The psychological effects of the physical healthcare environment on healthcare personnel
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ABSTRACT
Background
The physical healthcare environment is capable of affecting patients. This concept of ‘healing environments’ refers to the psychological impact of environmental stimuli through sensory perceptions. It excludes more physiological effects such as those produced by ergonomic (i.e. fall prevention) or facilitative (i.e. hygiene-related) variables. The importance of an atmosphere in the healthcare environment that promotes the health and well-being of patients is evident, but this environment should not negatively affect healthcare personnel. The physical healthcare environment is part of the personnel’s ‘workscape’. This can make the environment an important determinant of subjective work-related outcomes like job satisfaction and well-being, as well as of objective outcomes like absenteeism or quality of care. In order to effectively build or renovate healthcare facilities, it is necessary to pay attention to the needs of both patients and healthcare personnel.

Objectives
To assess the psychological effects of the physical healthcare environment on healthcare personnel.

Search strategy
We searched the Cochrane EPOC Group Specialised Register; Cochrane Central Register of Controlled Trials; Database of Abstracts and Reviews of Effects; MEDLINE; EMBASE; CINAHL; Civil Engineering Database and Compendex. We also searched the reference lists of included studies.

Selection criteria
We included randomised controlled trials (RCT), controlled clinical trials (CCT), controlled before and after studies (CBA), and interrupted time series (ITS) of psychological effects of the physical healthcare environment interventions for healthcare staff. The outcomes included measures of job satisfaction, satisfaction with the physical healthcare environment, quality of life, and quality of care.

Data collection and analysis
Two reviewers independently assessed studies for eligibility, extracted data, and assessed methodological quality.

Main results
We identified one study, which adopted a CBA study design to investigate the simultaneous effects of multiple environmental stimuli. Staff mood improved in this study, while no effects were found on ward atmosphere or unscheduled absences.

Authors’ conclusions
One study was included in this review. This review therefore indicates that, at present, there is insufficient evidence to support or refute the impact of the physical healthcare environment on work-related outcomes of healthcare staff. Methodological shortcomings, particularly confounding with other variables and the lack of adequate control conditions, partially account for this lack of evidence. Given these methodological issues, the field is in need of well-conducted controlled trials.

The use of the exit interview to reduce turnover amongst healthcare professionals
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ABSTRACT
Background
Exit interviews are widely used in healthcare organisations to identify reasons for staff attrition, yet their usefulness in limiting turnover is unclear.

Objectives
To determine the effectiveness of various exit interview strategies in decreasing turnover rates amongst healthcare professionals.

Search strategy
We used a comprehensive search strategy including an electronic search of the following databases: DARE, CEN-