



Travail de nuit – DRH GHU APHP. Nord



# Sommaire

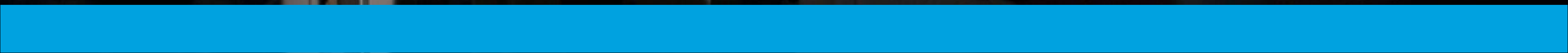
**I Enquête sur les personnels de nuit**

**II Plan d' action autour des personnels de nuit**

**III Déclinaison des *Journées de la nuit***



# Enquête sur les professionnels de nuit



# ENQUÊTE

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## **Constats initiaux :**

- **Nombreux postes vacants sur la nuit**
- **Beaucoup de situations individuelles**
- **Sentiment d'oubli et d'absence de reconnaissance**


## **Groupe de travail nuit**

- **DRH**
- **DS**
- **Encadrement**
- **Soignants**
- **Organisations syndicales**
- **Communication**
- **CPRP**
- **Médecin du travail**

## **Temps 1 : Questionnaire**

**Résultats présentés  
ci-dessous**



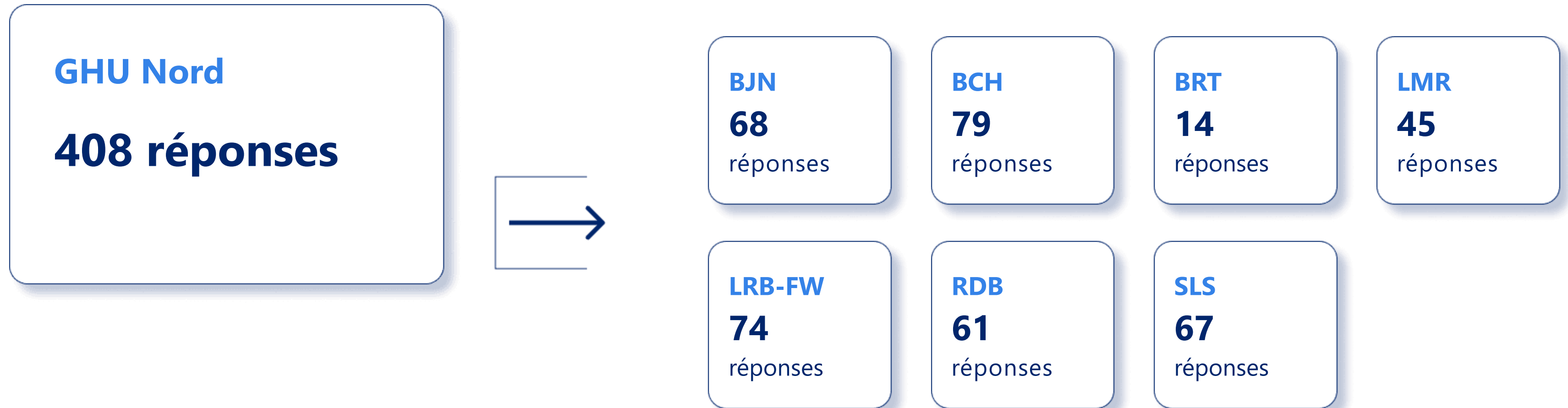
A man in a white lab coat is seated at a workstation in a dimly lit control room or laboratory. He is looking at a computer monitor and has his hands on the keyboard. The room is filled with various pieces of equipment, including multiple monitors, a printer, and a desk with a water bottle and other items. The lighting is low, with the primary light source being the computer screen and some ambient light from the room. The overall atmosphere is professional and focused.

# Typologie des répondants GHU & sites

# Questionnaire à destination des professionnels de nuit

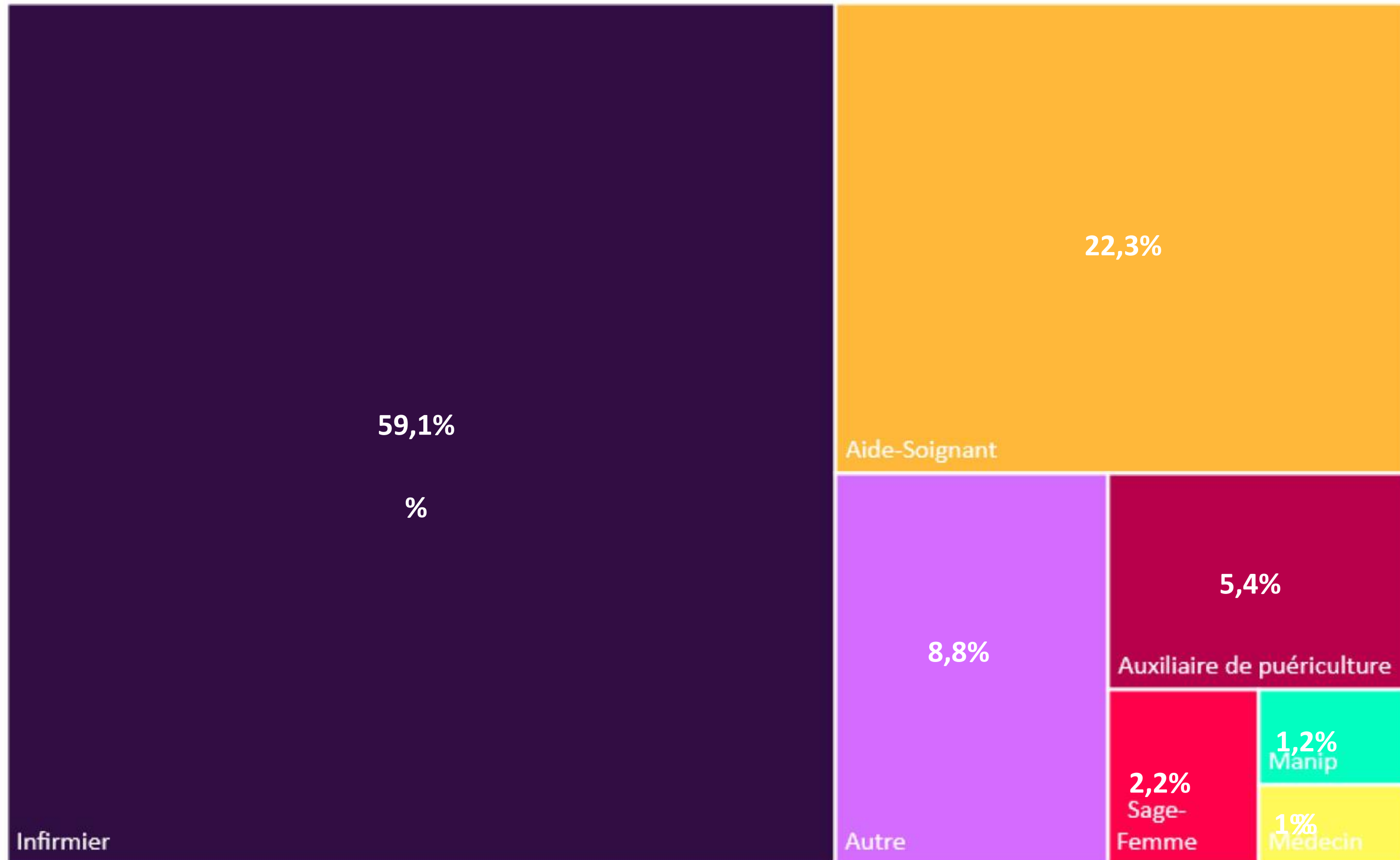
Nombre de réponses GHU et sites

Enquête 4e trimestre 2021



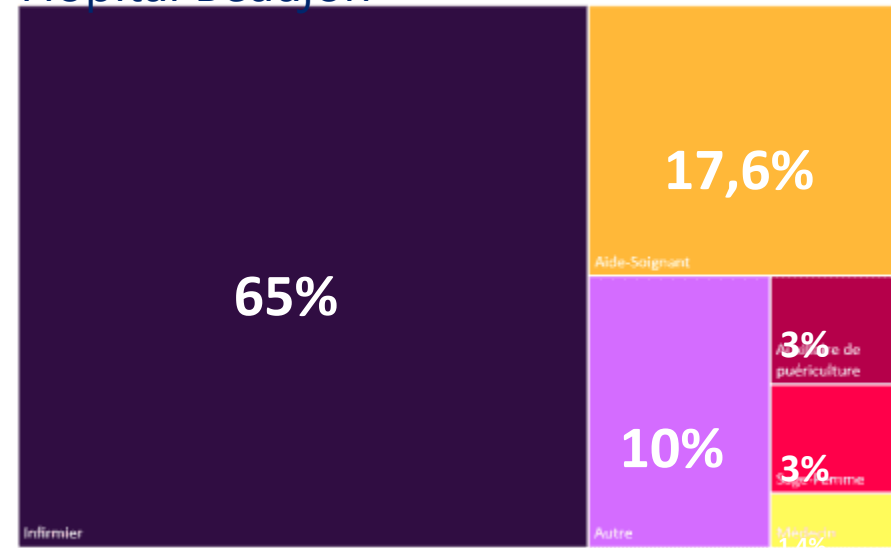
# Typologie des répondants GHU

■ Infirmier ■ Aide-Soignant ■ Autre ■ Auxiliaire de puériculture ■ Sage-Femme ■ Manip ■ Médecin

