Valencia 2008: Another fantastic Academy conference

In November the beautiful Spanish city of Valencia played host to the European Academy’s 8th conference. Organised in collaboration with the University of Valencia, the conference was the largest yet, attracting around 270 delegates from several dozen countries. The conference involved a number of innovations including a popular Spanish-language activity stream and, encouraged by the Spanish sun, an early morning jogging club!

Initial feedback has been extremely positive, highlighting the range and quality of presentations as well as an increasing emphasis across the scientific programme on the implications of research in occupational health psychology for policy and practice.

The warm Mediterranean weather permitted refreshments and lunch to be served outdoors which, along with the free wine and beer, was held by many delegates to have facilitated networking opportunities!

Overall, delegates commented on the friendly, collegiate atmosphere that characterised the conference and expressed great enthusiasm for the Academy, its activities and the discipline of occupational health psychology. A pdf of the book of proceedings containing all of the conference abstracts is now available on the Academy’s website, where a slideshow of photographs taken by Eusebio Rial-González and others can also be viewed.

The Organising Committee would like to thank delegates for their contributions, both scientific and social, and look forward to seeing many familiar faces at the Academy’s next conference, which is provisionally scheduled for April 14-16 April 2010 in Rome.

Jonathan Houdmont, the Academy’s Executive Officer, writes about the Academy conference, November 12−14

Academy website: www.ea-ohp.org

In this issue: Valencia conference reports, pages 1−9 ... Fellowship awards, page 10 ... Interview, page 11 ... Across the pond, page 12 ... News, pages 14-17 ... Research report from Finland, page 18
Editorial

Welcome to the larger than normal winter 2008 issue of the EA-OHP newsletter. This edition is largely dedicated to the recent Academy conference in Valencia, and includes several reports and articles that were inspired by that event. These highlight what a rewarding experience conference attendance can be, both professionally and socially! We also include an interview with Dolores Diaz Cabrera, one of the three keynote speakers in Valencia, news of recipients of the André Büssing Memorial Prize, and of Fellowships of the Academy awarded to Julian Barling and Töres Theorell.

We also feature our regular items, including an ‘Across the Pond’ piece from the USA and a research article from Jukka Vuori in Finland. For this edition’s Across the Pond piece, Craig Katz from the Mount Sinai School of Medicine in New York reports on the mental health of those involved in post 9/11 recovery efforts. This article helps to further our understanding of the long-term impact of involvement in disaster rescue. In his article, Professor Vuori reports on the development and evaluation of an intervention to better prepare employees for managing their careers and work-related health.

We thank both Dr Katz and Professor Vuori for their valuable contributions to this issue and hope that these articles will inspire others to contribute to the Newsletter as a means of disseminating information on their work and activities to a wide audience across Europe and the rest of the World. Submission information is given on the back page of this Newsletter.

A new feature of the newsletter is the inclusion of an ‘opportunities’ section, which we hope will be of use to our readers. If you have a research post or job vacancy that you think would benefit from publication in the Newsletter please do not hesitate to contact us.

On behalf of the Editorial team, thank you for taking the time to read the Newsletter. We hope you enjoy it. See you again in 2009.

Kate Sang, Editor

On behalf of the Editorial Team.

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These and many of the other photographs in this Newsletter were taken by Eusebio Rial-González, who gives a personal view on page 6.

**Valencia conference in pictures**

Left: Evelyn Kortum, WHO, and Michael Ertel, Federal Institute for Occupational Safety and Health, Germany, with Juliet Hassard, University of Nottingham.

Left to right: Aditya Jain and Jonathan Houdmont (EA-OHP Executive officer), University of Nottingham, Peter Kelly, UK Health and Safety Executive, Juliet Hassard, University of Nottingham.

Conference dinner.

Arnold Bakker delivers his keynote presentation on work engagement.

Outdoor coffee break.

Audience at the closing ceremony.
Valencia conference

In this first report from Valencia, Maria Karanika-Murray presents her views on the EA-OHP, as sparked by the conference.

