Abstract

Objectives: To describe work demands and climate for innovation of a group of health professionals and health social workers in primary health care centers and to determine the factors that influence the role development of the social worker in the Primary Health Care Center. Materials and methods: 40 primary health care centers in Andalucía (Spain) were selected by an intentional non-probabilistic sampling. We interviewed 40 health professionals and 40 health social workers. Assessment scales were applied for climate for innovation and job demands, sense of community, role expectations and social workers competences. Results: Statistical significance differences were found in the perception of climate for innovation between health professionals and social workers. The main functions developed by social workers were individualized attention and social and health coordination. The perceived climate for innovation by social workers was related to the adoption of functions of individualized attention, to the perceived satisfaction of their professional needs and to the perceived influence on decision-making in the center. Conclusions: The differences in the perception of climate for innovation in the center between health professionals and social workers are related to the discrepancy between the professional role and organizational objectives. It implies that social workers have to adopt functions away from the normative competencies of social intervention in health.

Keywords

Primary health care, Climate for innovations, Work demands, Health care team, Social work, Professional role.