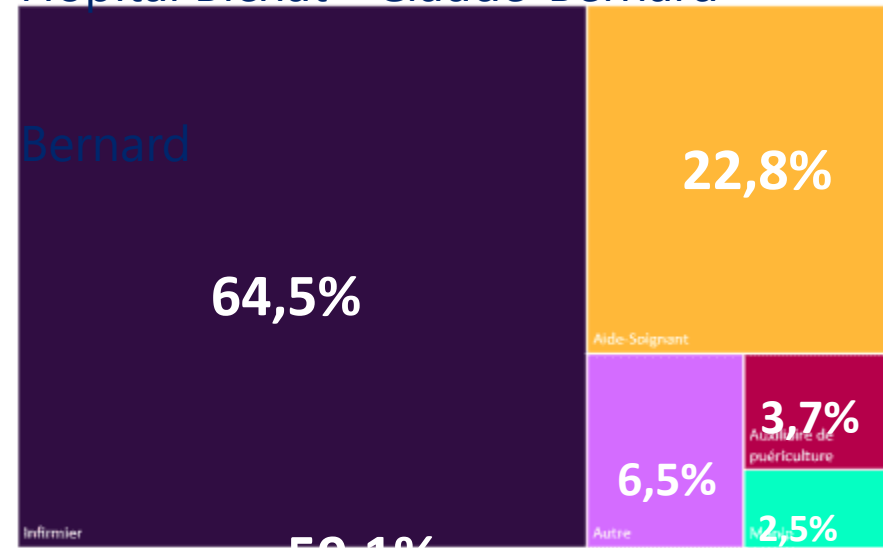


# Typologie des répondants Sites

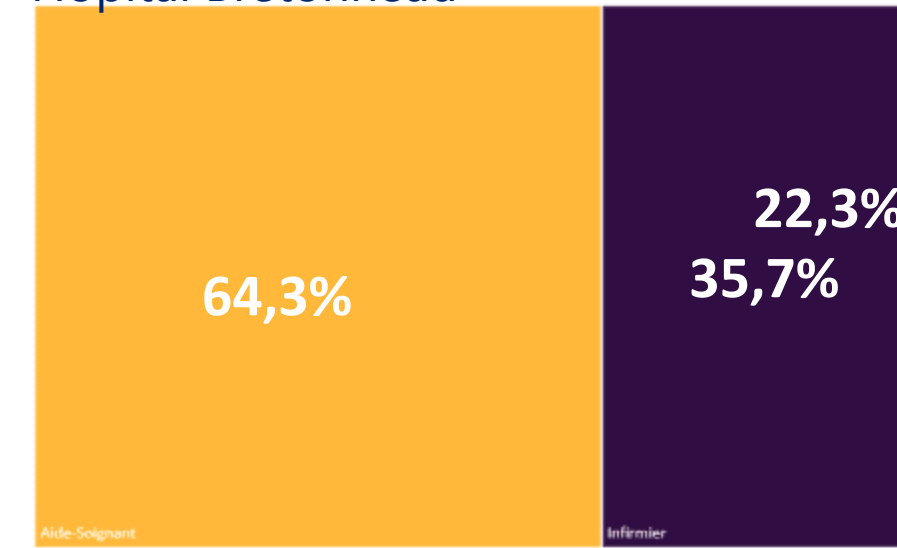
Hôpital Beaujon



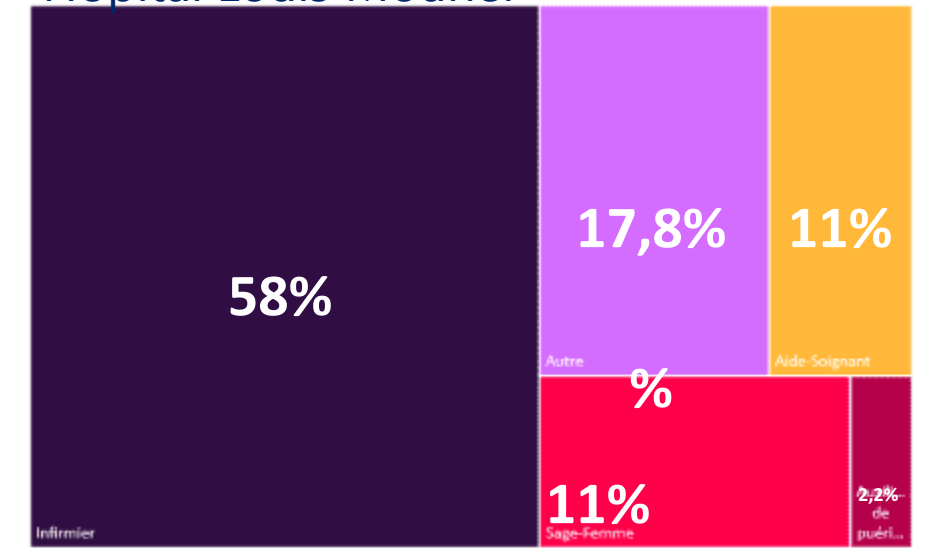
Hôpital Bichat - Claude-Bernard



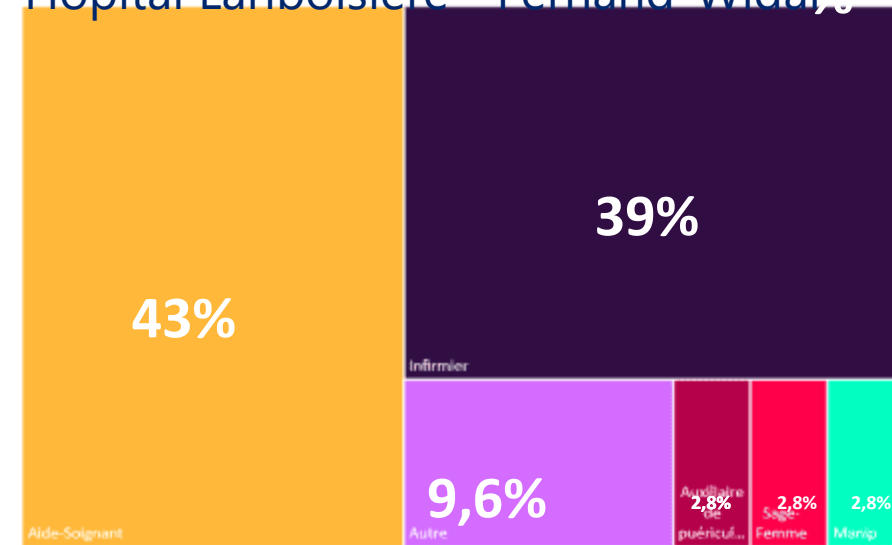
Hôpital Bretonneau



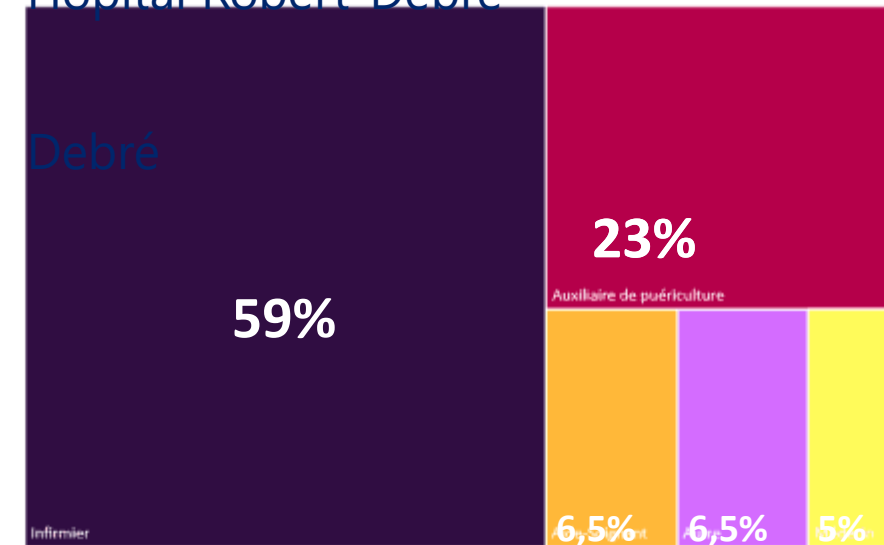
Hôpital Louis Mourier



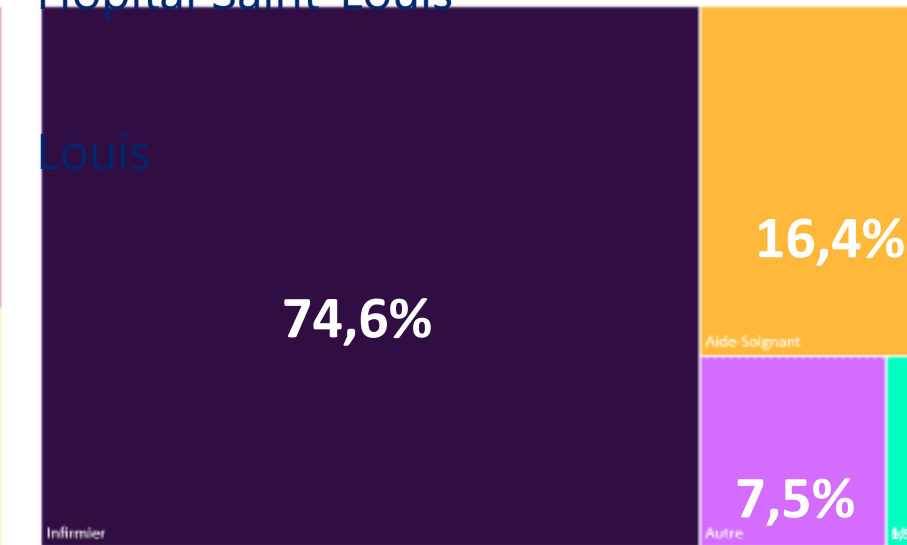
Hôpital Lariboisière - Fernand-Widal



Hôpital Robert-Debré



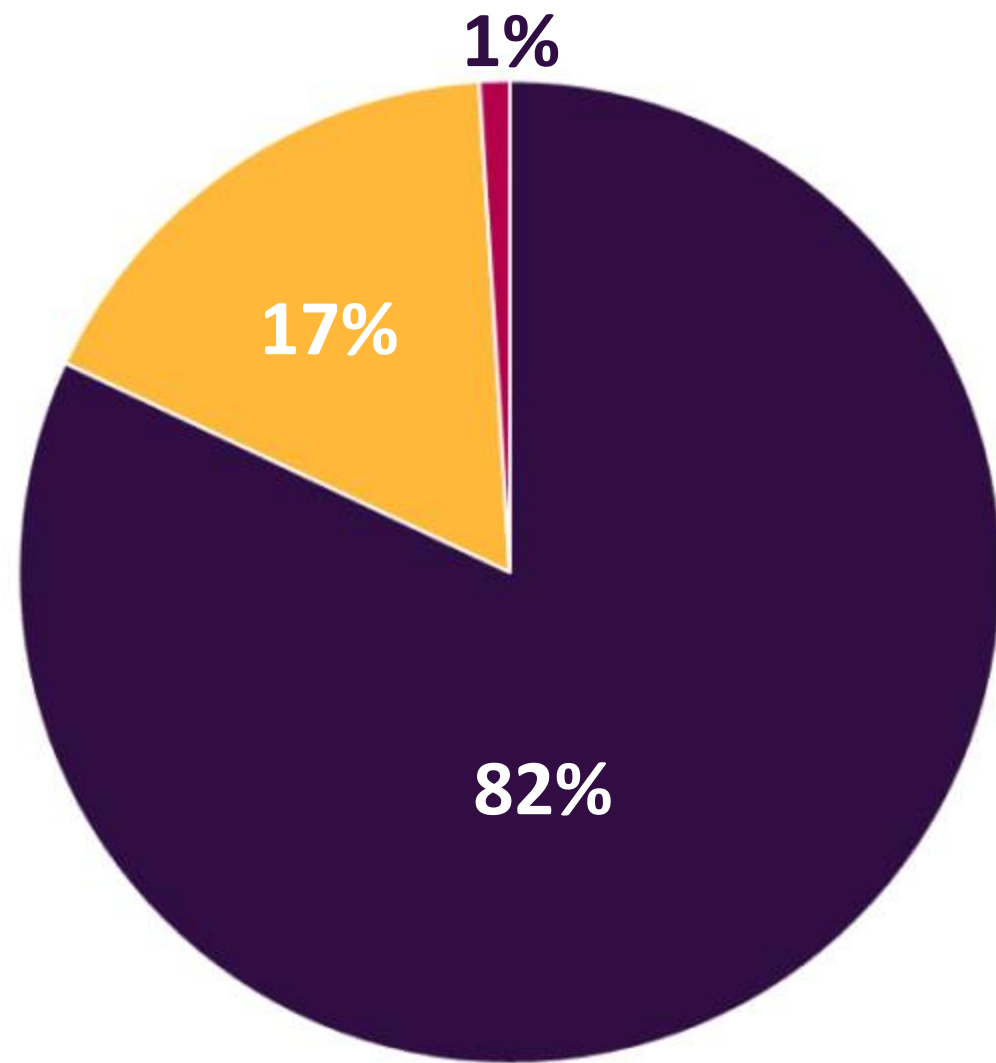
Hôpital Saint-Louis





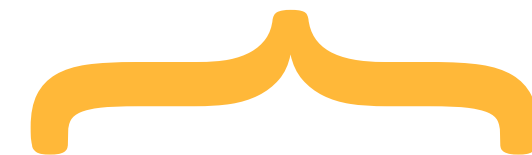
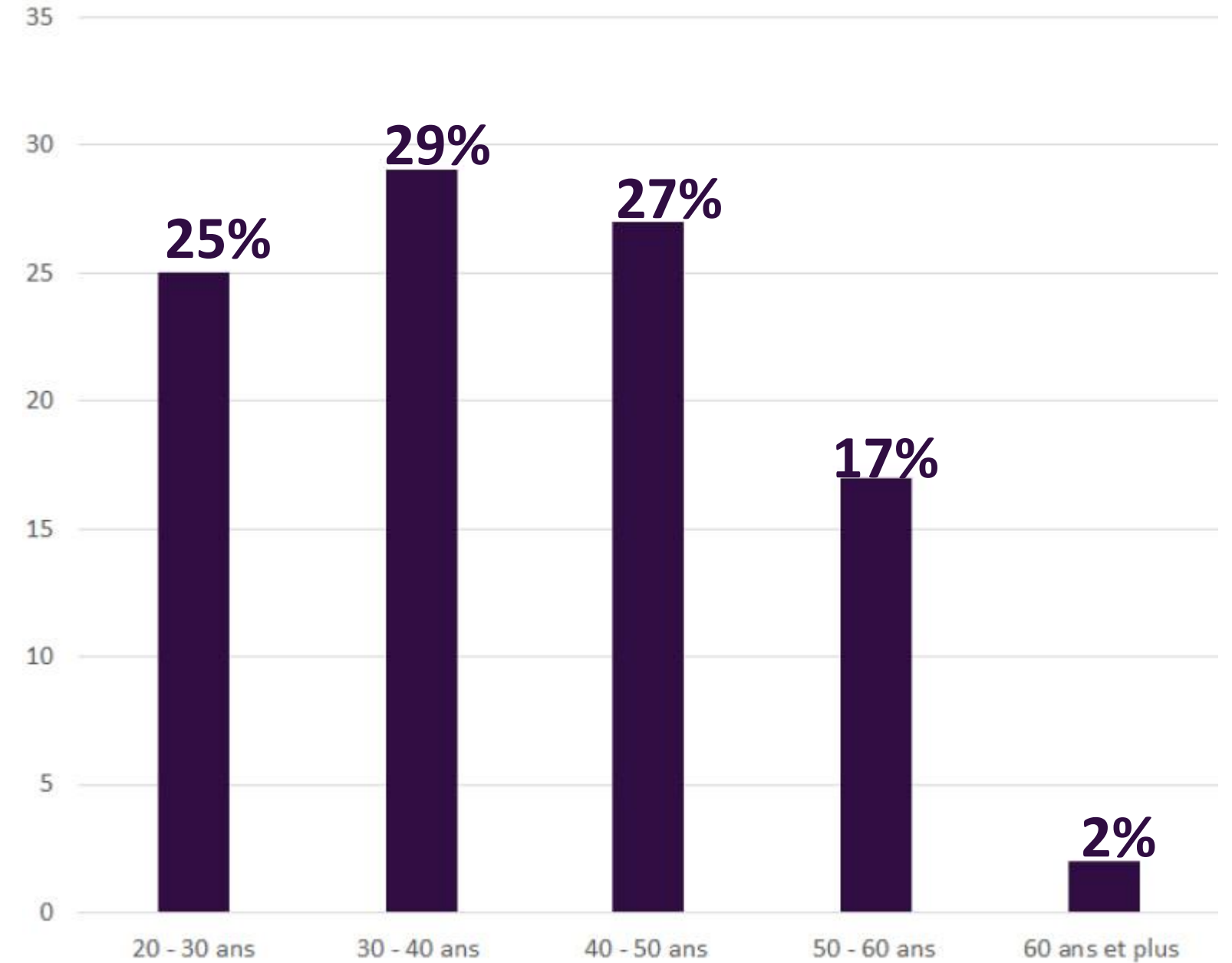
# Typologie des répondants GHU

Genre déclaré des répondants



■ Femmes ■ Homme ■ Ne se prononce pas

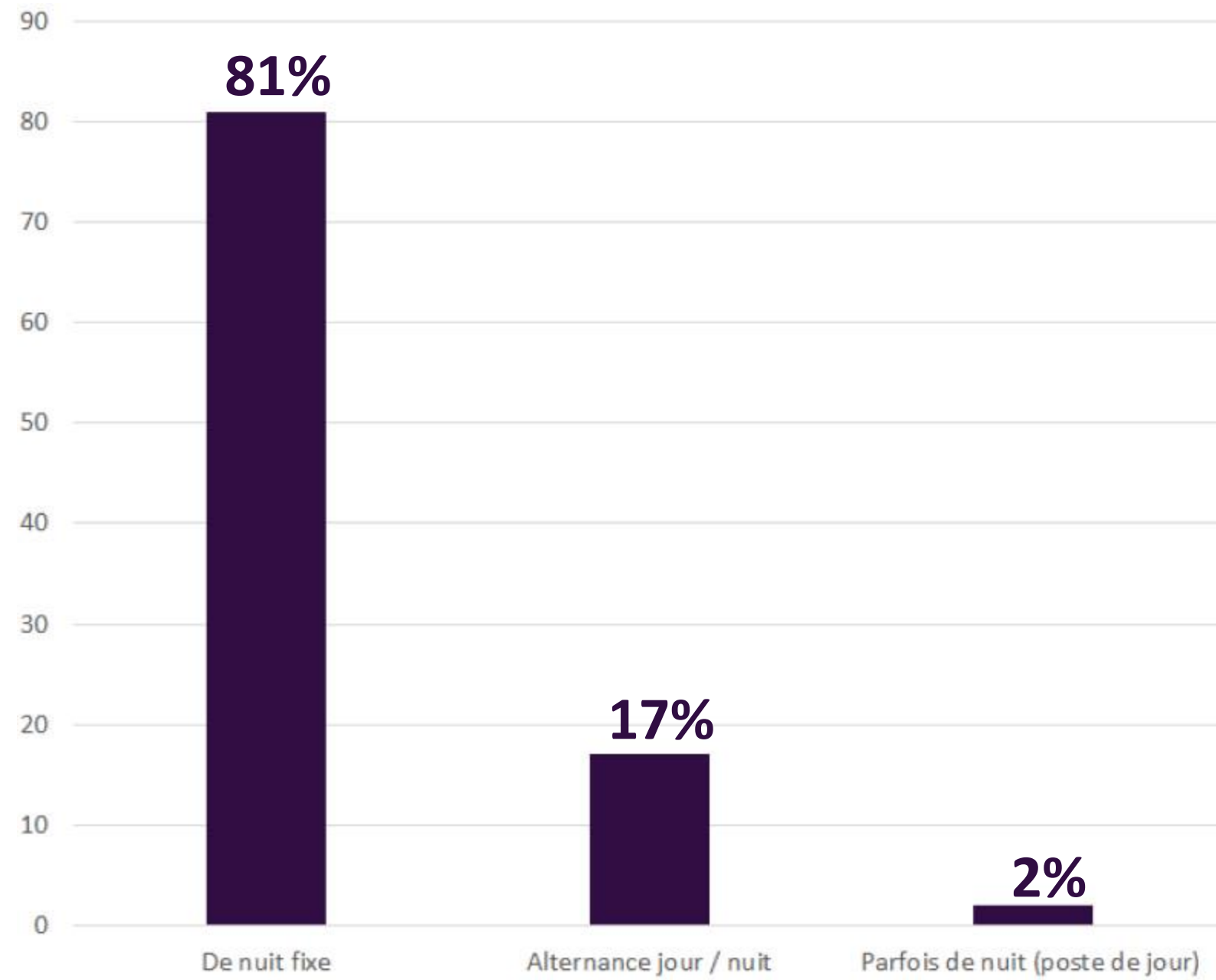
Tranche d'âge déclarée des répondants



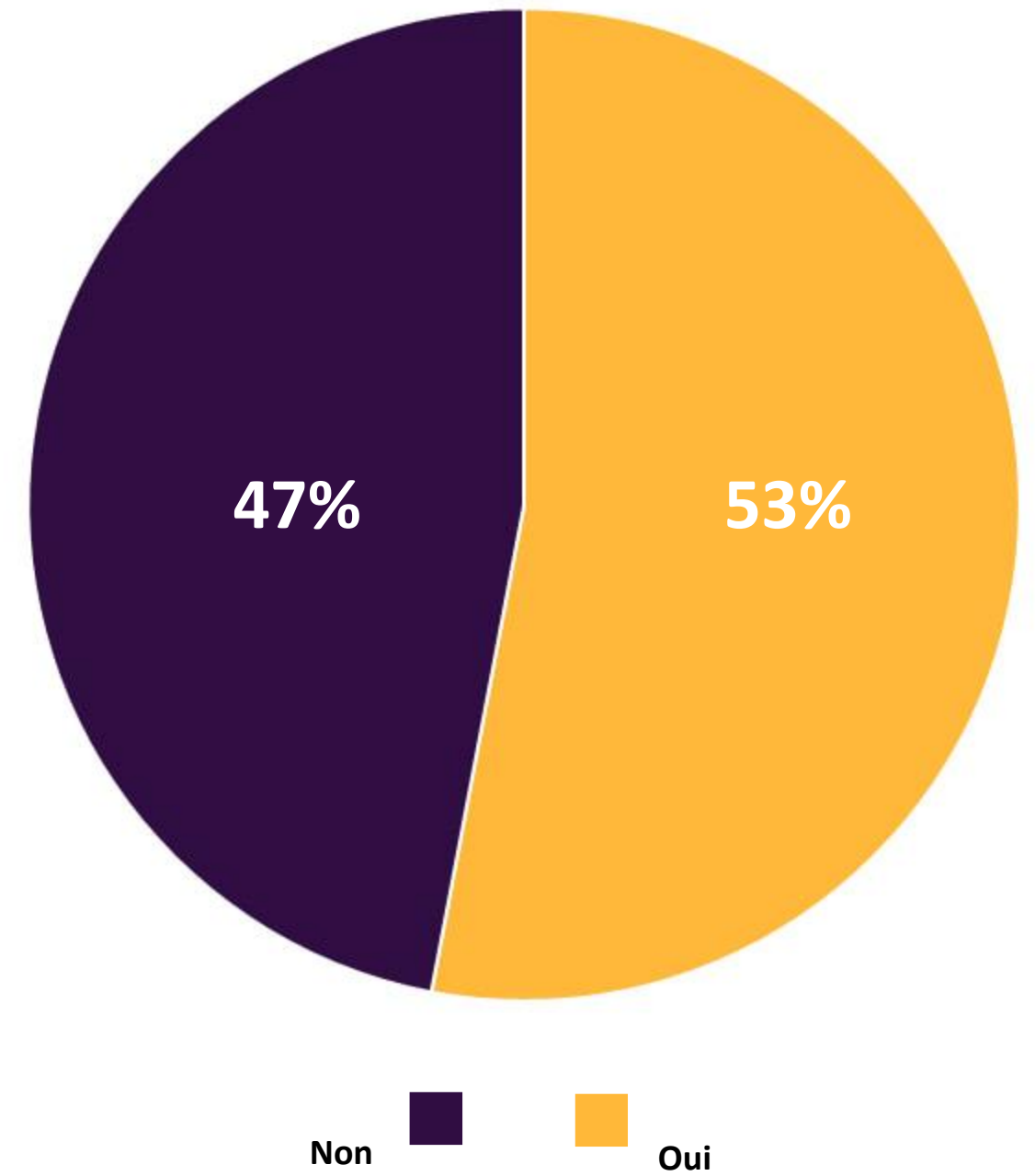
**53%** des répondants déclarent avoir des enfants


# Typologie des répondants GHU

Rythme déclaré des répondants



Souhaiteriez-vous travailler de jour ?



A man in a white lab coat is seated at a workstation in a dimly lit control room, likely a GHU (Généraliste Hospitalier Urbain). He is focused on a computer monitor, with his hands on the keyboard. The room is filled with various pieces of medical equipment, including multiple monitors, a printer, and a desk with a water bottle and other items. The lighting is low, with the primary light source being the computer screen and some ambient light from the room. The overall atmosphere is professional and focused.

Relations avec l'équipe médicale  
GHU & sites

## Comment évaluez-vous votre relation avec l' équipe médicale ? GHU et sites

**3,24 / 5**



BCH **3,32 / 5**

BJN **3,33 / 5**

BRT **3 / 5**


LMR **3,44 / 5**

LRB **3 / 5**

RDB **3,65 / 5**

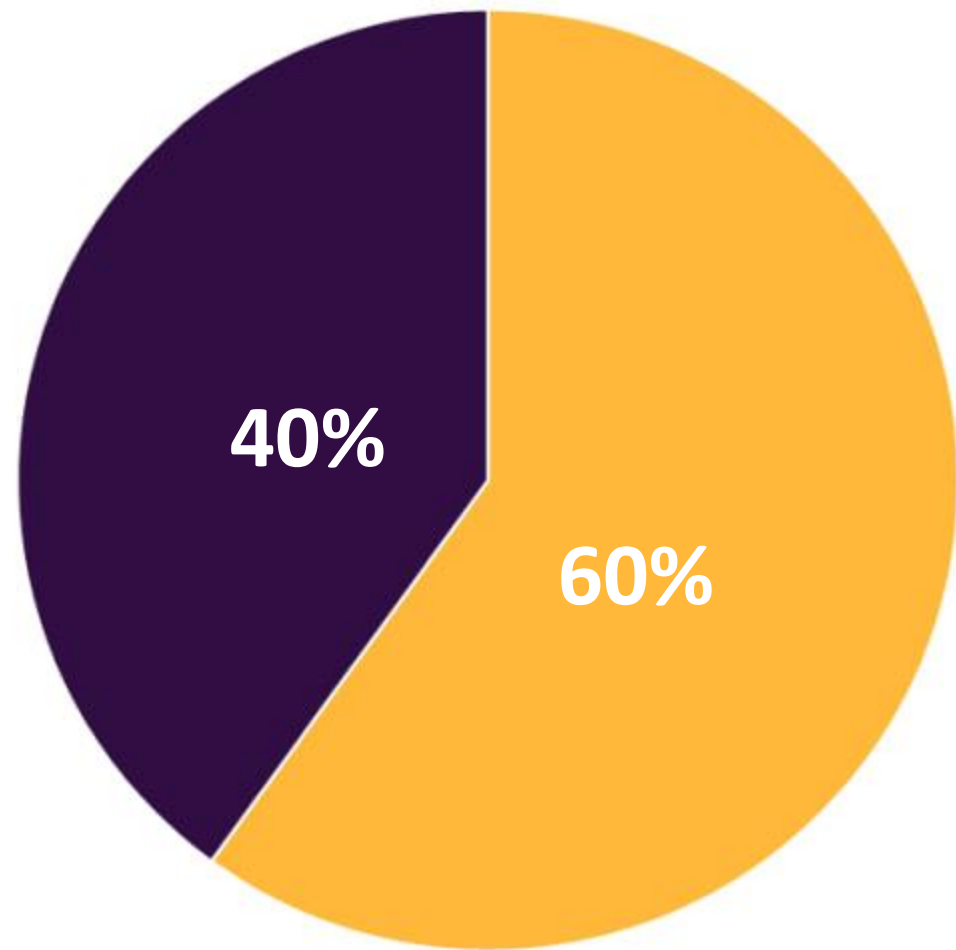
SLS **2,83 / 5**



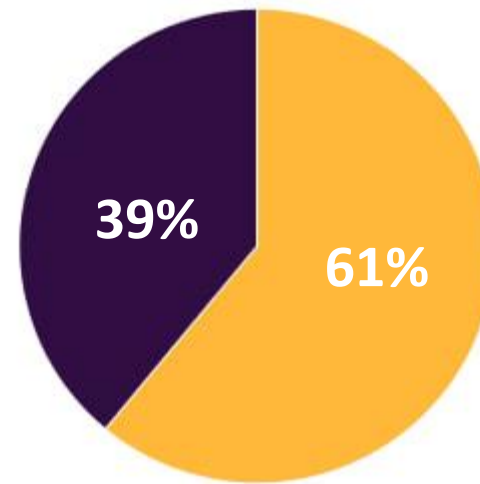
A man in a white lab coat is seated at a workstation in a dimly lit control room or office. He is looking at a computer monitor and has his hands on the keyboard. The room is filled with various pieces of equipment, including multiple monitors, a printer, and a desk with a water bottle. The lighting is low, with the primary light source being the computer screen. The overall atmosphere is professional and focused.