Reflections on the Valencia conference and the European Academy

by Maria Karanika-Murray, Institute of Work, Health and Organisations, University of Nottingham, UK

I have been an active member of the EA-OHP since 2001, been involved in its activities in various capacities since 2003 as a membership officer, given a helping hand in running its conferences, and am now its deputy external relations officer. Although I missed the first couple of years since the Academy’s inception I have followed its growth for some time now, which enables me to offer a personal reflection partly sparked by the success of the Valencia 2008 conference.

The character of the Academy’s conferences has always been exciting, friendly, innovative and collaborative, and the always overwhelmingly positive feedback reflects this feeling. However this year the atmosphere was different. It felt that the Academy has grown, matured, and perhaps evolved into something larger from the original ‘club’ (a community of interest, if you like), into a riper Community of Practice. As an example of this new feel, four people spontaneously took the microphone at the start of the formal conference dinner to comment on the conference, thank the organisers, and congratulate colleagues on recent successes.

Around and since the Dublin 2006 conference, the Academy has developed its constituency - its make-up of members - and attracted younger scholars and many new faces. The community is growing – a large proportion of the 270 delegates at Valencia were new and relatively young researchers and/or practitioners. Those who were once new faces have become valued and established members. In the long term it is the new and active members who will actively sustain this community. But if we view the Academy as a Community of Practice, the analogies extend beyond its constituency. A lot can be said on its developing knowledge capital, social capital, and its ‘collective mind’. But, most importantly, I think that Valencia denotes a turning point in the Academy’s development.

Etienne Wegner (e.g. 1998), one of the pioneers of the concept, describes five development stages of a Community of Practice: (1) potential (where individuals come together into a loose network to explore common interests); (2) coalescing (where engagement is established and a community is launched); (3) maturing (where the community sets its goals and standards, develops its identity and expands); (4) stewardship (where the community is established and meets is goals and learns); and (5) legacy (where the community has outlasted its purpose and members dissipate).

Often communities come together accidentally, often they are purposeful, and in the majority of cases it takes a great effort to keep them going. The Academy started with a relatively small, loose grouping of individuals, who came together with a common interest and a purpose: to exchange and build on their expertise and to develop their collective competence and identity as OHP professionals. The evolved Academy community seems to have a stronger sense of purpose, common goals and a robust level of activity. Despite its size, the Academy is also a much denser group of friends and colleagues, which also means that it has an expanded capability for learning. Thus, it seems that the Academy is exiting stage 3 (maturing) and entering stage 4 (stewardship) of the development stages of Wegner’s.
Community of Practice.

Explicitly viewing the Academy as a Community of Practice also means that we can learn from others’ experiences and work to strengthen the community and avoid potential pitfalls. The magic formula for sustainability and prosperity seems to consist of (i) a critical mass and (ii) good management, or a balance between guidance and authority (Pemberton, Mavin & Stalker, 2007). The former does not seem to be a problem, whereas the latter is a matter of adapting to the needs of a community of practice. Necessarily, some challenges for the ‘new’ Academy may also exist. These are all about: preserving the momentum; building on participation; developing innovation and positive engagement; encouraging emergence and learning; maintaining transparent and inclusive processes; developing new skills of brokerage; and managing management intervention (see Pemberton et al., 2007). The spotlight is on mutual engagement, shared experience, learning, meaning, and promoting identity.

At the dawn of its stewardship stage of development, the Academy has reached a critical phase in its evolution, and we do hope that it will stay there for a very long time.

References:

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**André Büssing Memorial Prize awarded to young Dutch researcher**

The 2008 André Büssing Memorial Prize has been awarded to Lieke ten Brummelhuis. Lieke was presented with the award during the closing ceremony of the Academy’s 2008 conference in Valencia. The award was introduced in 2004 in memory of the Academy’s first vice-president. It recognises excellence in study design, execution and presentation by a young researcher. Lieke, a PhD student at Utrecht University, the Netherlands, was awarded her prize for her presentation entitled 'Copying Co-Workers' Sickness Absence in Teams'. Here Lieke tells us more about this project and what winning the award means to her.

