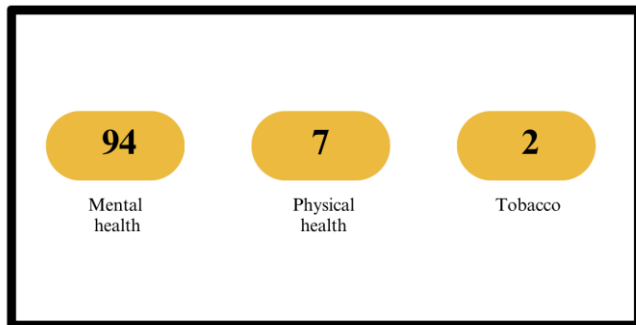


RESULT (1)

Selected studies

Nature of Intervention

103
Selected studies

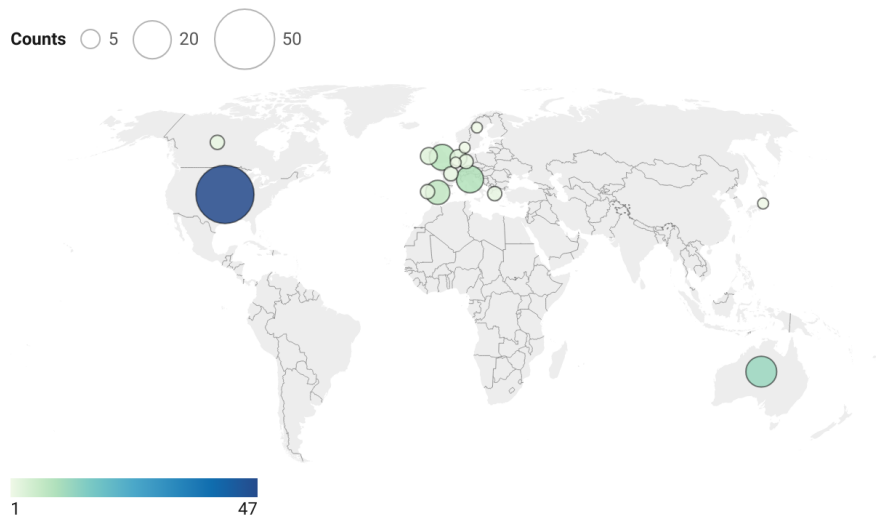


Nature of Intervention	Counts	% of Total
Mindfulness	37	35.9%
Resiliency program	9	8.7%
Educational intervention	9	8.7%
Support group intervention	8	7.8%
Organizational-level intervention	7	6.8%
Expressive writing	5	4.9%
Yoga	4	3.9%
Lifestyle intervention	3	2.9%
Nutrition	3	2.9%
Physical activity intervention	3	2.9%
Psychotherapeutic Group	2	1.9%
Art therapy	2	1.9%
Cognitive Behavioral Therapy (CBT)	2	1.9%
Smoking cessation	2	1.9%
Acceptance and commitment therapy (ACT)	1	1.0%
Eye movement desensitization and reprocessing	1	1.0%
Facility dog	1	1.0%
Reiki Intervention	1	1.0%
Relaxation program	1	1.0%
Shinrin-Yoku	1	1.0%
Workplace intervention	1	1.0%

RESULT (2)

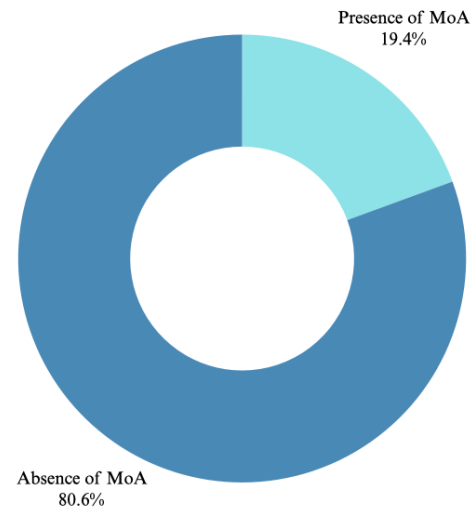
Origin of studies

World Map of Study Origin by Country



Map: Mohammad Qoimam Bilqisthi Zulfikar • Created with Datawrapper

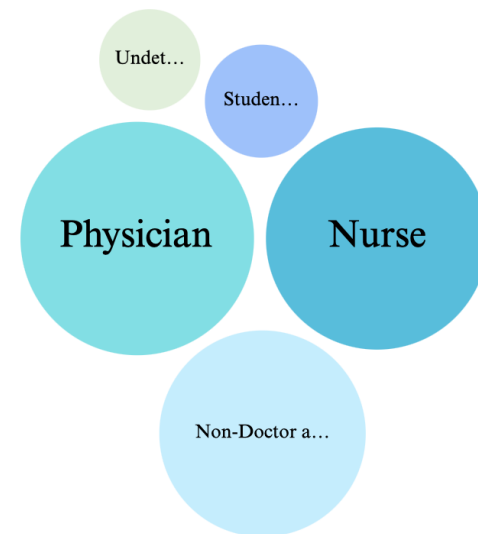
Presence of Mechanism of Action (MoA)