# Relations avec l'encadrement GHU & sites

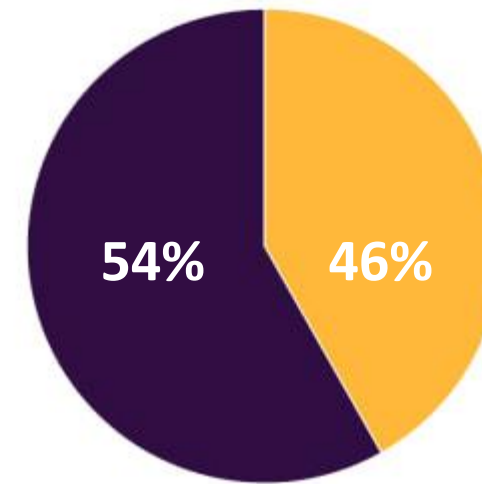
# Arrivez-vous à avoir des échanges réguliers avec l'encadrement ? GHU et sites



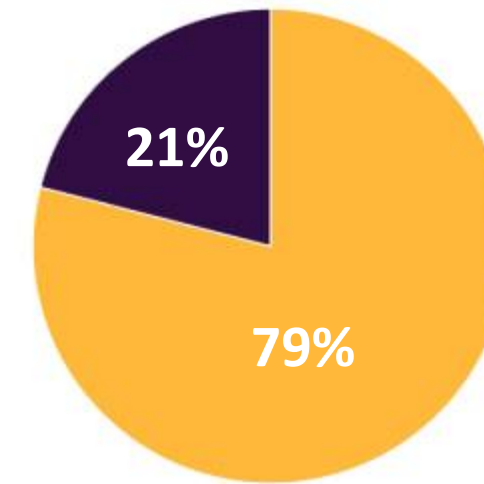
GHU



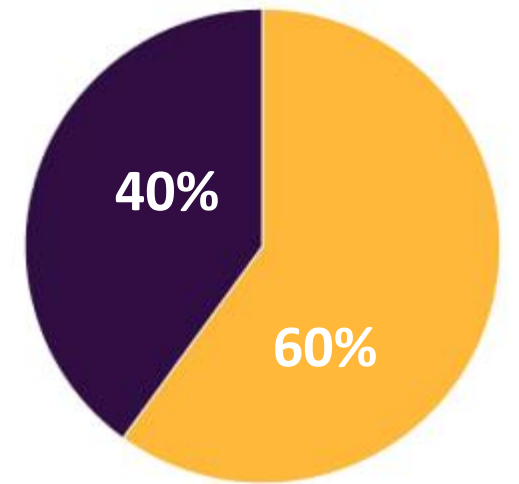
Hôpital Bichat



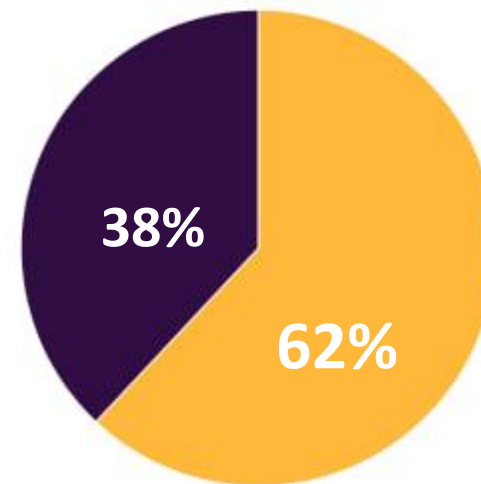
Hôpital Beaujon



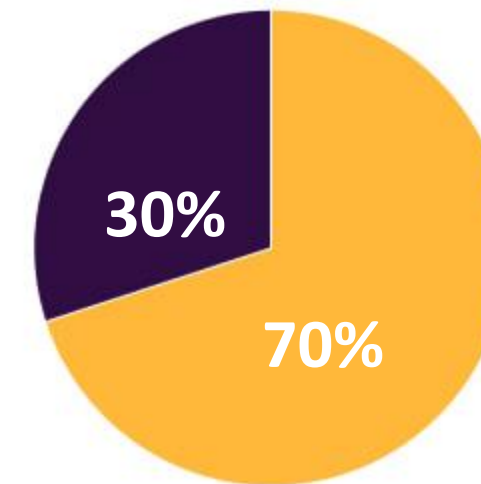
Hôpital Bretonneau



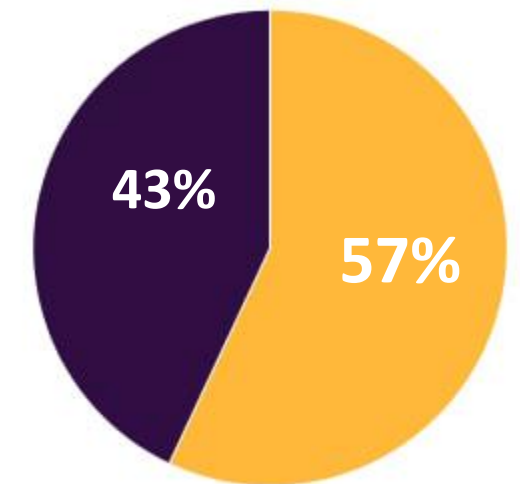
Hôpital Louis Mourier



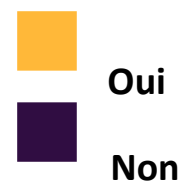
Hôpital Lariboisière




Hôpital Robert Debré



Hôpital Saint-Louis

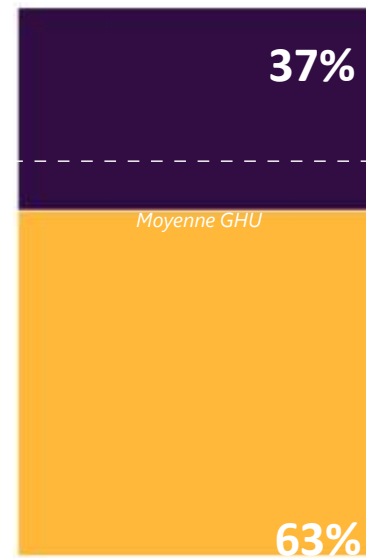
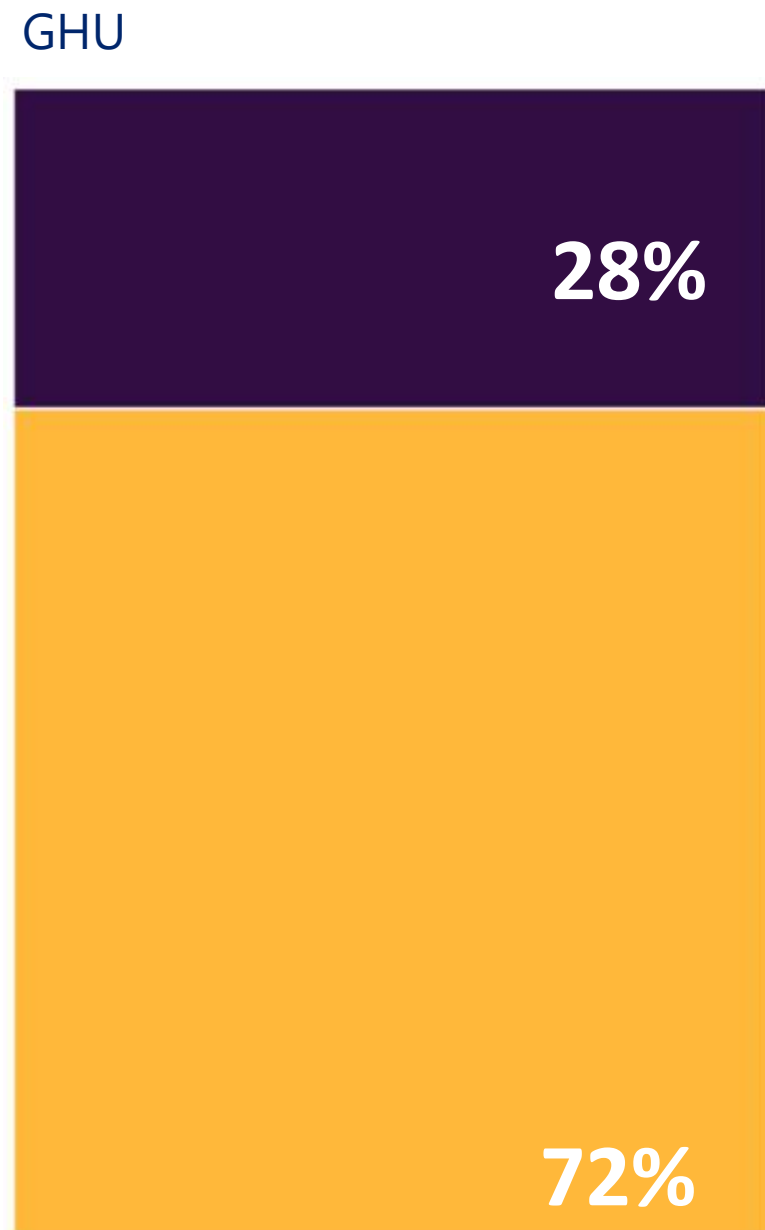




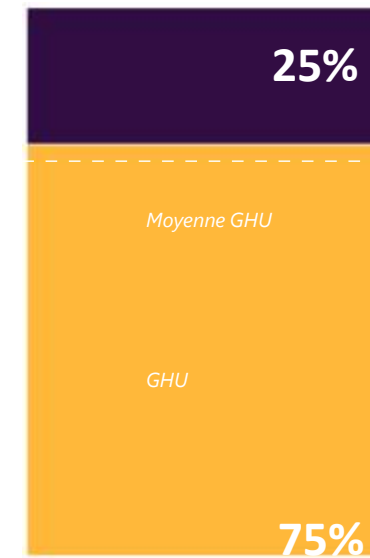
A man in a white lab coat is seated at a workstation in a dimly lit room, likely a control room or office. He is looking at a computer monitor and has his hands on the keyboard. The room contains various pieces of equipment, including another monitor, a printer, and some papers. The lighting is low, with the primary light source being the computer screen. The overall atmosphere is professional and focused.

**Relations avec l'administration  
GHU & sites**

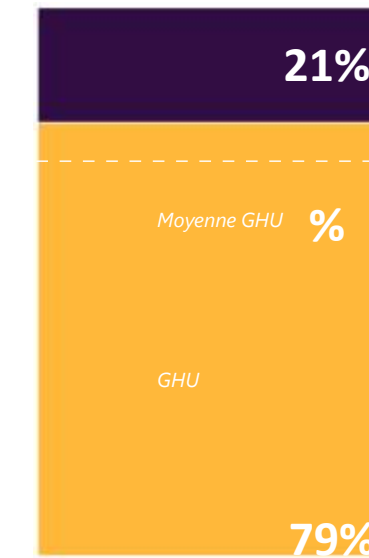
## Est-ce que vous avez accès aux formations institutionnelles et aux formations du service ? GHU et sites



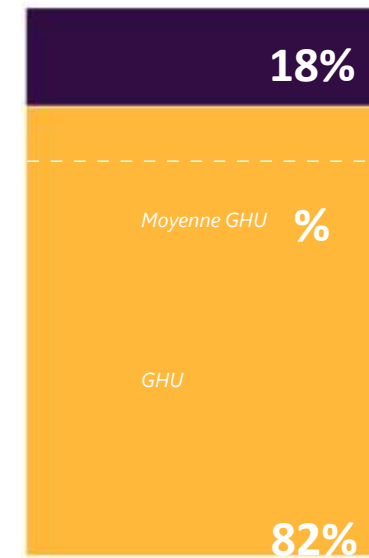
Hôpital Bichat



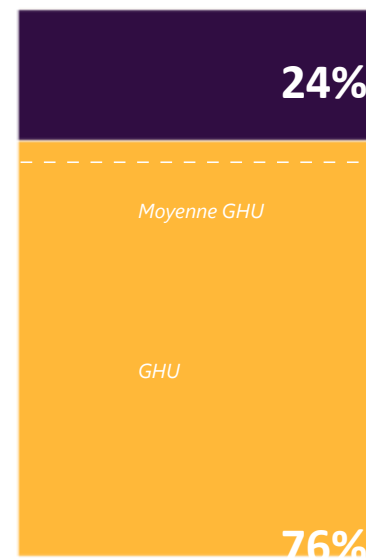
Hôpital Beaujon



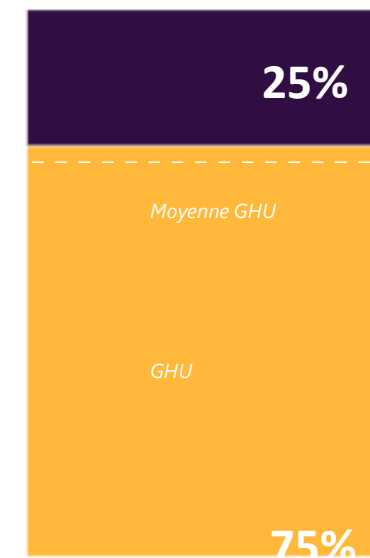
Hôpital Bretonneau



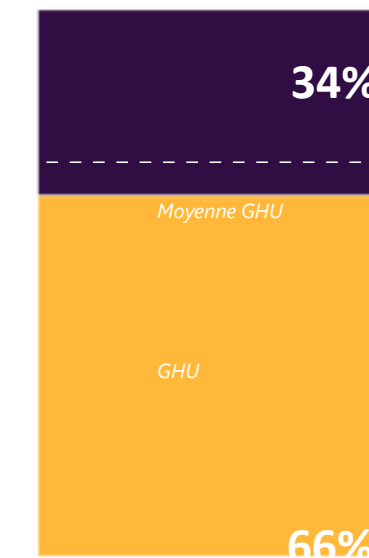
Hôpital Louis Mourier



Hôpital Lariboisière

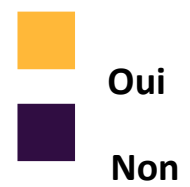


Hôpital Robert Debré



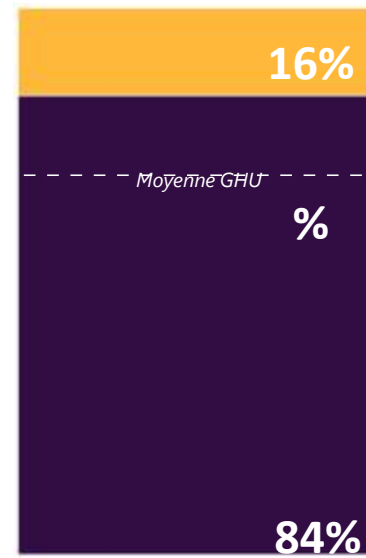
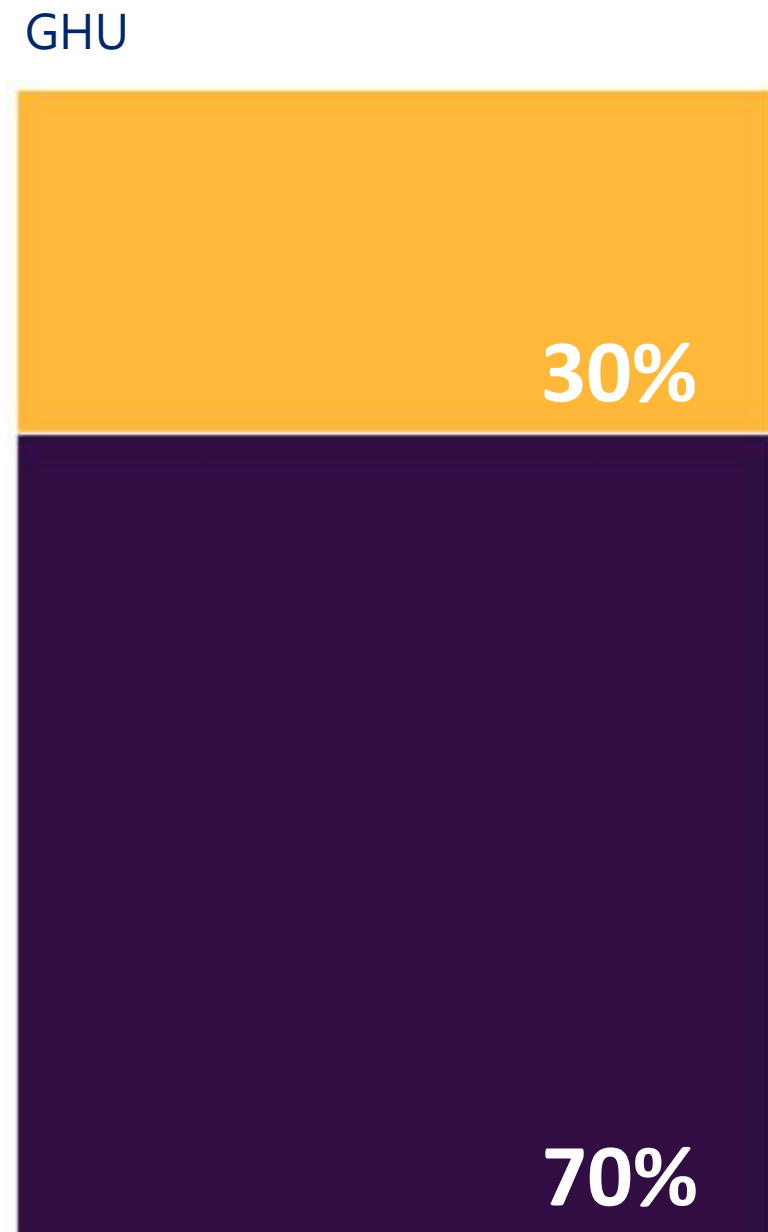
Hôpital Saint-Louis

Louis





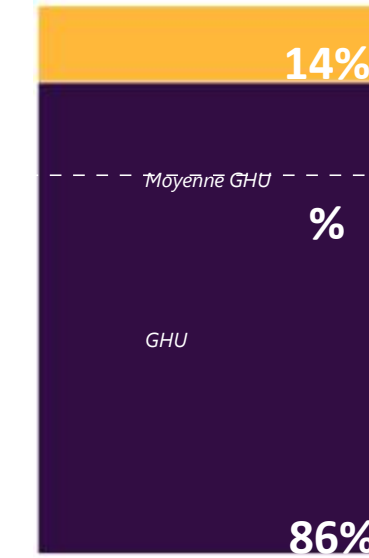
# Réussissez-vous facilement à contacter les services administratifs ? (En %) GHU et sites



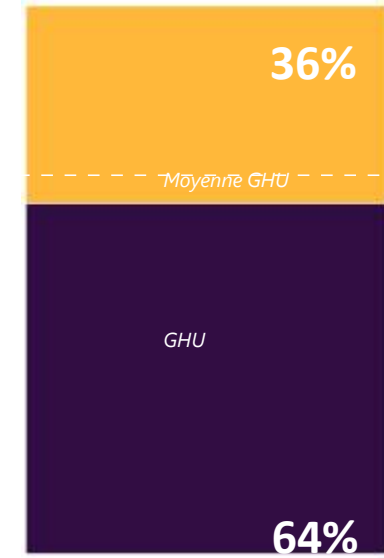
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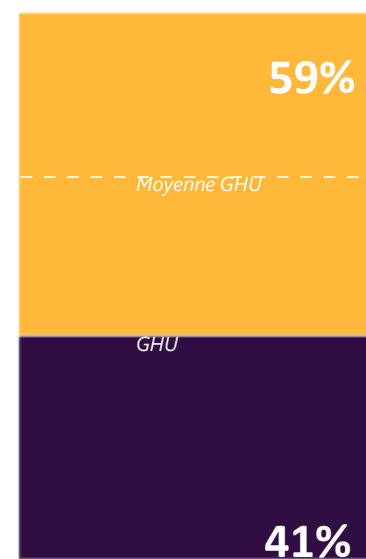
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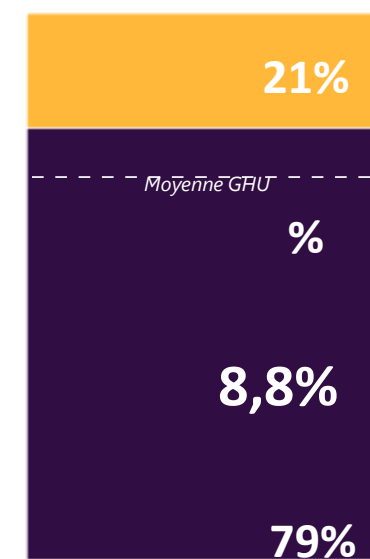
Hôpital Bretonneau