“The study for which I won the award deals with absence behaviour in teams. My colleague Claartje ter Hoeven and I came up with this topic when we were discussing our PhD projects. A combination of our topics (absenteeism and work-life balance in teams) led us to question whether team members copy each others’ sick leave behaviour. Also, we wondered whether team members would be sensitive to co-workers’ absence due to other reasons, such as parental leave, now that these types of leave have become more common. The data I collected in 97 Dutch teams enabled us to answer these questions. To our surprise, not only was co-workers’ sick leave behaviour copied by the employee, we also found higher employee sick leave when they had co-workers who were more often absent due to parental leave and vacation. Another interesting finding was that absence behaviour was copied to a lesser extent in highly cohesive teams. These results suggest that co-worker leave behaviour, regardless of the reason for leave, sets a standard for the employee’s sick leave. However, this contagious behaviour can be broken by investing in team member relationships.

Winning the 2008 André Büssing Memorial Prize has led me to take the decision to continue doing research in the coming years. When I started my PhD project three years ago, I saw this as an extension of my study, but also as a leg up to work in commercial organizational consultancy. In the last two years, I learned that I had too much fun in doing research to quit. There are still so many questions I’d like to answer, and even more papers to write. Winning the André Büssing Memorial Prize, then, was a confirmation to me that I am on the right pathway, and that my work is appreciated internationally. Therefore, I’d like to thank the Academy for awarding this to me, the participants of the EA-OHP conference for their constructive comments and of course my colleague Claartje and my supervisor Tanja van der Lippe for never failing to support me.”

[André Büssing Memorial Prize awarded to young Dutch researcher](#)
Having left academia to become an out-of-touch, faceless Eurocrat, I don’t get to go to scientific conferences as much as I would like, so the invitation from the European Academy to take part in its Valencia Conference was very welcome. The Academy’s conferences are also particularly attractive to non-academics, because – rather uniquely – from the very beginning they have tried to go beyond the usual research focus, and make room for the two other key aspects of OHP: practice and education.

Part of my job at the European Agency for Safety and Health at Work has been playing the role of the irritating bore who, at the end of some conference presentations, raises his hand and asks, “...so what?”. The Agency’s core business is to promote practical solutions for workplace safety and health issues, so we are always on the lookout for knowledge that can be applied and communicated to a wide audience. It can be a frustrating life: too often you watch an excellent presentation or read a paper describing new and relevant findings, but at the end you feel cheated, as if someone had told you a joke and stopped just before the punchline. Don’t get me wrong, I enjoy knowledge for knowledge’s sake as much as the next avid watcher of BBC TV documentaries, but there are at least two good reasons to expect a greater effort from researchers to highlight the practical application of their work.

First, apart from intellectual curiosity, there is an ethical imperative to research: we should seek to reduce “the swelling aggregate of human misery”. I think that this is an aim we all share, but which is not always as evident as it could be. Second, there is a practical – and less philanthropic – purpose. In the current economic crisis, a further squeeze on research funding is likely, and those scarce resources will be given preferentially to proposals that make a strong and clear case for the practical applicability of the knowledge gained from the research.

Moreover, rightly or wrongly, there is probably a higher expectation for occupational (health) psychology than for other disciplines to have practical applications – perhaps because of the nature of the topic, or because of its past and current success in demonstrating its usefulness. While this higher expectation may feel unfair to some, it is also an opportunity: as the European economy moves towards the tertiary, or service, sector, where the human capital is paramount, OHP becomes an excellent tool with which to attain the Lisbon objectives for the EU of “more and better jobs”, and to help the EU become a successful knowledge economy. So the future for OHP applied research should be bright. However, researchers need to make this case for themselves: policy-makers and funding bodies are not easily persuaded, and they are not going to come knocking on your door.

Of course not every study can, or has to, have immediate practical applications. However, in my experience, it is truly rare for a study to lack any practical application whatsoever: it’s just that the authors don’t feel the need to spend much time pointing it out, or thinking about it. “More research is needed...” is a writing reflex action found in even the most easily distracted first-year fledgling.
undergraduates. But do we really need the 301st study on the causes and consequences of stress in nurses? Or do we need more research on what works and what doesn’t, and why – or why not? A related problem is, of course, how hard it is to publish workplace-based research, especially intervention research. We all know the usual criteria from most journals: your N is never big enough, your design is never sophisticated enough... These requirements don’t sit well with most intervention research in ‘real’ workplaces, where control conditions are difficult to negotiate.

