

# Prerequisites for empowerment: a study of procurement documents for the provision of care in Swedish nursing homes

Tomas Lindmark, Cecilia Ingard & Sven Trygged

Faculty of Health and Occupational Studies, Department of Social Work and Criminology, University of Gävle, Sweden



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# Background

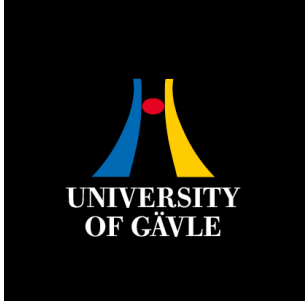
- ❑ **New Public Management Reforms** – incentives for competition among nursing home providers, increased for-profit ownership, subcontracting of nursing homes (Harrington et al., 2017; Meagher, Szebehely & Meagher, 2013).
- ❑ **Procurement documents**
- ❑ **Nordic eldercare:** decreased universalized care, deterioration in working conditions and increased ill-health for care workers (Meagher, Szebehely & Meagher, 2013; Moberg, 2017; Szebehely & Meagher, 2018; Trydegård, 2012)
- ❑ The Swedish Social Services Act (SoL, 2001:453) mandates that eldercare provide a reasonable standard of living and **equality in living conditions**.
- ❑ **Working Conditions:** A prerequisite for quality of care among older adults (Engström et al., 2020; White et al., 2019).

# Aim and research questions

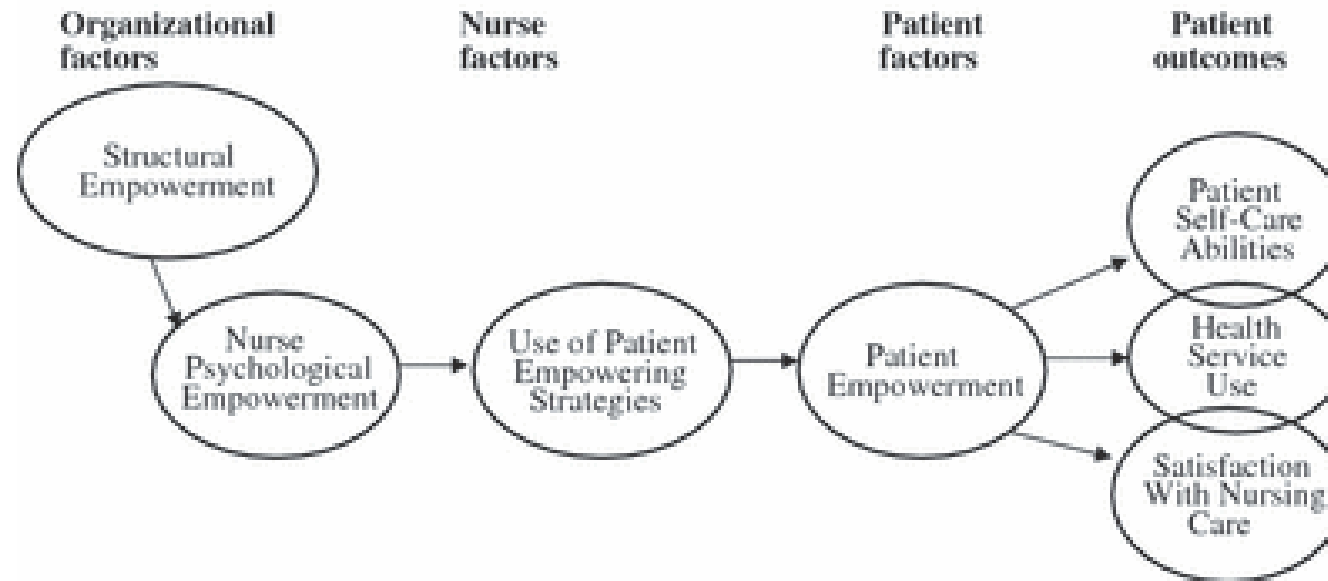
**The aim of the study was to investigate the prerequisites for empowering both care recipients and caregivers in Swedish nursing homes.**

1. What considerations for **empowering** care recipients are specified in procurement documents?
2. What considerations for **empowering** caregivers are specified in procurement documents?
3. Are there **differences** between the conditions for care recipients and caregivers specified in the municipalities' procurement documents and, if so, what do these differences indicate in terms of the objective of **equality**?

# Theoretical framework for Empowerment



Expanded nurse-patient empowerment model  
(Laschinger, 2002)

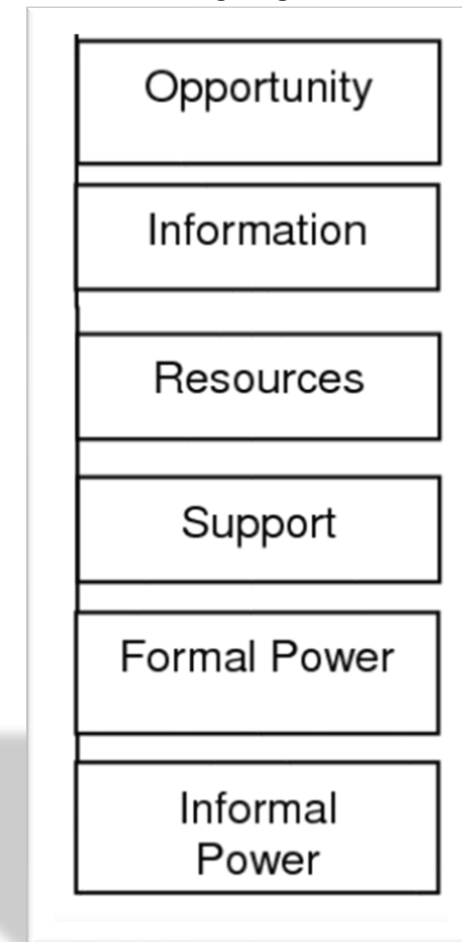


Towards a comprehensive theory of nurse/patient empowerment: applying Kanter's empowerment theory to patient care. Laschinger et al., 2010