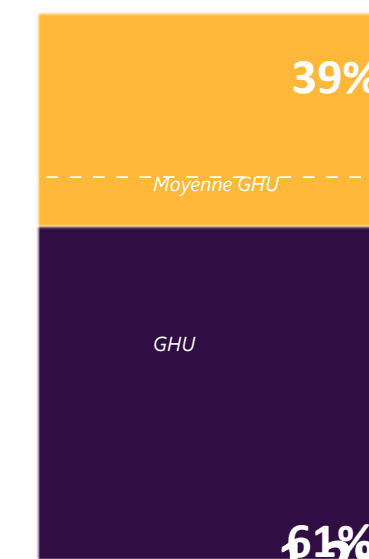
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Hôpital Lariboisière



Hôpital Robert Debré

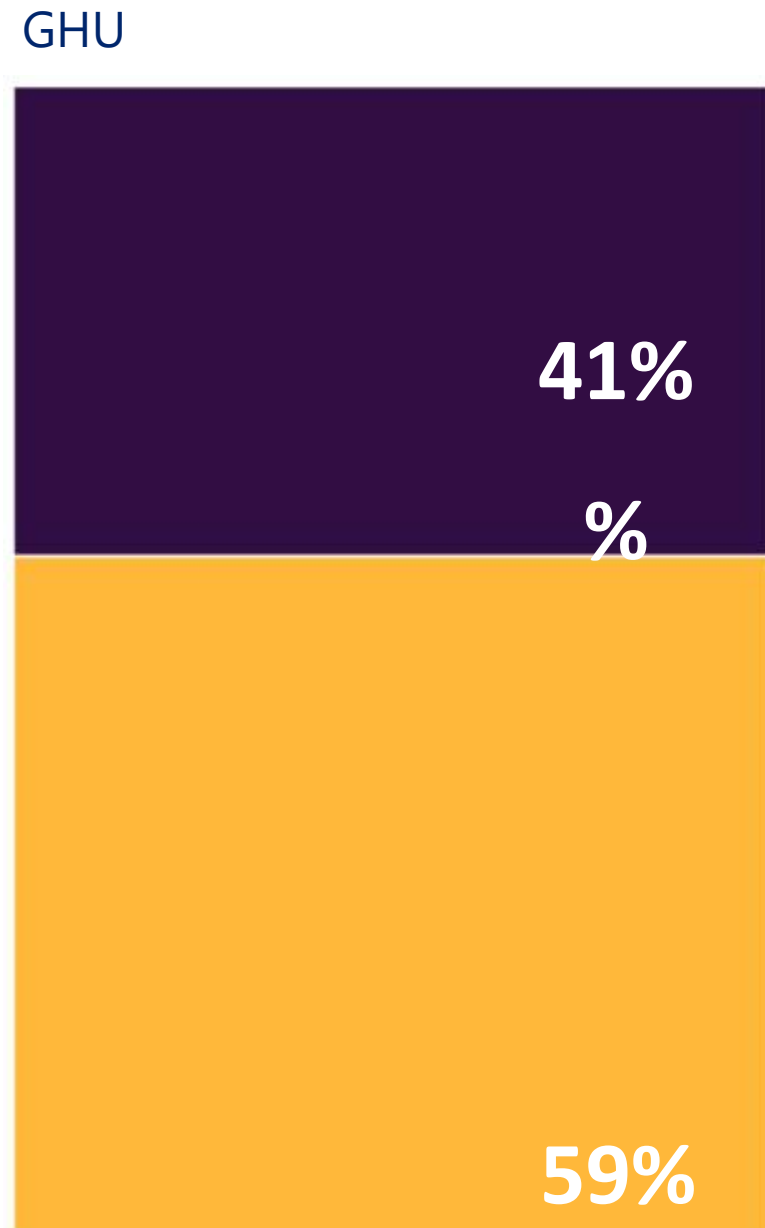




Hôpital Saint-Louis

Louis

■ Oui  
■ Non

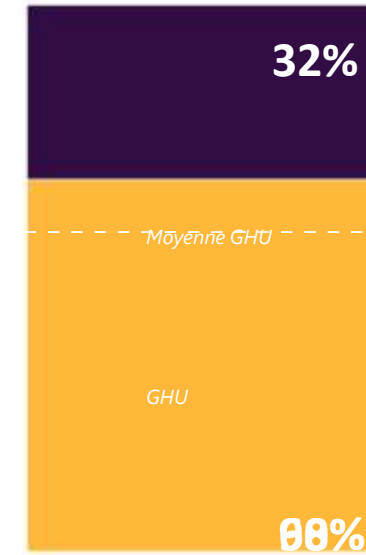
## Avez-vous renoncé à une procédure administrative car le travail de nuit vous empêchait d'y accéder facilement ? GHU et sites



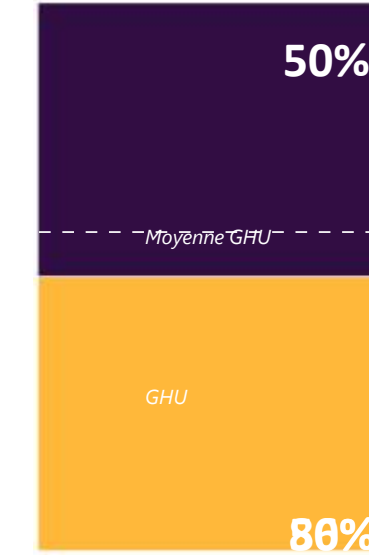
 Oui  
 Non



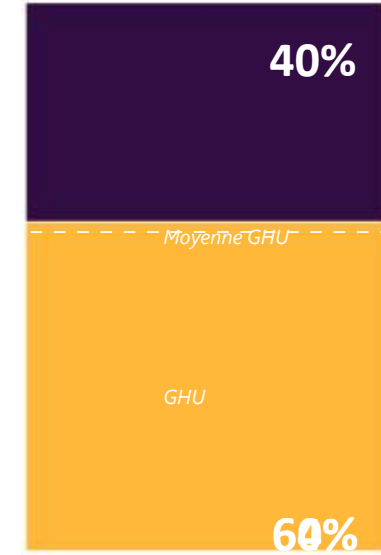
Hôpital Bichat



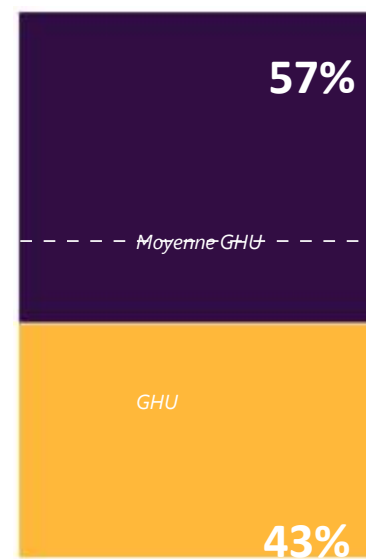
Hôpital Beaujon



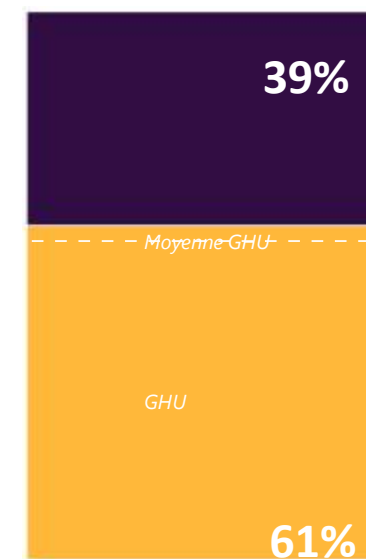
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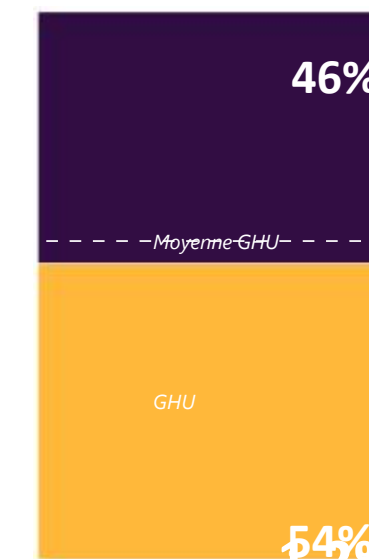
Hôpital Louis Mourier



Hôpital Lariboisière



Hôpital Robert Debré

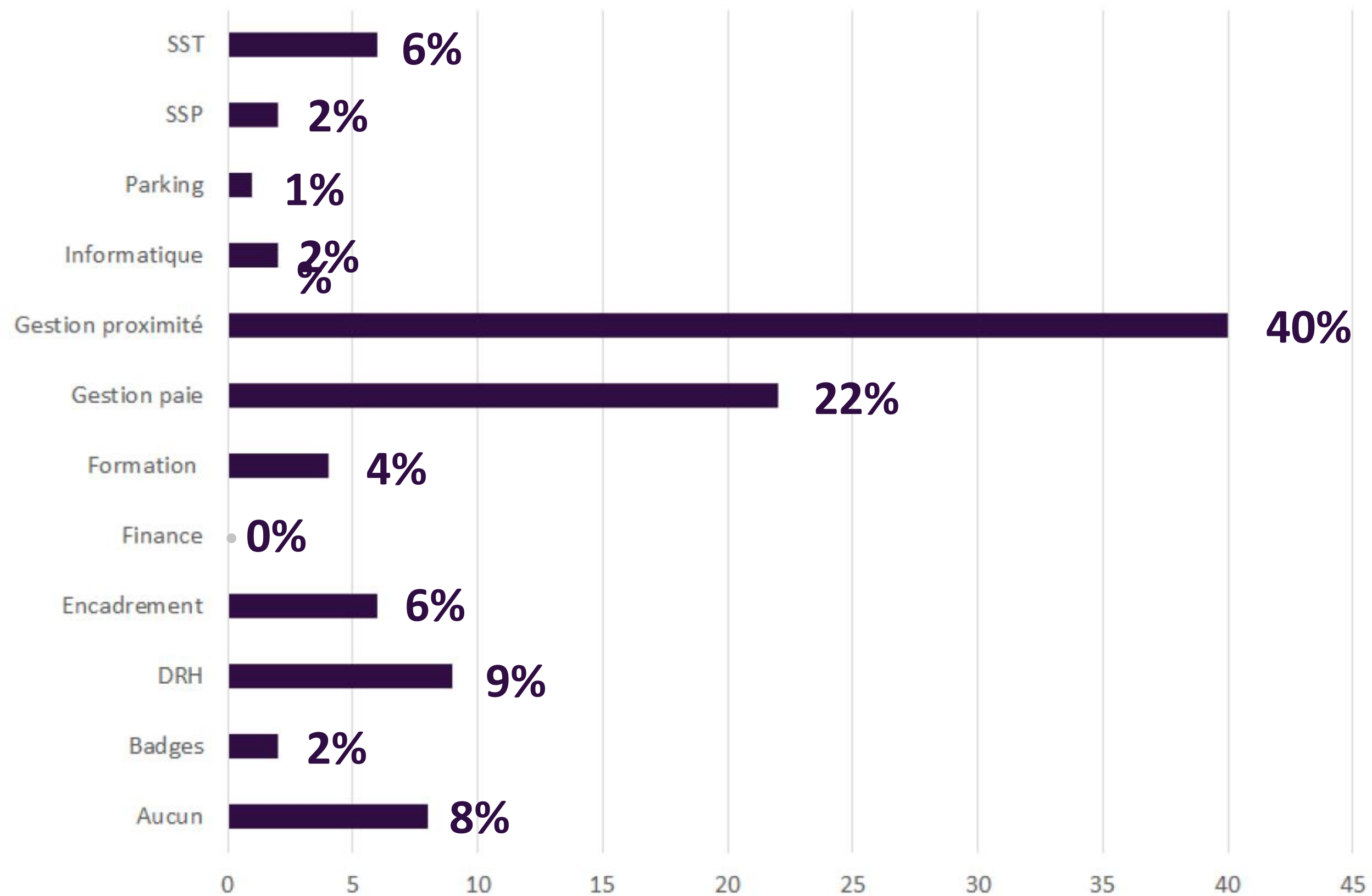


Hôpital Saint-Louis

Louis

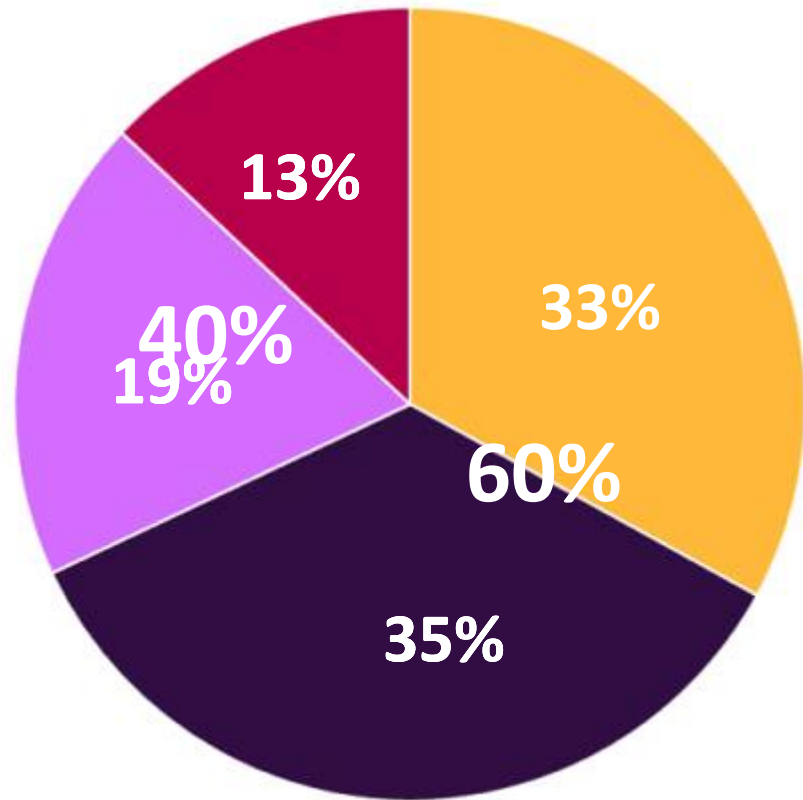
## Quels sont les services administratifs les plus difficiles à contacter ? GHU

Détail par sites en annexe

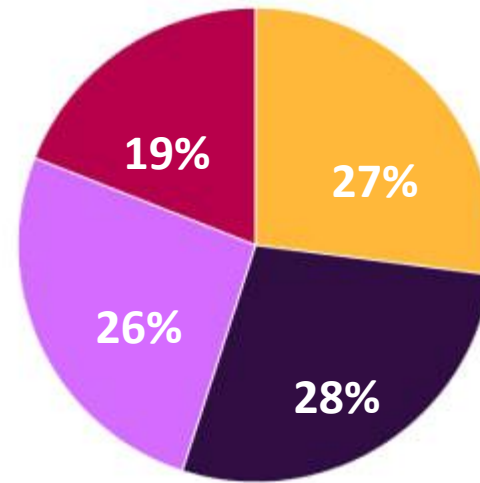
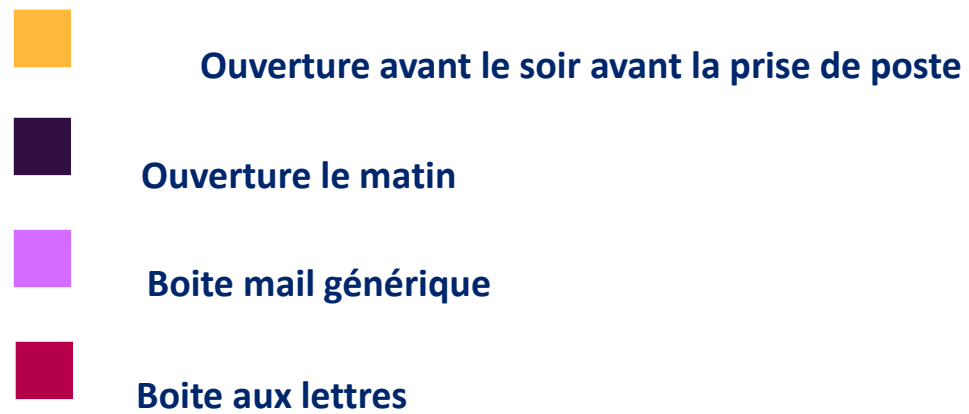