My impression from attending conferences and reading the literature is that we need a new impetus in this direction, and action from individual researchers (and practitioners, and lecturers) is necessary, but not sufficient in itself. They may also need some help and cajoling. In my view more research journals and conference organisers should ask authors to state explicitly the “implications for practice” of the proposed work as a standard requirement. And research journals need to find a way of allowing the publication of studies that are perhaps less sophisticated than their usual fare, but that, nevertheless, help further our understanding of the topic, or raise new questions of immediate practical interest.

EA-OHP conferences fare better in this sense than others – maybe because of the Academy’s intention of strengthening those essential connections between research, practice and education. I really enjoyed the Valencia conference (and not just because of its excellent social activities!). However, I would really like to encourage the Academy, other conference organisers, journal editors and lecturers to find ways of eliciting answers to that “... so what?” question.

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### Pleasant experience of Valencia

**By Manpreet Bains, University of Loughborough, UK**

Valencia was a fantastic city in which to hold the conference. The University of Valencia’s conference centre (ADEIT) was perfectly placed in the heart of historic Valencia and was an ideal setting. Everything was well organised and delegates were well looked after throughout. The atmosphere was especially informal, friendly and relaxed. This was great, as I presented for the first time at a conference about our research looking at cancer survivorship and work. My contribution was a poster entitled “Colorectal cancer and employment: An examination of the psychosocial and work-related factors associated with continued employment and return to work”.

The keynote presentation by Töres Theorell, which provided a broad and varied insight to his research, was particularly interesting and easy to listen to. Social events were also offered, including wine tasting and a walking tour of historic Valencia, which were good opportunities to meet other delegates.

The city itself was great to explore. The people were friendly, particularly staff at the hotel recommended by the organisers. I was supplied with a fantastic map, which was a great help. It was incredibly easy to get around either by foot, metro or bus. I found myself discovering lovely little boutiques along the way. Definitely a city I would recommend and I am looking forward to the next Academy conference in Rome 2010!

*Manpreet, a PhD student at Loughborough University, presented the conference for the first time. Here she shares her experiences of Valencia and the conference.*
Experimental research in Occupational Health Psychology

by Etty Wielenga-Meijer, Department of Work and Organizational Psychology, Behavioural Science Institute, Radboud University Nijmegen, The Netherlands, and Annet de Lange, Department of Social and Organizational Psychology, University of Groningen, The Netherlands

Although experimental designs are very suitable for examining causal relationships, and can shed new light on underlying psychological or physiological processes in a controlled setting, at present such designs are rarely used in occupational health psychology. The symposium “Experimental Research in Occupational Health Psychology” therefore brought together four experimental studies that illustrate how experimentation can fruitfully be used in our research field. In conjunction, these studies provide a good impression of the advantages of using such designs in OHP.

In the first contribution, Annet de Lange (in collaboration with Josje Dikkers, VU University, The Netherlands) presented a 4-wave experimental design on the stress-reducing effects of an affiliative type of humour intervention. A popular view is that a greater sense of humour enhances psychological well-being and physical health (Kuiper et al., 2004). Some studies confirm this notion, while others show opposite effects. Martin et al. (2003) recently developed a more extensive theory, specifying exact conditions in which ‘sense of humour’ leads to physical and psychological well-being. More specifically, he identified four humour styles: affiliative, self-enhancing, aggressive and self-defeating. Aggressive humour in particular is potentially detrimental to psychological well-being, whereas affiliative humour can enhance psychological well-being. Affiliative humour may affect respondents through positive emotional states, like a more positive perceptual perspective (O’Connell, 1976; Borcherdt, 2002; Kuiper & Olinger, 1998), but can also manifest itself through positive physiological processes (e.g. enhanced functioning of the immune system; Kuiper & Nicoll, 2004; Martin, 2004). The aim of this study was to examine whether, after performing a stressful dispatch task, an affiliative type of humour intervention indeed reduced psychological complaints (e.g. need for recovery) and had a positive impact on objective outcomes such as heart rate variability or performance. The analyses were based on results from an innovative “Taxi Simulation Dispatch Task” developed at the University of Groningen (Bos et al., 2005). This experimental task was developed to simulate a complex work environment of a taxi dispatcher by generating a wide range of scenarios in a controlled setting, while taking into account the additional requirements of the experimenter. Pilot tests revealed that this task was experienced as a stressful, with a high task load. Fifty-six participants were subdivided across two experimental and one control group. The experimental groups watched either an affiliative or aggressive humour video. The affiliative video reflected a friendly use of humour, whereas the aggressive one was characterized by sarcasm or derision. The control group watched a neutral video. The results showed that the affiliative humour intervention significantly influenced the self-reported depressive complaints, need for recovery and objective heart rate variability. Considering the beneficial effects of the affiliative type of humour intervention, it is important to further examine these effects among workers coping with an increasing task load and low job control (e.g. among intensive care personnel).