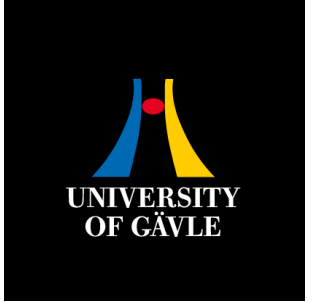
# Method

- ❑ 7 procurement documents from three Swedish municipalities ("Smalltown," "Midtown," "Bigtown"), varying in size (number of inhabitants), with attachments.
- ❑ 20-40 pages outlining the stated conditions and assessment criteria for proposals submitted by providers.
- ❑ Analysis conducted using Laschinger et al. (2010) theoretical framework for empowerment.

Empowerment  
framework



# Results: resident empowerment

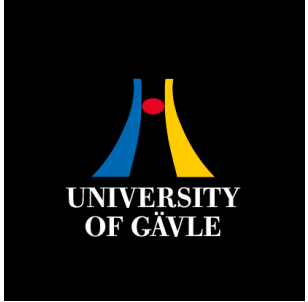


- ❑ The procurement documents stipulate that care recipients must have opportunities to express their views on the care and rights to privacy and self-determination.
- ❑ A person-centred care and a humanistic approach, as all individuals have the same value
- ❑ A rehabilitation approach that strengthens the care recipients' capabilities, autonomy, and independence, using technological aids if needed.
- ❑ Good relationships with relatives.
- ❑ Give care recipients opportunities to join activities in line with their interests.
- ❑ Allow care recipients to influence what they want to eat.

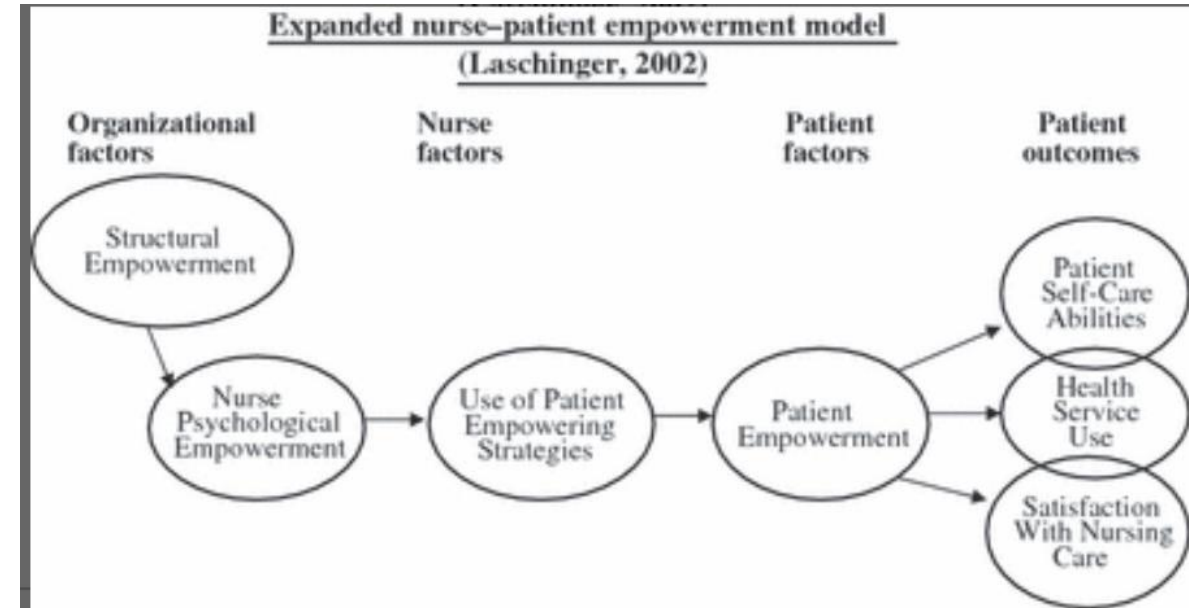
# Results: Staff empowerment

- ❑ The procurement documents placed multiple demands on the caregivers but barely touched on staff empowerment.
- ❑ A few mentions of access to information, growth opportunities, and formal power in context with work environment regulations
- ❑ Disparity in stated management support for caregivers: Smalltown and Midtown had explicit support requirements; Bigtown did not.
- ❑ **The municipalities differed in how the providers competed to win the procurement.**

# Conclusions



- ❑ **Care Recipients:** Emphasis on their empowerment.
- ❑ **Staff Issues:** Lack of focus on empowerment or well-being; residents' empowerment linked to staff.
- ❑ **Municipality Strategies:** Varied grading strategies of procurement documents. This likely reflects different quality standards despite nationwide policies calling for equality in care.
- ❑ **Evaluation Challenges:** Difficult to assess and follow up (Blomqvist & Winblad, 2022; Isaksson et al., 2018); potential need for more empowerment or tougher regulations?



# Ongoing studies

- First-line managers working situation and procurement documents
- Relatives view on empowerment and human rights in nursing homes
- Staff members' psychosocial work environment under different nursing home ownership types
- Staff members' experiences of moral stress when working with empowering the residents

# Thank you for listening!



Painted by Cecilia Ingard

For questions, inquiries  
or feedback – feel free to  
e-mail either of us at:

[Cecilia.Ingard@hig.se](mailto:Cecilia.Ingard@hig.se)

[Tomas.Lindmark@hig.se](mailto:Tomas.Lindmark@hig.se)

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