# Que faudrait-il mettre en place pour faciliter les échanges avec les services administratifs ?

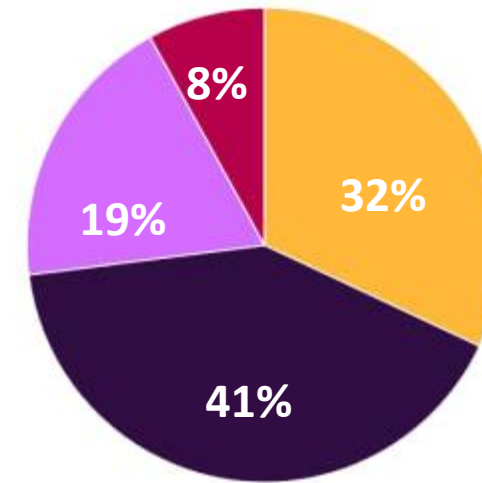
## GHU et sites



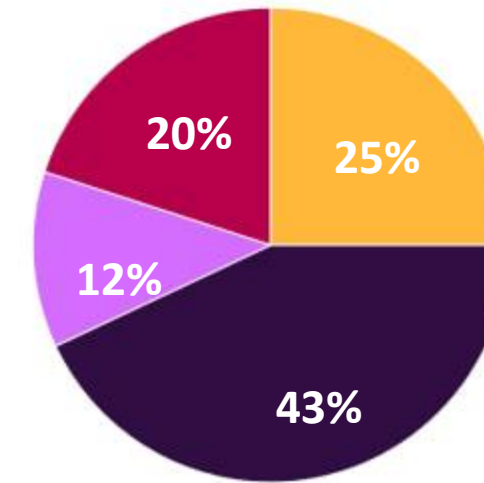
GHU



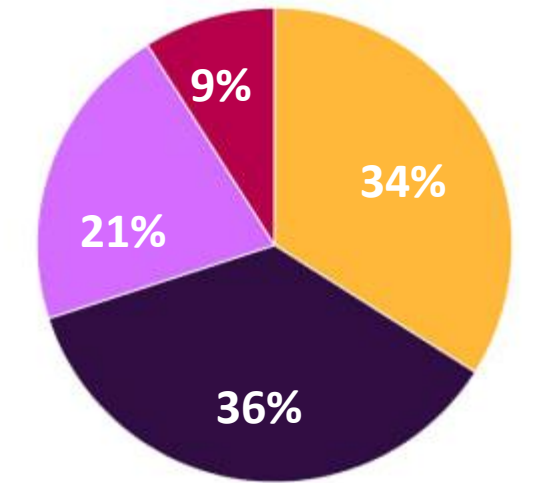
Hôpital Bichat



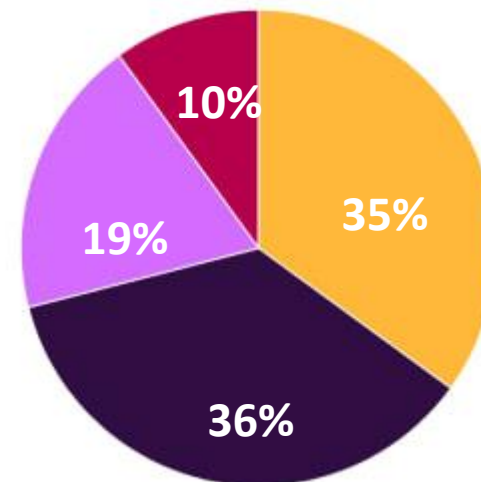
Hôpital Beaujon



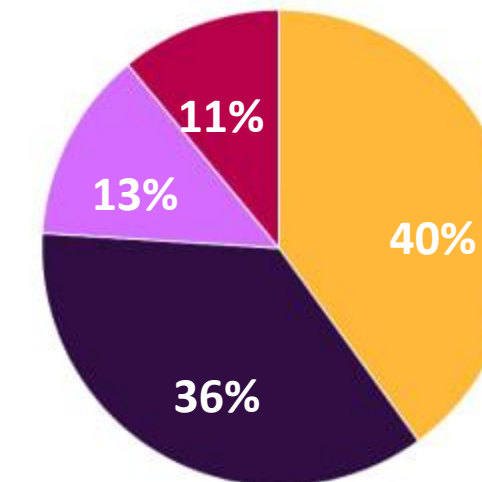
Hôpital Bretonneau



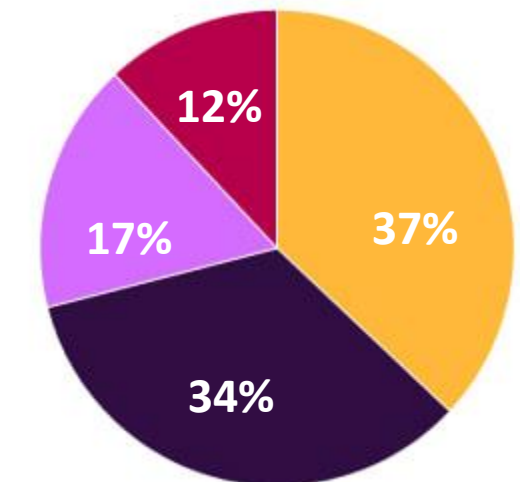
Hôpital Louis Mourier



Hôpital Lariboisière



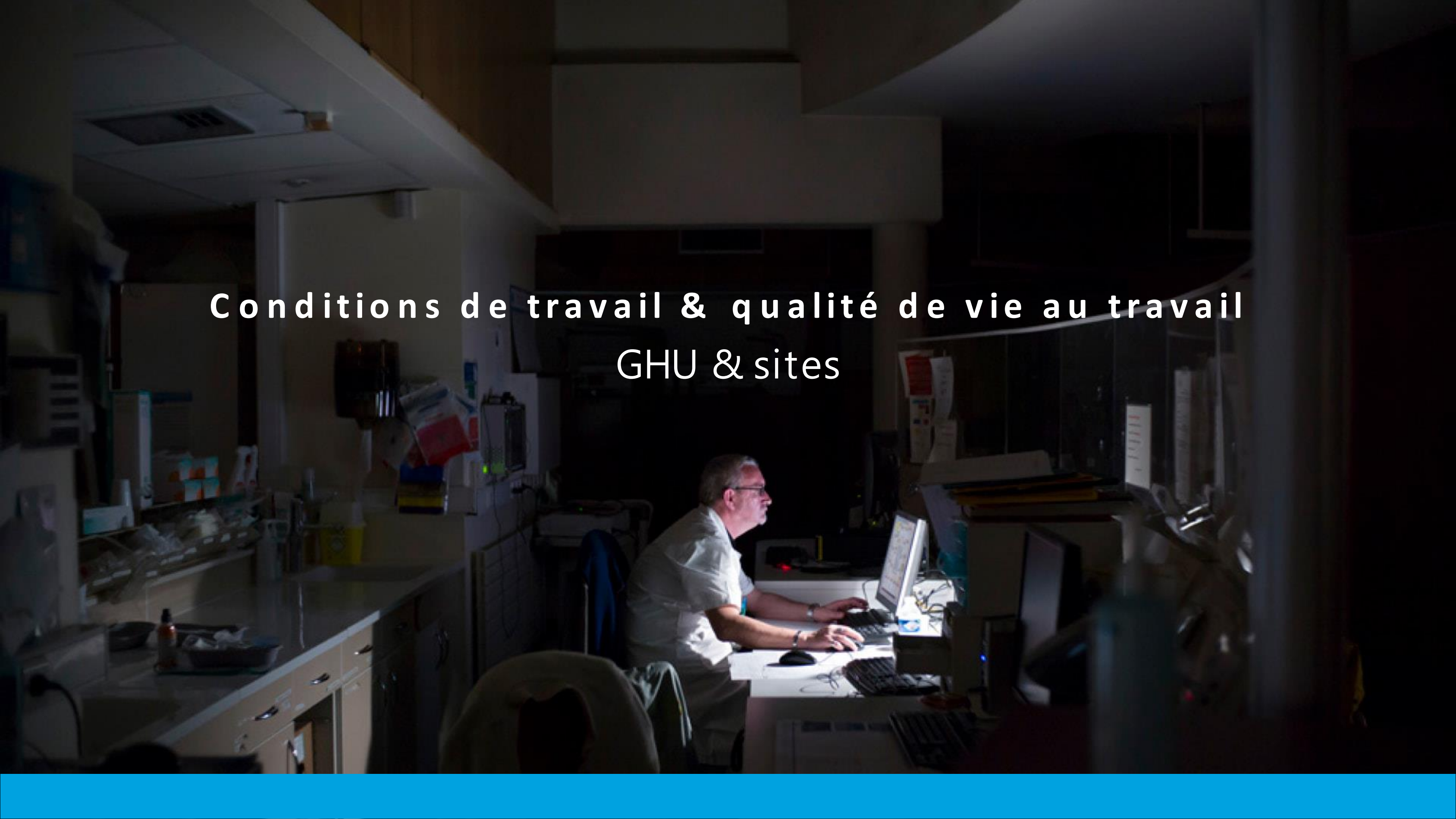
Hôpital Robert Debré



Hôpital Saint-Louis

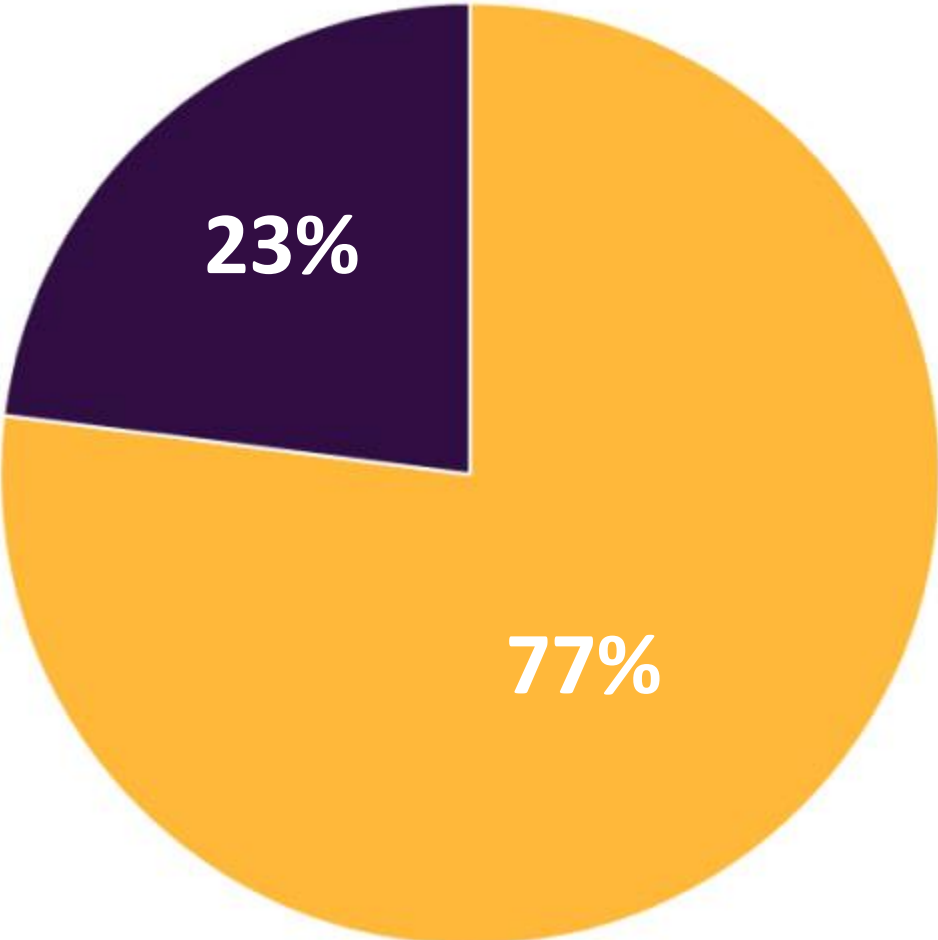
Louis



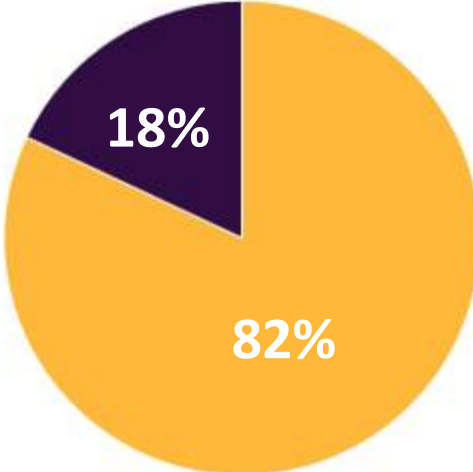
A man in a white lab coat is seated at a workstation in a dimly lit control room or office. He is looking at a computer monitor and has his hands on the keyboard. The room is filled with various pieces of equipment, including multiple monitors, a printer, and a desk with a water bottle and other items. The lighting is low, with the primary light source being the computer screen and some ambient light from the room. The overall atmosphere is professional and focused.

**Conditions de travail & qualité de vie au travail**  
**GHU & sites**

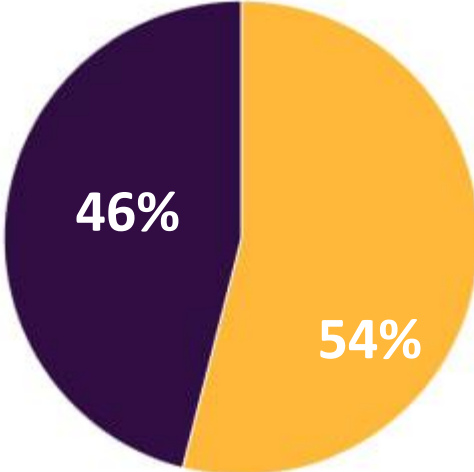
# Disposez-vous d'une collation ?



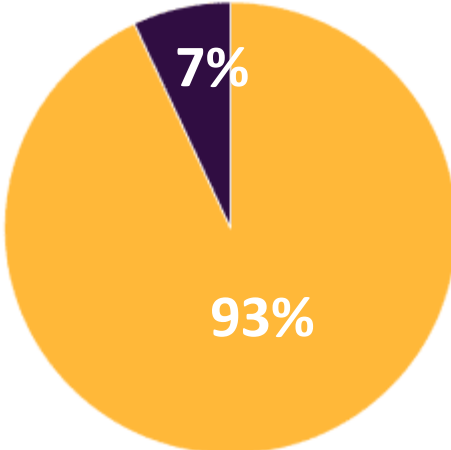
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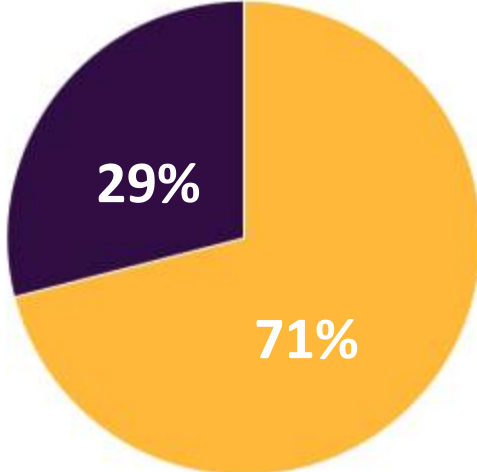
Hôpital Bichat



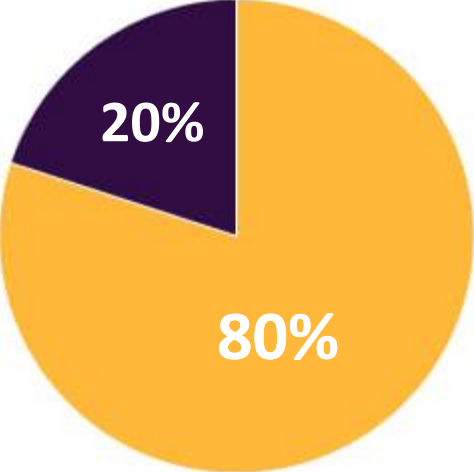
Hôpital Beaujon



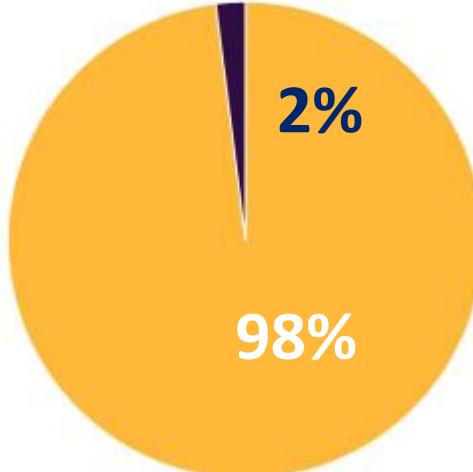
Hôpital Bretonneau



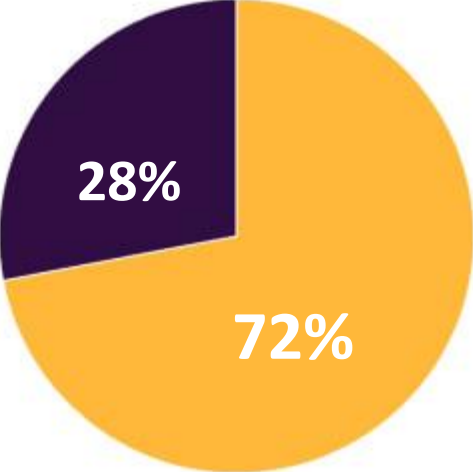
Hôpital Louis Mourier



Hôpital Lariboisière



Hôpital Robert Debré

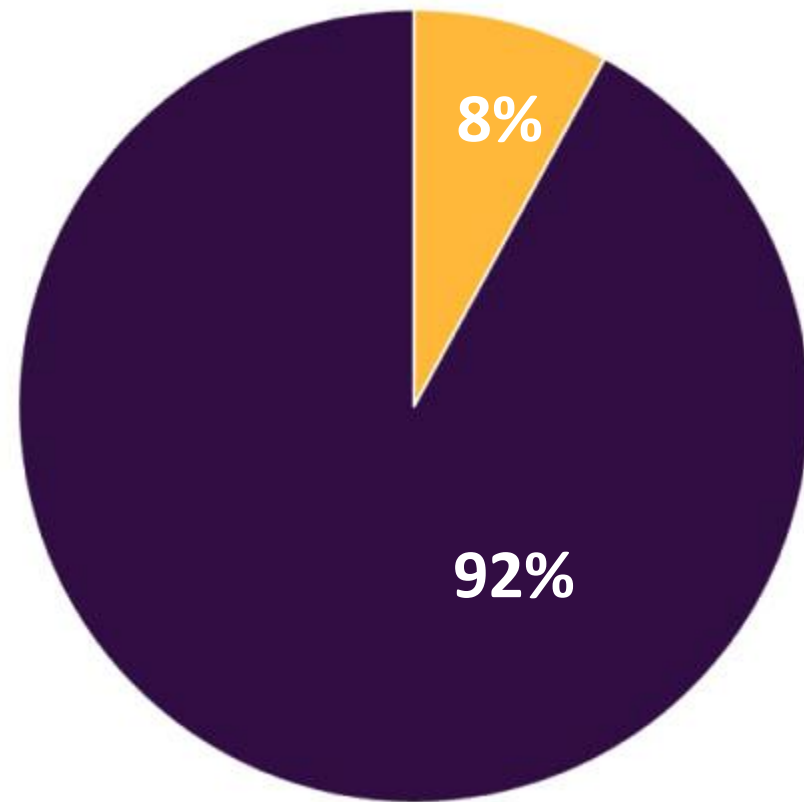


Hôpital Saint-Louis

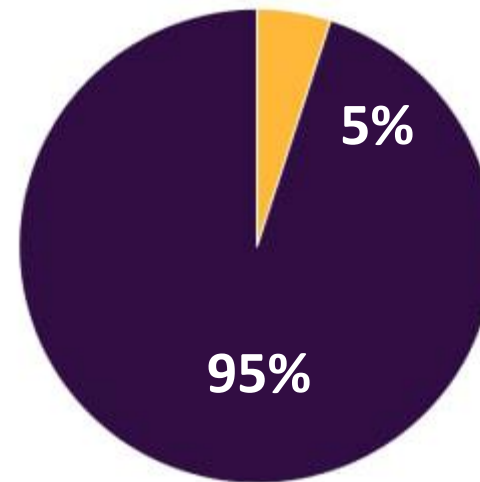
- Oui
- Non

Louis

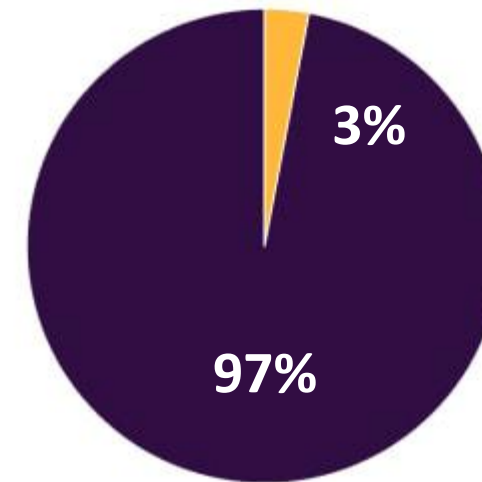
## Cette collation vous semble-t-elle satisfaisante ?