Secondly Ferdi De Goede (University of Groningen, The Netherlands, in collaboration with Annet de Lange) presented the results of the same task, using a 3-wave design. According to the Job-Demands-Resources model, job resources play a vital role in reducing the negative impact of high task demands on psychological well-being (Bakker & Schaufeli, 2004).
This hypothesis has been validated in numerous survey studies (cf. Bakker, 2008; Bakker & Demerouti, 2007; De Lange, Taris, Kompier, Houtman & Bongers, 2003), but there remains a paucity of experimental research that explicitly examines the causal nature of these relations. Based on earlier research (Earley, 1985; Jimmieson & Terry, 1999), time, informational, and method control were manipulated. Forty-five participants were subdivided across one control group, and three experimental groups. The first experimental group received informational control, the second time control, and the third received both types of job control. Unfortunately, the preliminary results revealed that informational control was not effectively manipulated. However, De Goede revealed that time control significantly and positively affected need for recovery, task pleasure and heart rate variability across the 3 waves. The audience gave valuable suggestions for further improvement of this study.

Thirdly Cornelia Niessen (University of Konstanz, Germany, in collaboration with Judith Volmer, University of Erlangen-Nürnberg, Germany) presented the results of another nice experimental study, where she investigated how individuals adapt to an enhancement of task autonomy (work method and work scheduling autonomy). Organizations face more and more work roles that comprise emergent tasks and informal expectations. As one consequence, today employees get more autonomy in defining and managing their tasks within organizations. When autonomy is increased new decision opportunities might be particularly challenging for those individuals who have been in highly standardized jobs with strong working routines for a long time and who are likely to become more passive because prior experiences limit their performance. The first aim of this experimental study was therefore to investigate whether persons who were used to work with low autonomy made full use of their new autonomy or whether they tended to rely on previously established working procedures. One means by which one can take full advantage of increased autonomy is to reflect about task accomplishment and implementation under the new conditions. Reflection can support adaptation, but, contrariwise, reflection takes up cognitive capacity and may be limited by prior task-related experiences. Therefore, the second aim was to explore the role of task reflection in adaptation to an increased autonomy. Work autonomy was manipulated according to Breaugh (1989) in an experimental setting in which 56 participants completed in a simulated advisory service for university students a scheduling activity over 14 trials. Participants were requested to think aloud while working on the task. The results revealed that performance was better when individuals worked with high autonomy from the beginning in a new situation compared to when they had to adapt to a changing situation. Task reflection impaired performance only for those individuals who experienced a change in autonomy.