RESULT (3)

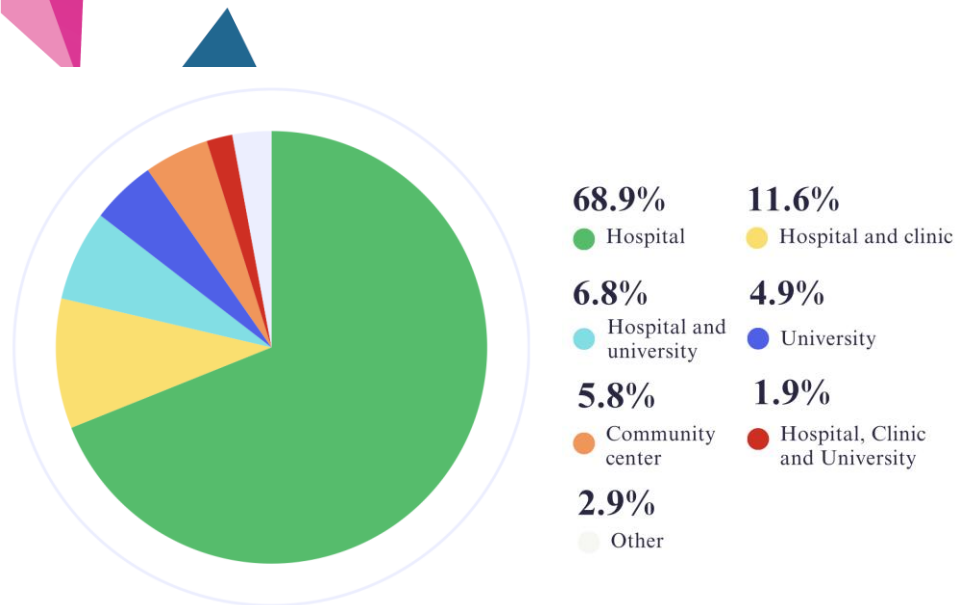
Type of Health Professionals (HCPs) included

Type of Health Professionals (HCPs)	Counts	Percentage
Physician	64/103	62%
Nurse	58/103	56%
Non-Doctor and Non-Nurse Health Professionals	50/103	49%
Student and Faculty Member	15/103	15%
Undetailed health professionals	12/103	12%

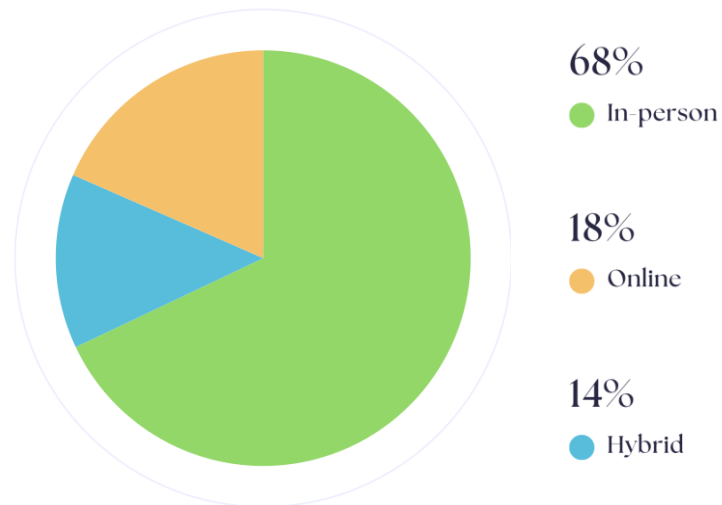


RESULT (4)

Distribution of Study Settings



Format of Studies



WHAT'S NEXT ?

- Conduct qualitative interviews with healthcare professionals (doctors, nurses, nursing assistants) in France.
- Present the interventions identified in the literature review to these professionals and gather their feedback (acceptability, feasibility, usefulness).
- Explore healthcare professionals' perceptions and behaviors related to their own health.
- Understand which factors promote stronger engagement of healthcare professionals with the program.
- Identify the mechanisms of action whether made explicit in the intervention or not that support the adoption and long-term maintenance of behavior change.

A cluster of colorful geometric shapes (triangles and polygons) in shades of pink, teal, and blue, positioned above the main title.

THANK YOU



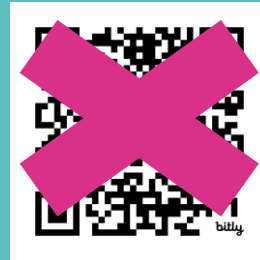
“ Health is a fundamental human right, for healthcare professionals, maintaining their own health is essential not only because it directly affects patient safety, but also because it shapes their overall quality of life ” Qoim, 2025

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THANK YOU

Scientific Dialogue :
Workforce wellbeing
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