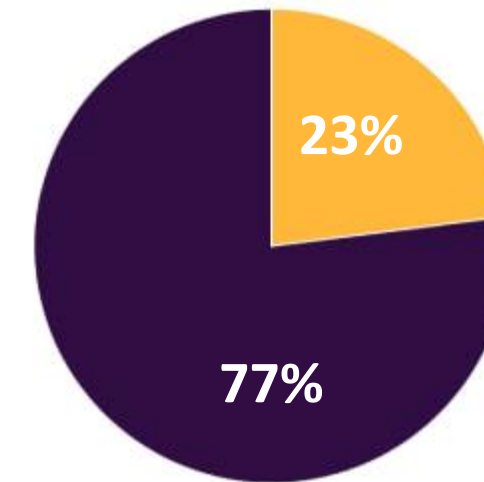
GHU



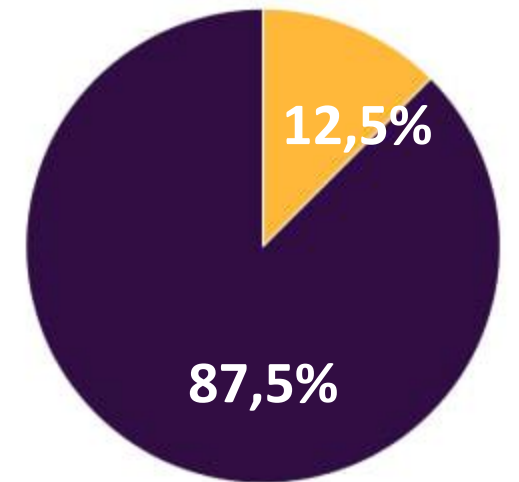
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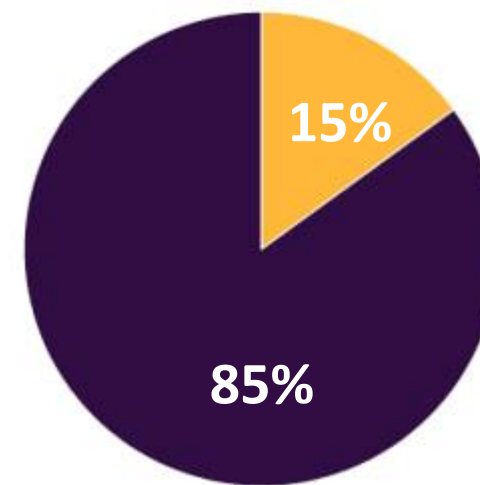
Hôpital Beaujon



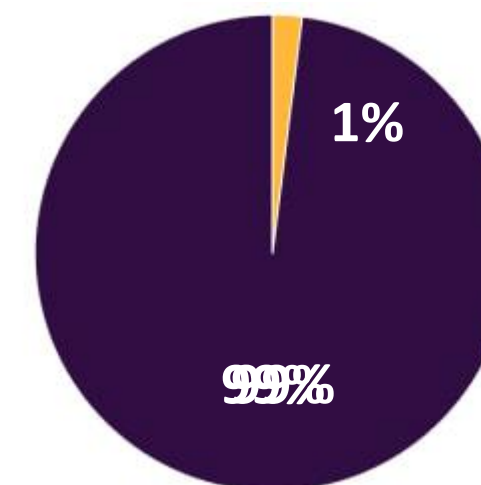
Hôpital Bretonneau



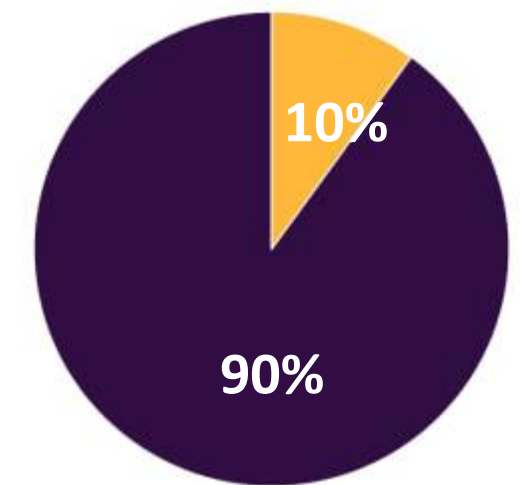
Hôpital Louis Mourier



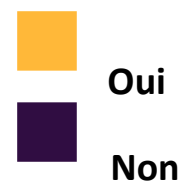
Hôpital Lariboisière



Hôpital Robert Debré



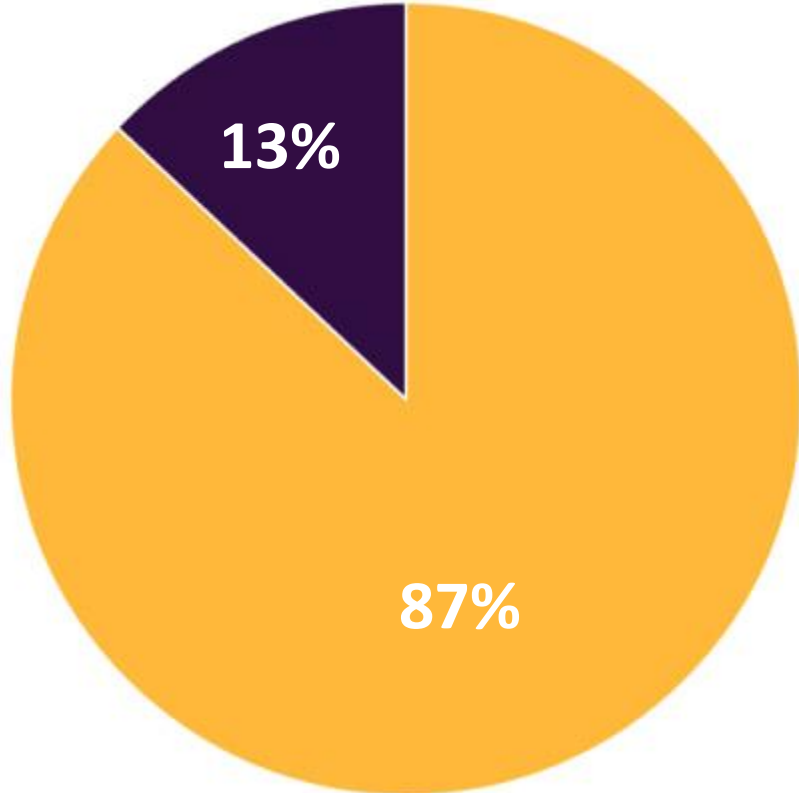
Hôpital Saint-Louis



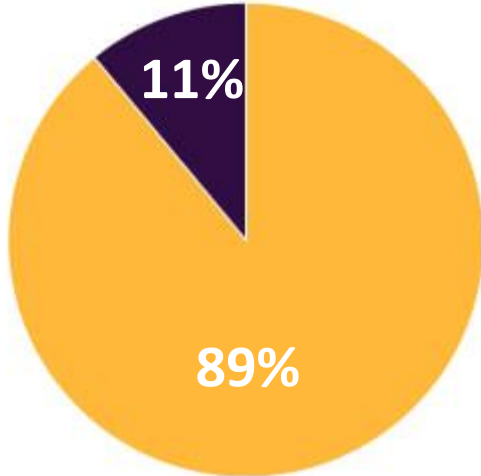
Louis



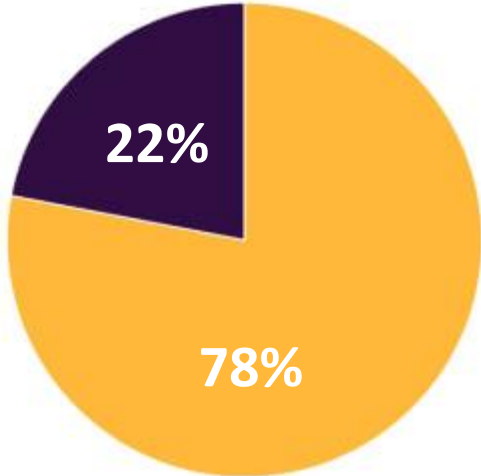
# Lorsque vous travaillez de nuit, trouvez-vous qu'il faille être plus vigilant.e ?



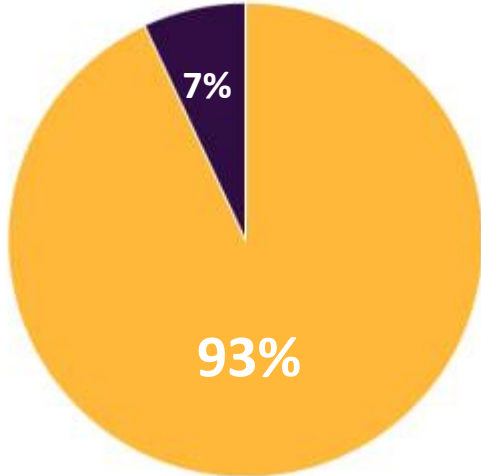
GHU



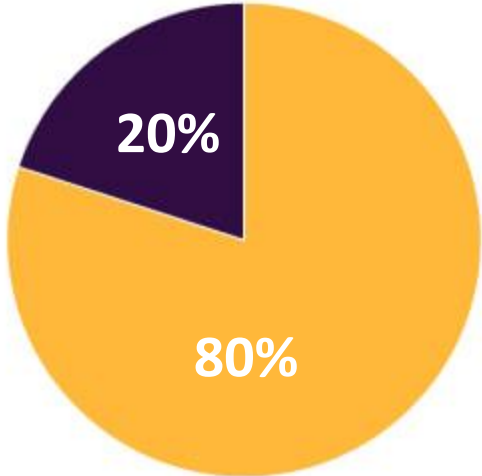
Hôpital Bichat



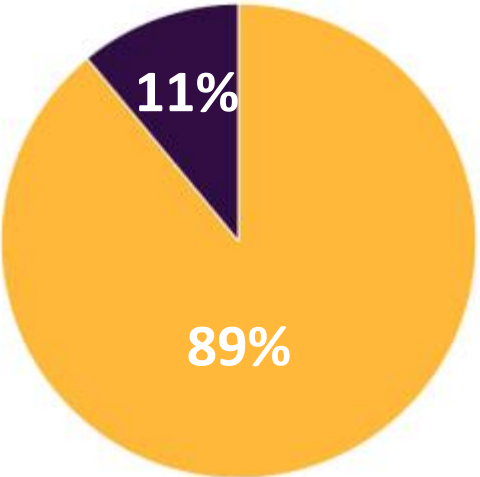
Hôpital Beaujon



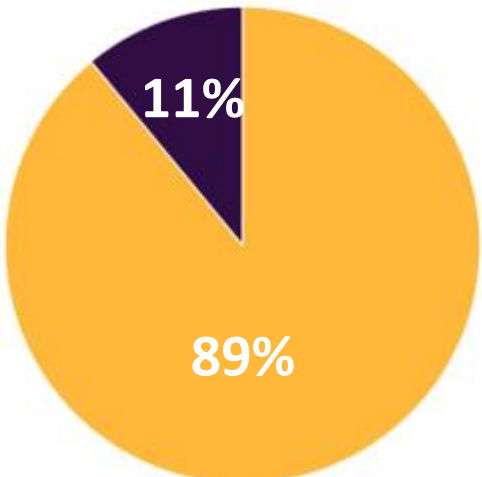
Hôpital Bretonneau



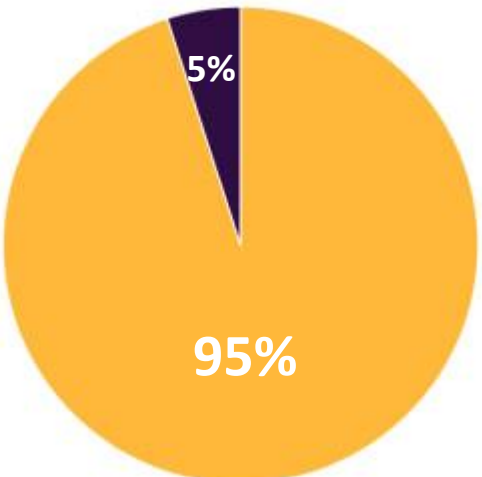
Hôpital Louis Mourier



Hôpital Lariboisière



Hôpital Robert Debré

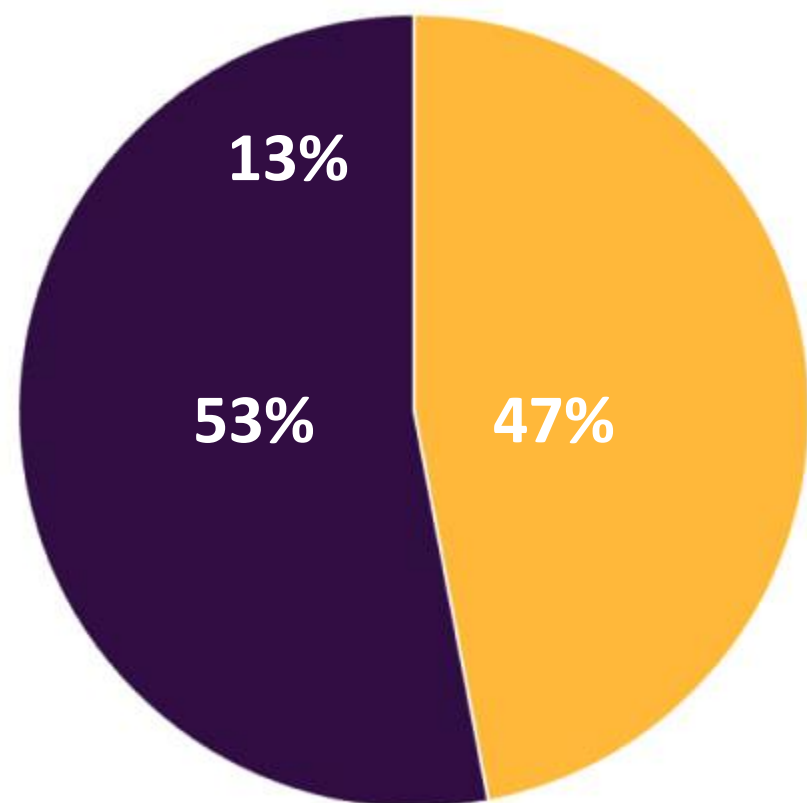


Hôpital Saint-Louis

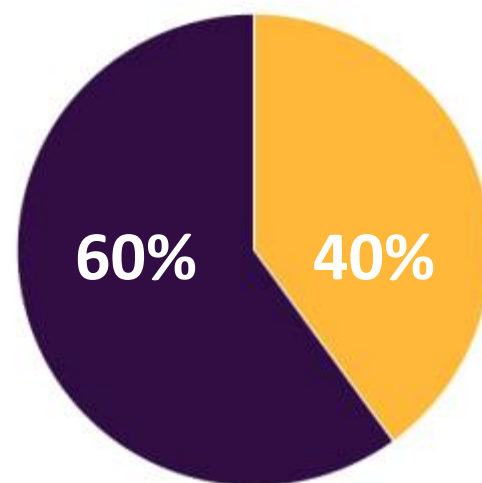
Oui  
Non



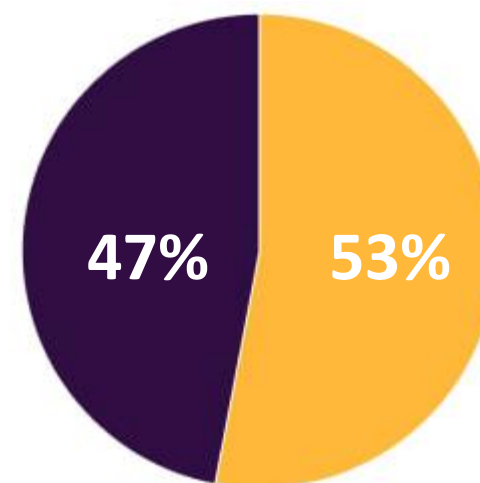
## Bénéficiez-vous d'une pause récupératrice lorsque vous travaillez ?