Finally, Etty Wielenga-Meijer (Radboud University Nijmegen, The Netherlands, in collaboration with her colleagues Taris, Wigboldus and Kompier) presented the results of an experimental study examining whether the relationship between autonomy and learning outcomes is mediated by motivational and behavioural processes. Wielenga-Meijer addressed the question why and how job characteristics influence learning. Based on several theories (e.g., Demand-Control Model, Karasek, 1979; Job Characteristics Model, Hackman & Oldham 1980; Action Theory, Hacker, 1986) Wielenga-Meijer and colleagues assume that motivational and behavioural processes (i.e., intrinsic motivation and exploration behaviour) can account for this relationship. In a between-subject design, 95 participants had to learn a computer program while having different degrees of autonomy (no autonomy, moderate autonomy and full autonomy). The learning outcome was operationalized as task performance during a transfer trial. After the practice trials, they assessed whether different levels of autonomy led to differences in performing this transfer trial. Moreover, motivational and behavioural measures were collected. The results revealed that autonomy significantly influenced performance during the transfer trials. Autonomy also affected the motivational as well as the behavioural measures. Hierarchical regression analyses showed that the motivational processes as well as some of the behavioural processes mediated the relationship between the autonomy manipulation and performance during the transfer trials. This experimental study helps in interpreting the relationship between autonomy and learning, as it reveals that one of the reasons that autonomy positively influences learning is because more autonomy increases people's level of motivation, and gives them the possibility to explore more.

Considering the great interest in the symposium and the nice discussions, we hope this symposium will inspire more researchers to conduct experimental research within occupational health psychology.

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Two Academy Fellowships awarded at Valencia

**Julian Barling**

At the closing ceremony of the Valencia conference, Julian Barling of Queen’s University, Canada, was awarded a Fellowship of the European Academy. Professor Barling has been a long-time supporter of the Academy and its activities. On receiving the fellowship, he said “I am truly honoured by this fellowship, and it is bestowed by a group of colleagues for whom I have the utmost respect and so much affection”.

Professor Barling, seen here accepting the Fellowship, has for many years been a leading scholar in the field of organisational behaviour. His research interests include work-family conflict, workplace violence, the nature and development of leadership, and occupational health and safety.

Professor Barling has published over 125 research articles and books in the field of occupational health psychology, with contributions including, *Employment, Stress and Family Functioning* and *The Handbook of Work Stress*. He is also the senior editor of the *Handbook of Organizational Behavior* (2008). This work has been in addition to his role of Editor of the APA’s *Journal of Occupational Health Psychology* (2002-5), serving on several editorial boards and chairing the APA’s Task Force on Workplace Violence. He is also a Fellow of the Industrial Society of Industrial and Organizational Psychology.

**Thöres Theorell**

Following his keynote presentation to the Academy’s conference, Töres Theorell was awarded an Academy Fellowship in recognition of his long-standing and exceptional contribution to the field of occupational health psychology.

Töres, currently Professor Emeritus at the Karolinska Institute (Sweden), is perhaps best known for his pioneering work in the 1970s that investigated the relationship between working conditions and cardiovascular problems. He is also responsible for having helped to take psychosocial research to a wider audience through publication in 1990 of the influential book *Healthy Work* in collaboration with Robert Karasek.

To read more about Töres and his exceptional career, see the special feature in the previous issue of the Academy's newsletter (Vol. 5, Issue 2).
Interview

Dolores Díaz Cabrera from La Laguna University in Tenerife gave a keynote speech in Valencia exploring safety culture and factors that can facilitate organisational change and the improvement of health and safety.

Dolores Díaz Cabrera

How did you first become interested in occupational health psychology?

I have been involved in Cognitive Ergonomics and Work Health (Psychosocial Factors and Health Consequences) since 1983 in the University of La Laguna. The principal goals of Ergonomics are comfort, safety and efficiency which are all directly linked to work health. At that time, my main topics were related to human error and workload. In 1992, we were involved in a European Project, SCARF, where we developed health and safety training courses in companies as well as the longitudinal evaluation of these courses (safety attitudes and climate, and safe behaviours). That was the starting point of my participation in various European and Spanish research projects (Adams-2; SGS) related to organisational safety and health.

Could you describe some recent OHP projects you have been involved in?

Now, I am involved in research topics such as workload and its relationships with personal health. I am also involved in the HILAS project, HILAS stands for Human Integration into the Lifecycle of Aviation Systems. Funded by the European Commission, it is an international research initiative with the participation of forty-one organisations (universities and aviation companies) from fifteen countries. The project will develop a model of good practice for the integration of human factors across the life-cycle of aviation systems. The HILAS system will be directed to the improvement of the safety, health and operations of airlines, maintenance repair organisations and original equipment manufacturers. The implementation of this system will imply organisational changes processes based on intra- and inter-organizational learning loops that facilitate an improved Knowledge Management System.

