



Proyecto de investigación 8

Long COVID and its impact on healthcare worker's job performance. A qualitative study in Spain

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Objective

To explore the experiences of healthcare workers (HCWs) in Spain with long COVID and its impact on their job performance, from the perspectives of affected HCWs, healthcare providers, and key stakeholders.

Methods

A phenomenological, constructivist approach was used. Seven online focus groups and four interviews were conducted from April to June 2024. Transcripts were thematically analysed using Atlas.ti using a predefined guideline.

Results

Long COVID significantly impaired work ability due to physical and cognitive limitations.

Sick leave followed long-term or intermittent patterns, though many HCWs hesitated to take leave. Return-to-work experiences were shaped by workplace adaptations, institutional support, and persistent symptoms. Improvement proposals include formal recognition and holistic workplace support as they are essential to reduce its occupational burden.

Conclusions

Long COVID significantly impacts affected HCWs job performance, highlighting a need for recognition, support and workplace adaptation.