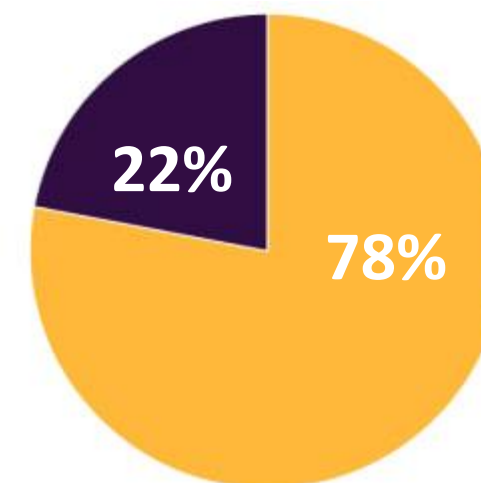
GHU



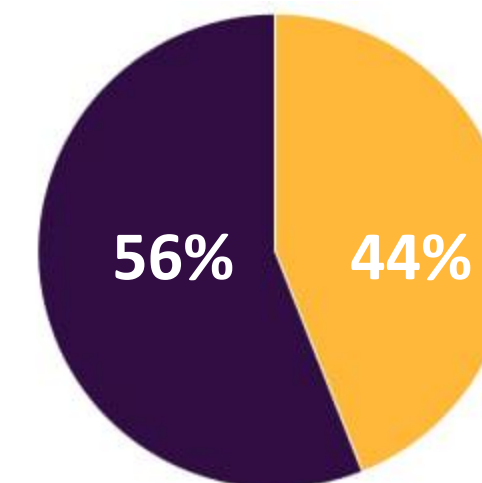
Hôpital Bichat



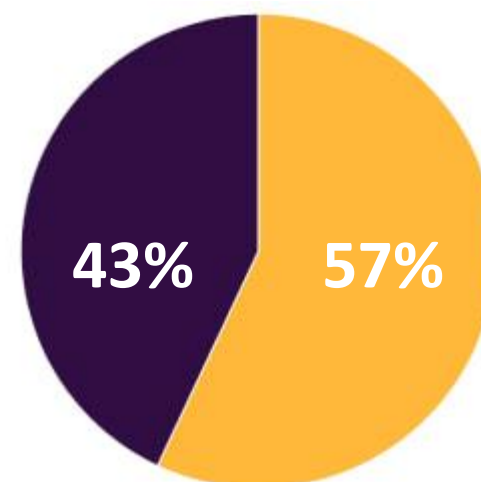
Hôpital Beaujon



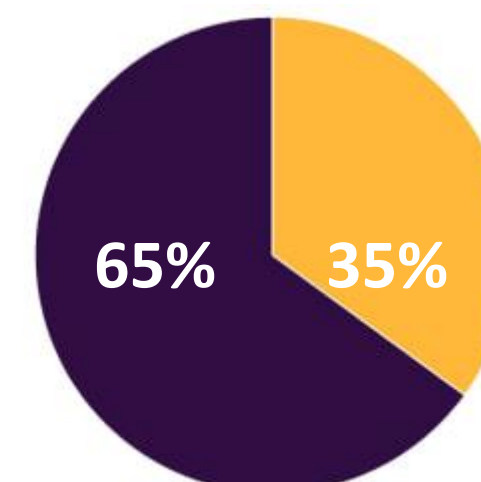
Hôpital Bretonneau



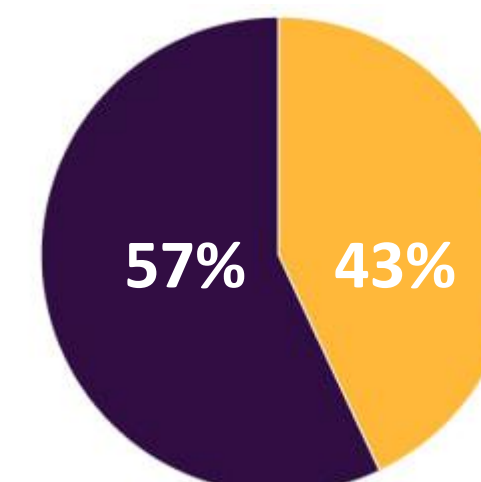
Hôpital Louis Mourier



Hôpital Lariboisière

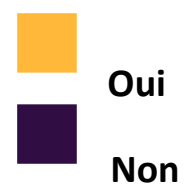


Hôpital Robert Debré

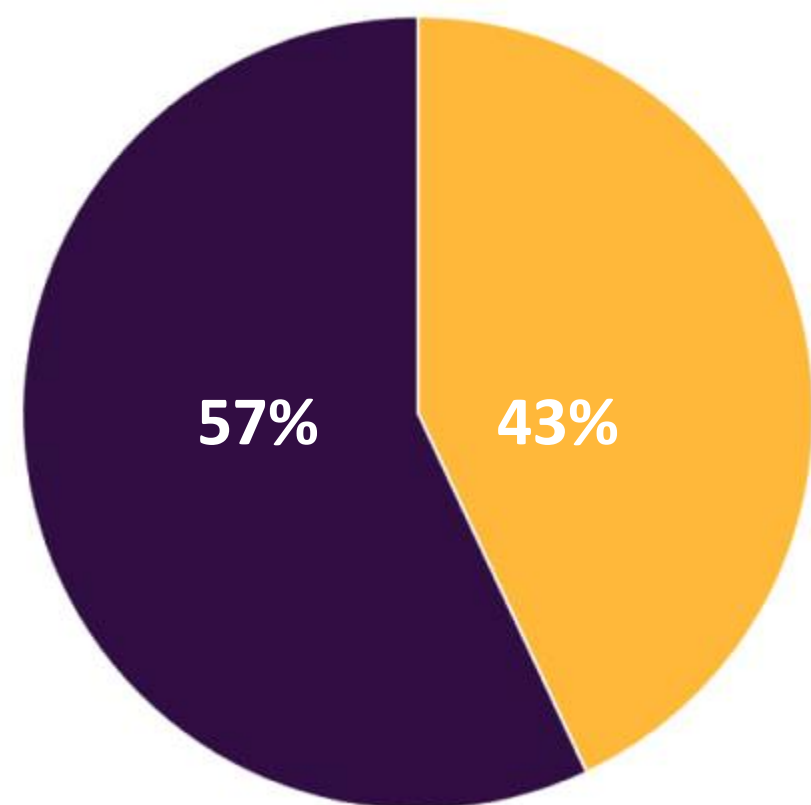


Hôpital Saint-Louis

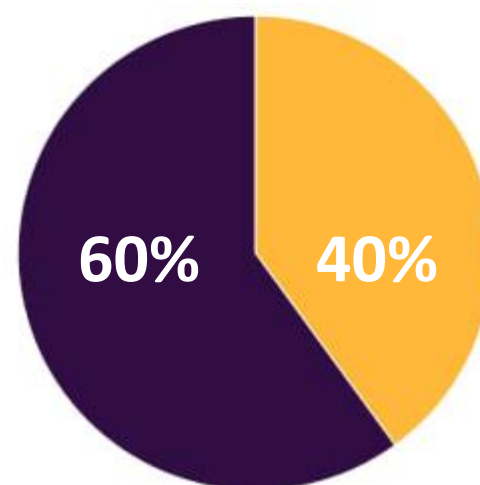
Louis



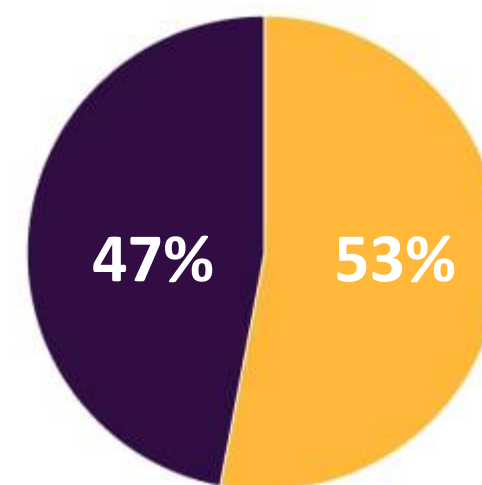
## Disposez-vous d'un lieu et d'équipements favorisant cette pause (salle de repos, fauteuils...)?



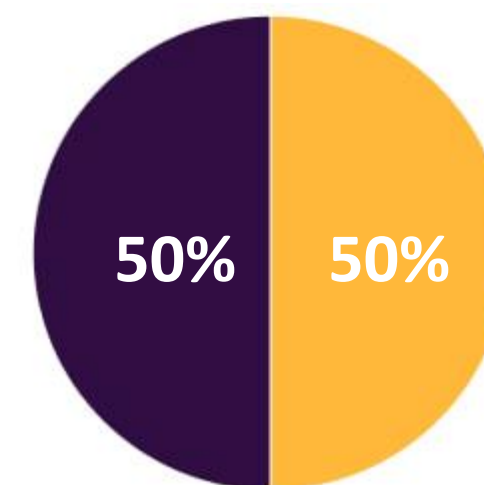
GHU



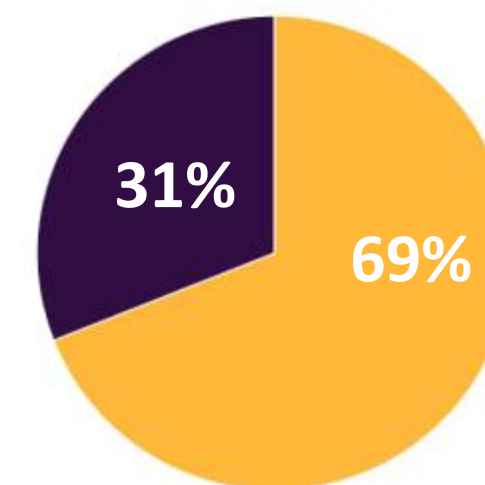
Hôpital Bichat



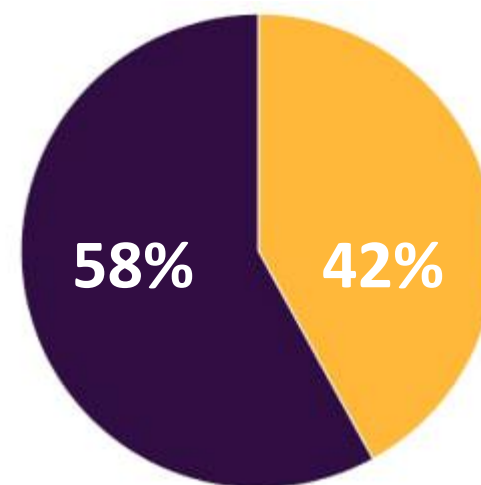
Hôpital Beaujon



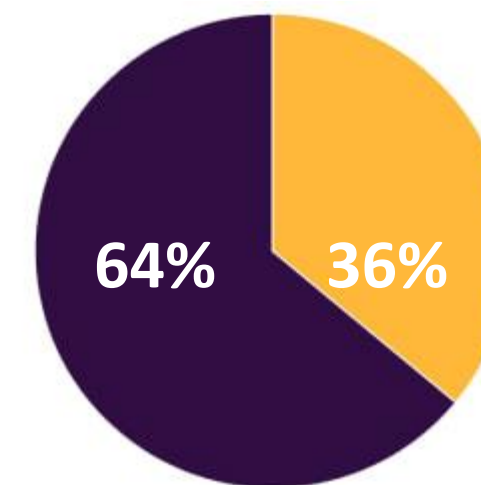
Hôpital Bretonneau



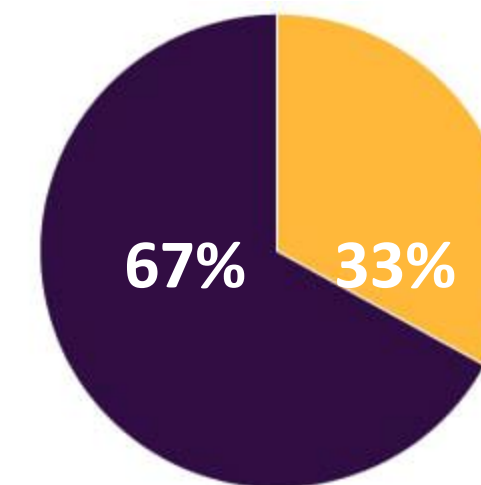
Hôpital Louis Mourier



Hôpital Lariboisière

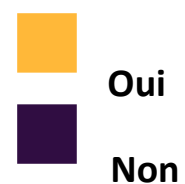


Hôpital Robert Debré

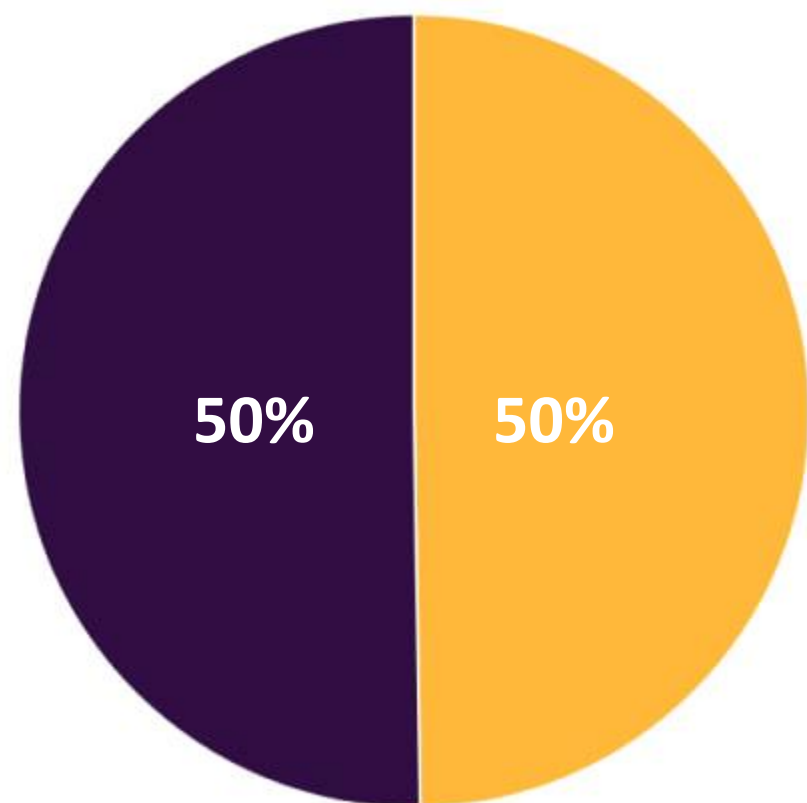


Hôpital Saint-Louis

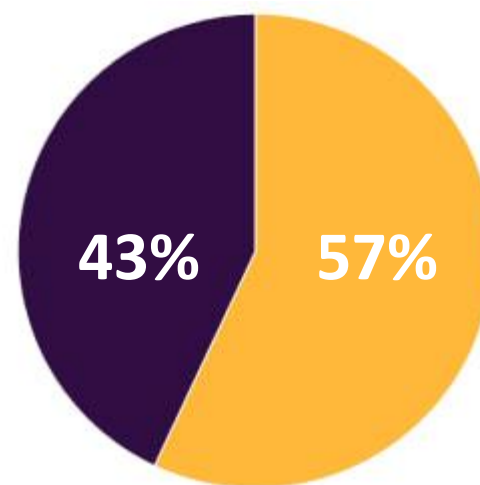
Louis



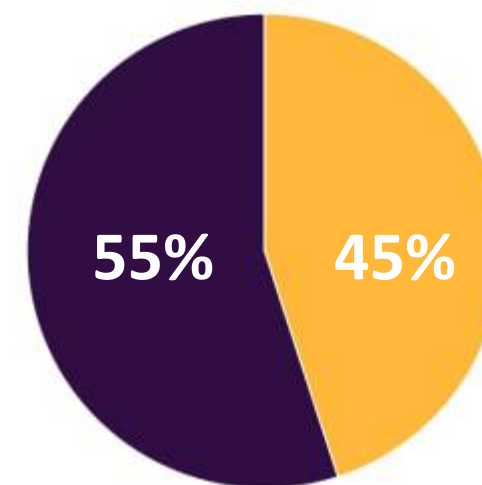
## Dans le cadre de votre travail de nuit, vous sentez-vous isolé.e ?



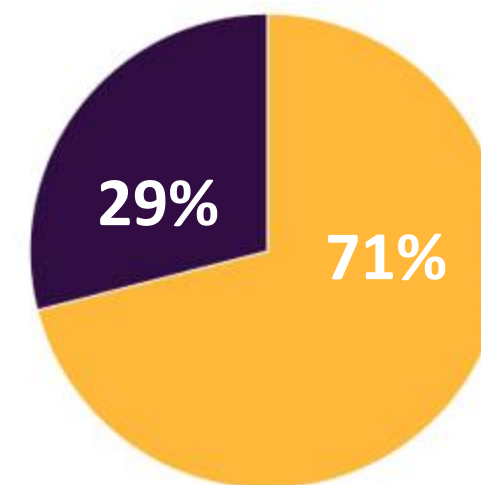
GHU



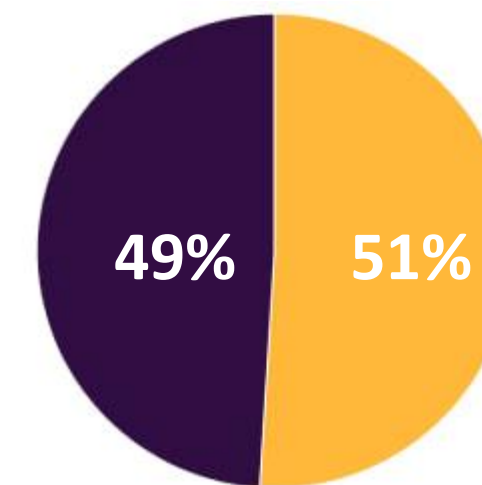
Hôpital Bichat



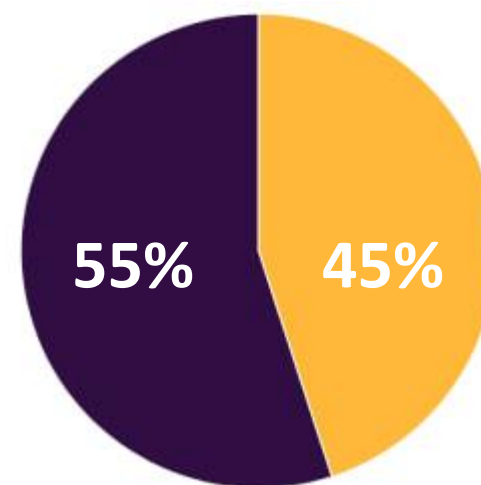
Hôpital Beaujon



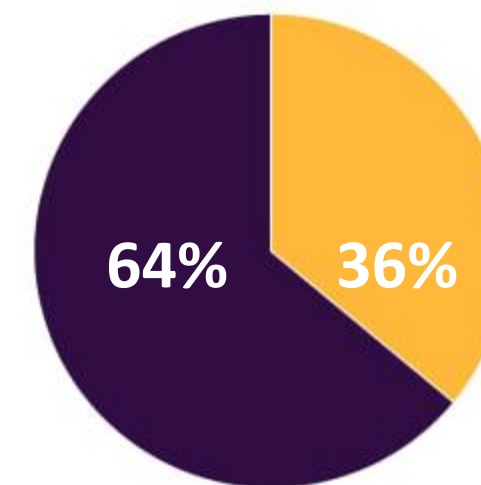
Hôpital Bretonneau



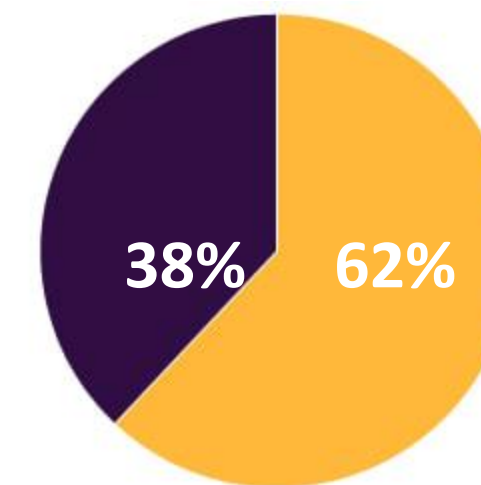
Hôpital Louis Mourier



Hôpital Lariboisière

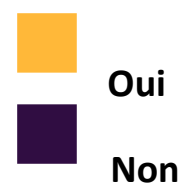


Hôpital Robert Debré

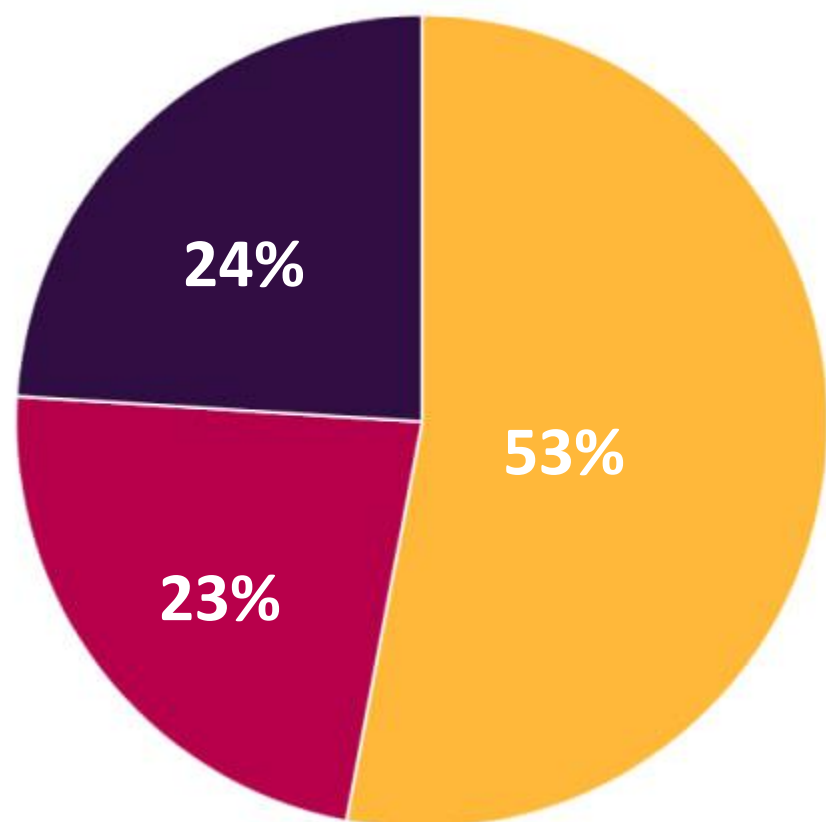


Hôpital Saint-Louis

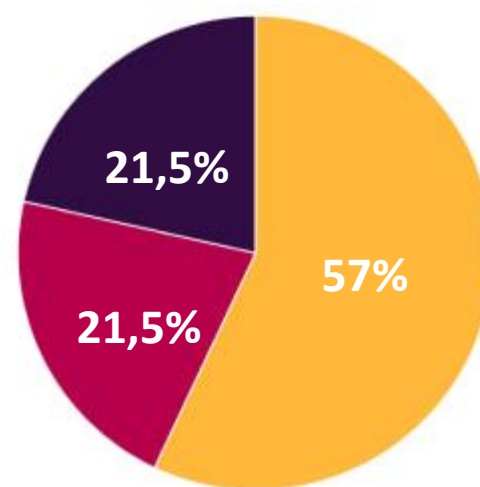
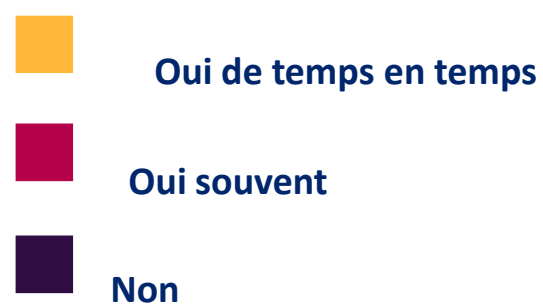
Louis



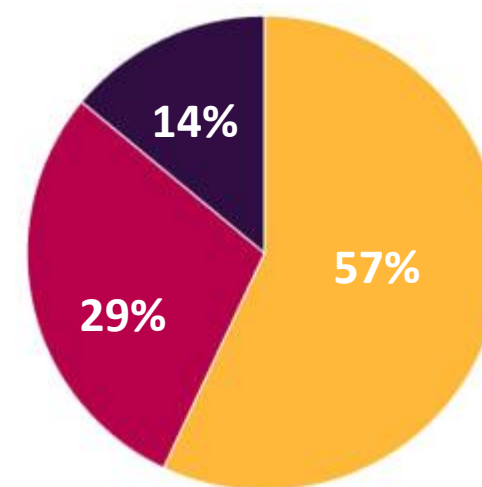
## En travaillant de nuit, vous êtes-vous déjà senti.e en insécurité ?