Current research into organisational change processes emphasises the key role of organisational culture as a critical barrier in the implementation of new systems. Therefore, an important task for our ULL Team (University of La Laguna) is to identify and evaluate cultural facilitators and barriers in the development of a learning organisation and knowledge management system. It is important to take into account the critical dimensions and their relationships that organisations should have in order to achieve a successful change.

Which area of OHP are you most interested in?

I am mainly interested in workload and its relationships to personal and organisational health consequences (e.g., stress, physical illness, human error, motivation, absenteeism, etc.). Also, we are working in organisational, safety and implementation culture. Our opinion is that the improvement of organisational health and safety imply taking into account these concepts, mainly when organisational change processes are considered. Therefore, our level of analysis is more centred upon organisational dimensions than personal aspects.

How do you think the profile of the discipline could be raised?

From my point of view, we should not consider safety and occupational health as separate areas. They are relevant links because both share common goals directed to human and organisational well-being. Research and intervention programs would progress towards this common area. That implies more interchange and collaboration between researchers and professionals in these fields.

What advice would you give to those early in their career in occupational health psychology?

Occupational Health Psychology, as a discipline, has specific characteristics. The types of phenomena that we have to cope with are particularly complex and subtle. Therefore, investigation and intervention in this discipline demand a multi-causal, interdisciplinary and multi-level analysis approach. This supposes that professionals should acquire and become familiarized with a broad range of concepts, as well as evaluation and intervention methods. At present, it is a discipline that is very relevant and with a substantial social demand.

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Feature

Across the pond

The mental health of 9/11 responders

by Craig L. Katz
Department of Psychiatry, Mount Sinai School of Medicine New York, NY, USA

Following the 9/11 terrorist attacks in New York City, as many as 75,000 people are estimated to have worked or volunteered in the rescue and recovery efforts at Ground Zero. Their activities spanned removing debris and human remains in the “bucket brigade,” to cutting steel, restoring essential infrastructure services, and providing security. The responders were diverse and included technical and utility workers, law enforcement officers, construction workers, firefighters, asbestos cleaners, and volunteers with disaster relief agencies.

In July 2002, after recovery efforts at the World Trade Center (WTC) site officially ended, occupational physicians who ran the Irving J. Selikoff Center for Occupational and Environmental Health at the Mount Sinai Medical Center in New York City, together with representatives of organized labour in New York State, recognized the need for a mental health component to be incorporated into the medical screening programme, and collaborated with the Mount Sinai Department of Psychiatry to develop a mental health examination. Funded by the National Institute of Occupational Safety and Health (NIOSH), the WTC Worker and Volunteer Medical Screening Program was launched. The program is concerned with detecting health problems related to assisting in the rescue and recovery efforts at Ground Zero.

The Mount Sinai Department of Psychiatry and its collaborator, Disaster Psychiatry Outreach, obtained additional funding to not only assist with the development of self-administered mental health questionnaires, but also introduce the opportunity for an in-person psychological screening as part of the WTC Worker and Volunteer Medical Screening Program. Once the program was under way, arriving Ground-Zero responders completed self-administered mental health questionnaires, a medical screening,

In this third ‘Across the Pond’ article, Craig L. Katz describes results being obtained from a programme developed to monitor and treat the mental health of responders to the World Trade Center disaster.

and, depending upon their answers or the clinical opinion of occupational medicine physicians, a same-day evaluation conducted by a psychiatrist or social worker. The evaluation would determine if a referral for continuing mental health services was needed.

The mental health component of the World Trade Center programme was initially planned to be carried out for one year, but has continued to grow in tandem with the medical program, becoming fully underwritten by NIOSH in July 2007. Central components of what is now called the WTC Medical Monitoring and Treatment Program include mental health screenings, follow-up exams, and on-site treatment services. By May 31, 2008, 16,782 patients had undergone screenings at Mount Sinai and 7,342 more had been screened at collaborating sites.

