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BOOK OF PROCEEDINGS

13th Conference of the European Academy of Occupational Health Psychology

'Adapting to rapid changes in today's workplace'

Edited by:

**Kevin Teoh
Nathalie Saade
Vlad Dediu
Juliet Hassard
Luis Torres**



European Academy of Occupational Health Psychology

European Academy of Occupational Health Psychology
Level B, Yang Fujia Building, Jubilee Campus, Wollaton Road
Nottingham, NG8 1BB, United Kingdom

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can be evaluated and interpreted taking into account work constraints at various moments in the past.

- « Selection effects » along professional careers because of health problems, depending on the cases, onset of pains may (or not) prevent from continuing in the same profession; and may (or not) be anticipated in order to prepare retraining towards less demanding workstations. Actually these cases of retraining are not numerous, qualitative analyses of these attempts show that the competences in both “initial” and “final” workstations are rather specific, which hinders the reallocation.
- The « regulations » that work activity allows (or not) to realize, at each stage of the career, in order to cope with the constraints, safeguard health and build new competences, the part of these regulations can be appreciated on the basis of statistical correlations between components of job latitude and prevalence of pains. Besides, retrospective interviews with ten workers, leaning on observations of their present activity and examination of the adjustments they have brought to their tools, year after year, enlighten the work strategies linked to their experience.

On the basis of this example we shall insist in conclusion on the fact that several dimensions appear to be entangled when one intends to understand the links between health and professional career. In particular, it implies to combine two dimensions, which often happen to be tackled separately in companies: health and competences.

S108: AGE Survey: A Tool to Support the Study and Intervention on Health and Age at Work

Sara Ramos¹, Céline Mardon², Helena Carvalho¹

¹ISCTE-IUL, Lisbon, Portugal. ²CEET, CNAM, Paris, France

The complex relationship between age and work goes beyond the association between the exposure to risk factors and early ageing. Only few studies attempt to encompass this complexity and try to put this discussion in a temporal dimension, considering the developments of health and work over lifetime. This proposal presents some results of a study conducted in Portugal about working conditions, occupational risks and health problems.

European studies, as ESTEV and VISAT, both in France, used a longitudinal design with repeated measures in order to monitor health issues taking into account job modifications and age evolution. From these experiences, other studies were performed in this field, with less extensive instruments, for example the SVP50 and EVREST. In Portugal we developed the first survey on health and age – AGE– based on the previous experiences and supported by the strong network between researchers from these groups.

The first AGE data collection was conducted in 2016, in collaboration with the National Authority for Working Conditions. The survey was administrated by labour inspectors in their regular visits to companies, with 3106 surveyed workers. AGE dimensions focus on: working conditions (working time, schedules, demands/resources, perceived risks); health complaints and the perceived (by workers) relationship between these problems and their work, in order to analyse the relationship between age, health and work; and questions about retirement expectations, in order to identify retirement predictors.

The results show interesting relations between working conditions and the health problems identified by workers and, with strong evidences that age plays a key role in the capacity to recognise the connexion between work constraints and health problems. Results also show different tendencies related to both perceived expositions and perceived health problems for different age groups, emphasising the need to consider the specificity of diverse situations in the moment of intervention.

Findings also show that these health problems are frequently reported by workers, as related to their work, mostly in work situations of co-exposition (when workers are exposed to several constraints at the same time). The association of different constraints seem to be particularly hard for workers, due to the high proportion of reported health problems.

Symposium: Relationships Between Working Conditions, Wellbeing and Performance in the Healthcare Sector: Building On and Extending the Existing Research Evidence

Chair: Kevin Teoh¹ & Georg F. Bauer²

¹*Birkbeck University of London, London, United Kingdom;* ²*University of Zurich, Zurich, Switzerland*

It is well established that healthcare workers are faced with challenging working conditions. They also typically report lower levels of psychological and physical wellbeing than the general population. This situation is aggravated by increasing economic pressure and fast technological as well as organisational changes in the health care sector. Thus, this symposium aims to build and extend on the substantial body of research that has been carried out with this occupational group. This session includes a summary of this existing literature base, before highlighting current studies utilising research designs that are longitudinal, group-based and/or multilevel to expand on our current understanding of the wellbeing and performance of healthcare workers from diverse European countries. The symposium captures a range of topics, including psychosocial working conditions and antecedents to wellbeing, links to quality of patient care, and ultimately predictors of successful interventions. These lessons are important not only for those working and researching in the healthcare sector, but have implications for the wider field of occupational health psychology as well.

The first presentation by Sylvia Broetje consists of a systematic, narrative meta-review that identifies the key job resources and demands of nursing staff. These are framed within the Job Demands-Resources (JD-R) model and examined as antecedents to a plethora of nurse work-related outcomes, including: engagement, health complaints, burnout, strain and turnover. Next, Annet de Lange draws on a two-wave longitudinal data collection of 25 Dutch healthcare organisations to examine how the selection optimization and compensation strategies of healthcare workers are associated with person-environment fit and successful aging at work.

In the third study, Isabella Meneghel presents findings from a study involving teams in Spanish hospitals. It focuses on perceptions of organisational justice at the team level as a predictor of team performance, and the role of resilience and horizontal trust as mediators. The fourth study by Kevin Teoh applies the JD-R model to a multilevel analysis of doctors from all hospitals in England. Doctors' work-related wellbeing as a mediator between psychosocial working conditions and individual and hospital level quality of care outcomes are tested. Finally, Anja Lehmann investigates the association between context, process, and outcomes of organisational health interventions from the perspective of goal pursuit theory. Using longitudinal data from a lean healthcare intervention in Switzerland, she specifically examines the relation between team climate (as a contextual factor) and goal pursuit (as a process-related factor) on the perceived impact of the intervention. The symposium will be completed by drawing conclusions for future avenues of research in this field.

S109: The Key Job Resources and Demands of Nursing Staff: A Narrative Meta Review

Sylvia Broetje, Gregor J. Jenny, Georg F. Bauer
University of Zurich, Zurich, Switzerland

Aim: To identify the key job resources and demands of nursing staff by integrating findings from previously published review studies along the lines of the Job Demands-Resources (JD-R) model (Demerouti, Bakker, Nachreiner, & Schaufeli, 2001).