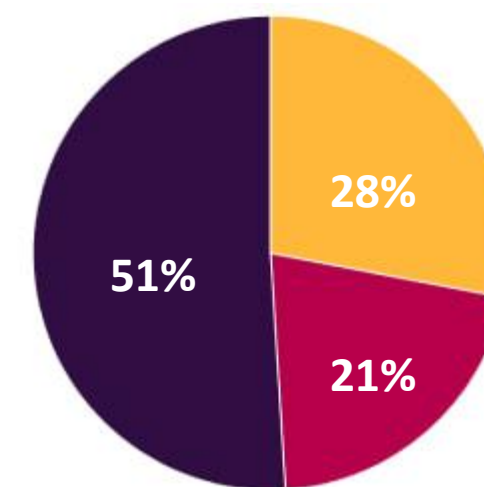
GHU



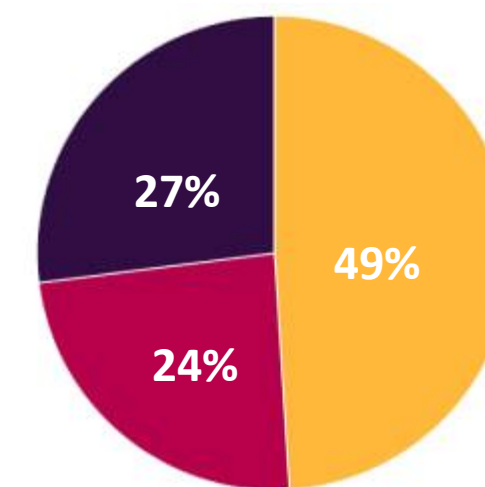
Hôpital Bichat



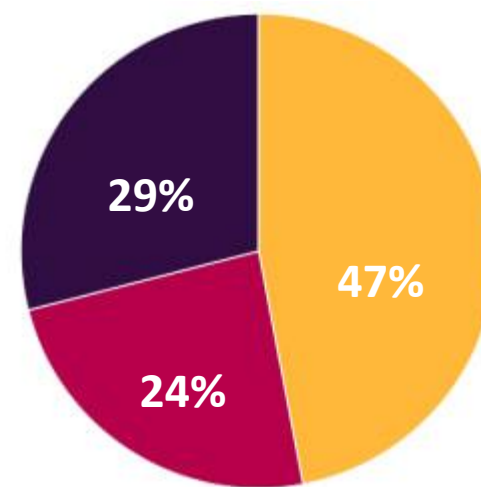
Hôpital Beaujon



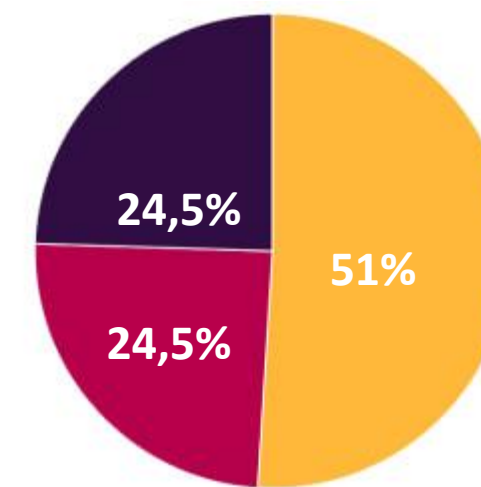
Hôpital Bretonneau



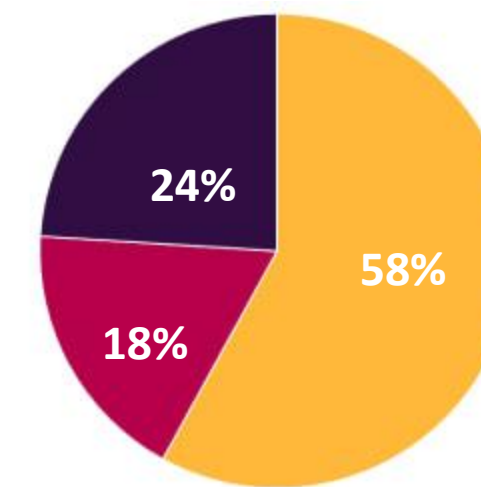
Hôpital Louis Mourier



Hôpital Lariboisière



Hôpital Robert Debré

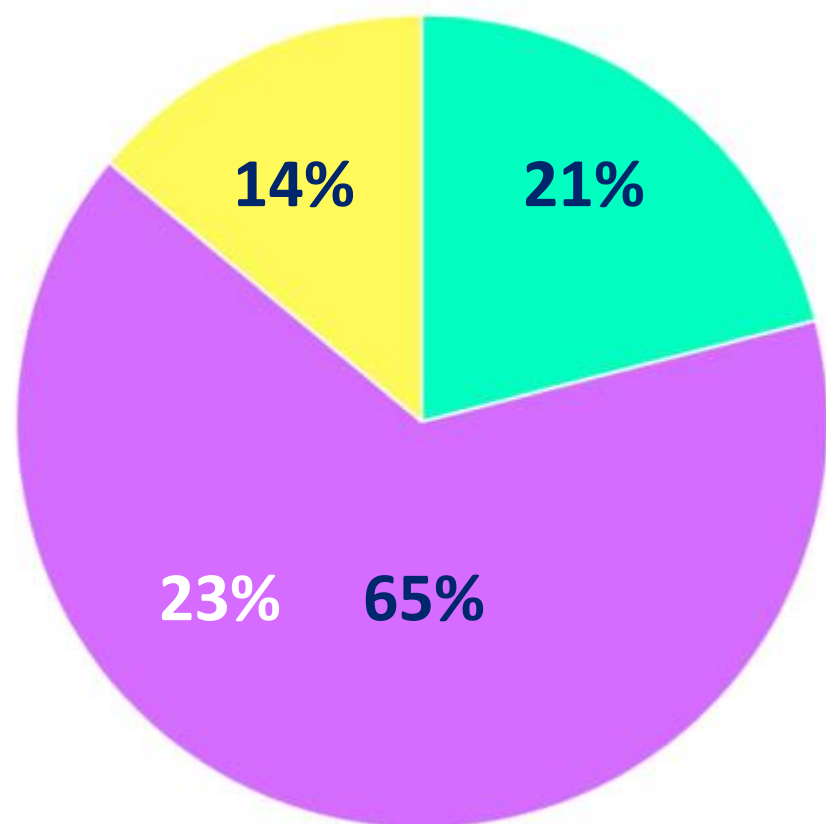


Hôpital Saint-Louis

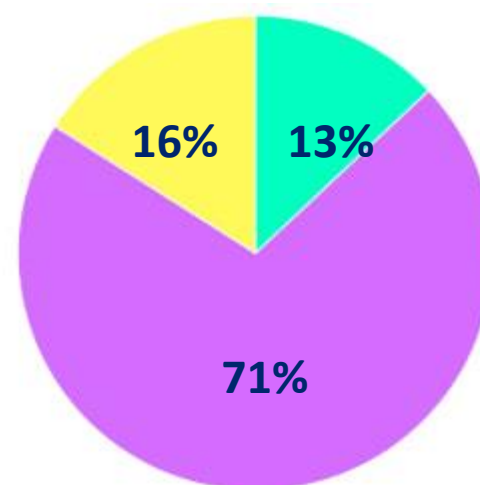
Louis



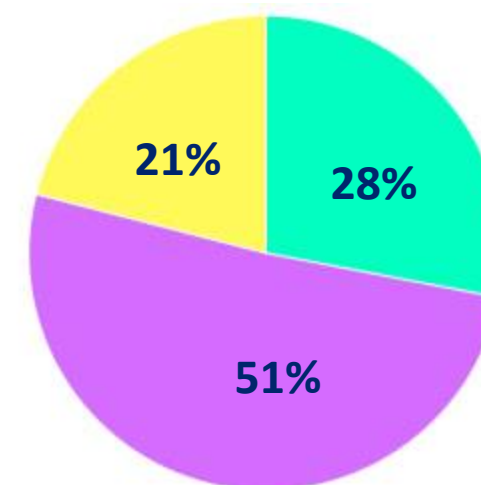
# Selon vous, quel type d'accompagnement semble essentiel ?



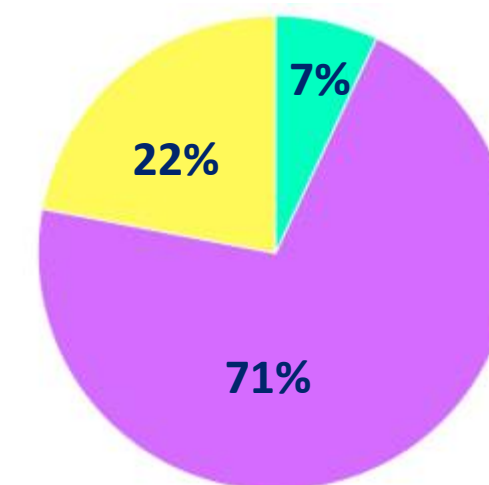
GHU



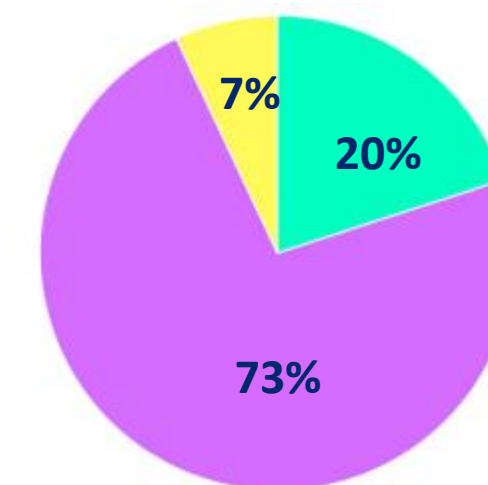
Hôpital Bichat



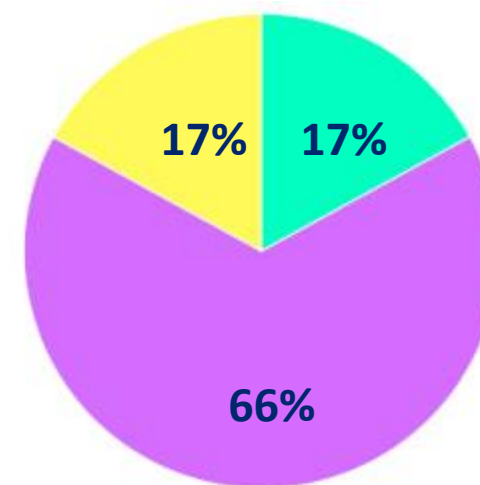
Hôpital Beaujon



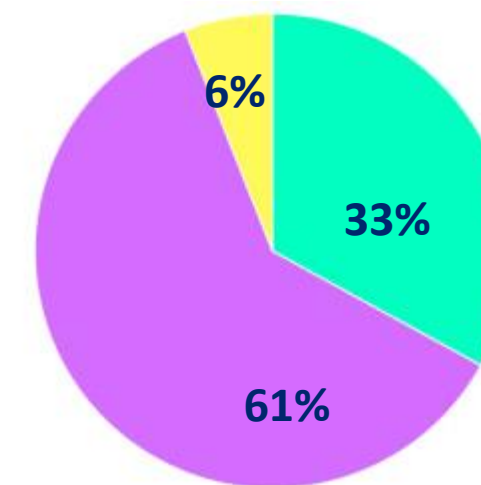
Hôpital Bretonneau



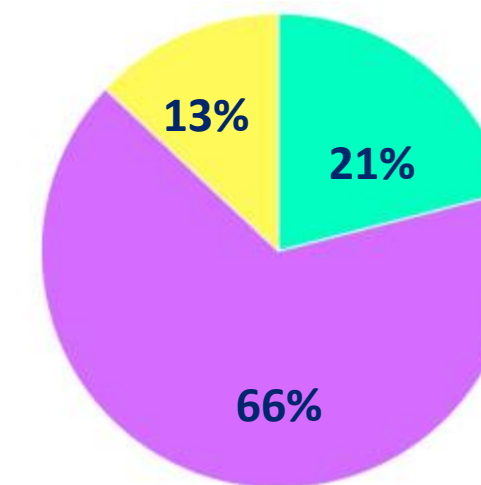
Hôpital Louis Mourier



Hôpital Lariboisière



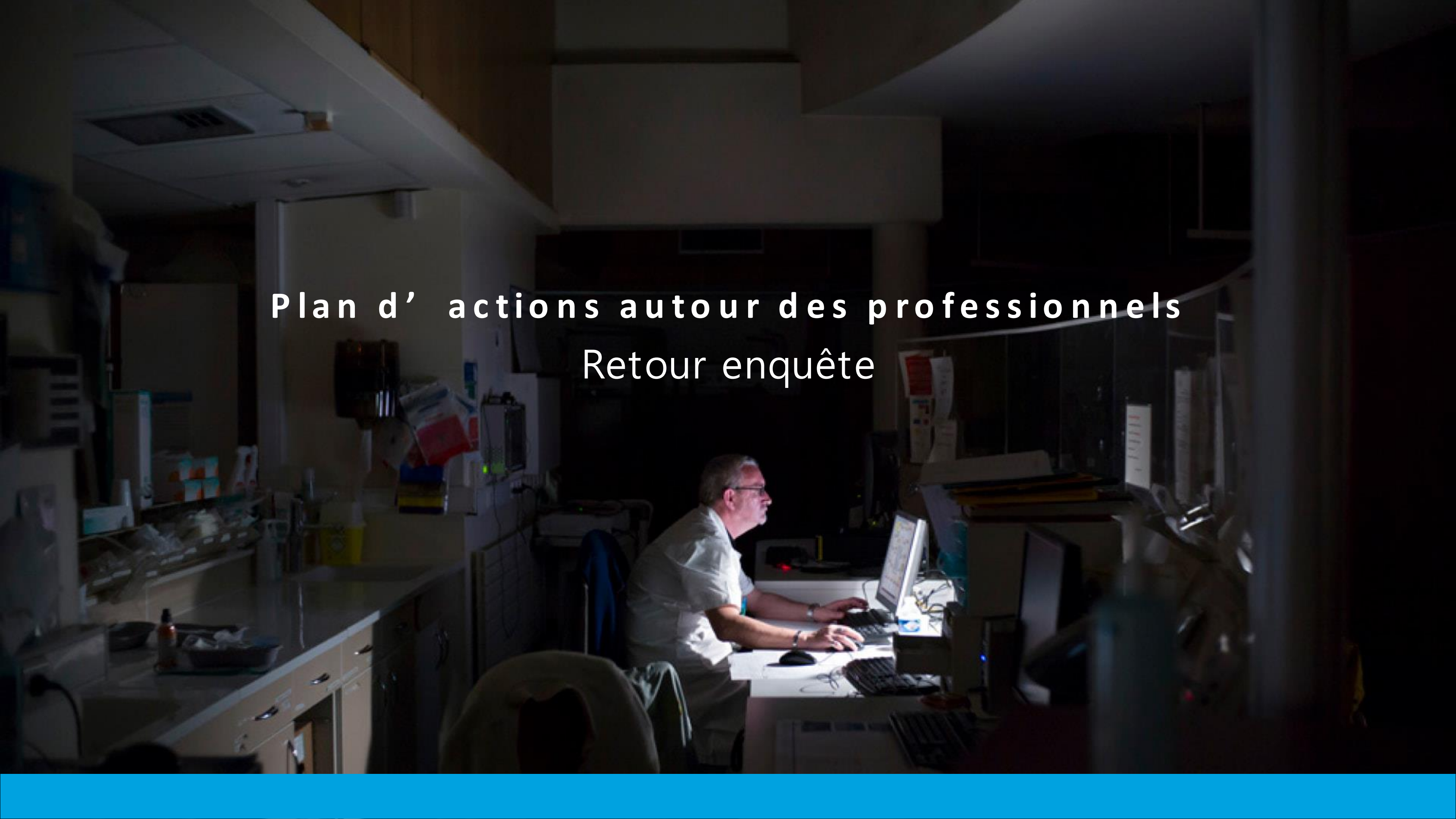
Hôpital Robert Debré



Hôpital Saint-Louis

Louis

- Psychologie
- Service de santé au travail
- Service social du personnel

A man in a white lab coat is seated at a desk in a dimly lit control room or office, working on a computer. The room is filled with various pieces of equipment, including monitors, keyboards, and papers. The lighting is low, with the primary light source being the computer screen and keyboard. The man is wearing glasses and is focused on his work. The overall atmosphere is professional and technical.

**Plan d'actions autour des professionnels**  
Retour enquête

# Plan d'actions RH

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## Axes d'amélioration

### I) Plan d'action RH

Travail collectif sur l'accès des DRH. Accès qui peut prendre plusieurs formes (différenciation d'ailleurs souhaitée par les agents)

- Boîte aux lettres
- Horaires élargis ou dédiés
- Adresses génériques ou formulaires en ligne

### II) Plan d'action alimentation

- Frigos connectés
- Expérimentation centrale sur le devenir de la collation



## Déclinaison – Les Journées de la nuit



## Journées de la nuit

### Évènement trimestriel

Activités QVT  
& mises en valeur  
des professionnels de nuit

### Illumination des hôpitaux\*





# Prochaines étapes

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**Partagé avec le COPIL GHU**

Prochaine reunion : fin 2022

## **Pourquoi des “Journées de la nuit” ?**

- **Partie jour** : mise en valeur des professionnels de nuit (photos & vidéos)
  - **Partie nuit** : ateliers QVT
  - Présence services RH

# Les Journées de la nuit

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## Journée de la nuit Mars 2022

- ▣ **Sites concernés :** Bichat, Robert Debré & Lariboisière
- ▣ **Actions concernées :**
  - Ateliers QVT (BCH, RDB & LRB)
  - Présence service RH (RDB)
  - Visites des services (BCH)

## Journée de la nuit Juin 2022

- ▣ **Sites concernés :** Beaujon, Bichat, Louis-Mourier et Saint-Louis
- ▣ **Actions concernées :**
  - Ateliers QVT (BJN, LMR, BCH & SLS)

## Journée de la nuit Septembre 2022

- ▣ **Sites concernés :** Beaujon et Bichat
- ▣ **Actions concernées :**
  - Ateliers QVT (BJN & BCH)
  - Présence service RH (BJN & BCH)
  - Visite des services (BCH & BJN)

## Journée de la nuit Décembre 2022

- ▣ **Sites concernés :** Beaujon, Bichat et Robert Debré
- ▣ **Actions concernées :** À déterminer