Funded as a clinical program, the WTC mental health program has gradually begun to analyze the copious data it has collected in the process of evaluating and treating the Ground Zero responders. A major paper was recently published examining over 10,000 patients who were screened from the start of the program in July 2002 through October 2006 (Stellman et al., Enduring mental health morbidity and social function impairment in World Trade Center rescue, recovery and cleanup workers: the psychological dimension of an environmental health disaster. Environmental Health Perspectives doi:10.1289/ehp.11164, 2008).

The study included WTC responders who were seen at Mount Sinai and collaborating sites. Data were collected from mental health surveys examining post-
traumatic stress disorder (PTSD), major depression, panic disorder, and alcohol problems. The surveys also provided data pertaining to the impact of these mental health problems on the responders’ lives and the lives of their children. Because the diagnoses were based on questionnaires, they are considered probable.

The most conservative estimate of the prevalence of probable PTSD was 11%, which is comparable to rates found in returning Afghanistan war veterans. By contrast, the 12-month prevalence of PTSD in a community sample in the United States is 3 - 4%. Forty-five percent of the responders met criteria for a “substantial stress reaction,” reflecting at least one moderate to severe symptom from among five PTSD symptoms without meeting full criteria. This finding was comparable to rates found in the general population within days of the 9/11 attacks.

The 5% rate of panic disorder was higher than the 12-month prevalence of 2% seen in a community sample. The prevalence of major depression was 9%, lower than rates in community samples (usually 10-20%). The rate of probable alcohol problems was 17%, compared to 12-month prevalence of almost 10% seen in the general population. Forty-seven percent of the subjects reported drinking alcohol more while at Ground Zero, with one-third reporting still drinking more in the month prior to the examination. In summary, the findings bearing on PTSD, panic, and alcohol use underline the excess risk found WTC responders.

Loss of a family member and, to a lesser extent, loss of friends was among the factors that may have mediated the development of psychiatric conditions, such as PTSD. Being divorced, separated, or widowed was associated with higher rates of PTSD, major depression, and panic disorder. More formal education was associated with fewer problems, as was being a union member. Not surprisingly, having spent more time at Ground Zero or being present on 9/11 and 9/12 was each associated with having a psychiatric disorder.

Having a psychiatric disorder was associated with a greater likelihood of having an alcohol problem (up to three times more likely) or problems functioning at home, work, or in one’s social life (by as much as a factor of 20). PTSD plus either major depression or panic disorder increased the chance of disruption in one’s functioning by nearly 40 times. Having all three conditions increased the chance of disruption of functioning by over 85 times. Finally, responders with PTSD when they were still working at Ground Zero were as much as 6 times more likely to report problems in their children (e.g., clinging, fearfulness), and these problems remained high even in the month prior to their examination.

The study confirms a number of observations that have been clinically apparent. First, and as previously seen following disasters such as the 1996 Oklahoma City bombing, mental health problems associated with a disaster like 9/11 can endure for years. Mental health services need to be planned accordingly. Second, as reflected in the high prevalence of “substantial stress reaction,” responders can suffer emotionally without necessarily experiencing full criteria for a disorder according to diagnostic systems such as the American Psychiatric Association’s DSM-IV. Third, consideration should be given to how much exposure to a disaster can be detrimental to the mental well-being of responders. This is of great importance given that length of exposure to Ground Zero was correlated with likelihood of disorder.

Finally, beyond the issues of psychiatric symptoms and diagnoses lies the impact of these problems. The study of the first 10,000 patients highlights the burden of disaster-related mental illness. The likelihood of disruption in the responder’s family, social, or work life was very high and became staggeringly higher when co-morbid disorders were present. This study did not even account for the high rates of 9/11-related medical conditions in this group, which would only add to the morbidity of the responders. Furthermore, the children of the responders also appear to be suffering, reflecting the psychological ripple effect of the impact of exposure to Ground Zero.

Today, the WTC mental health program finds itself treating an increasingly impaired population, saddled with multiple mental, social, and medical problems, making it difficult for responders to return to their pre-9/11 levels of functioning. Multiple treatment modalities are being offered in order to mend the wounds of 9/11, including medical treatment, individual psychotherapy, psychopharmacology, group therapy, case management, and a recently developed family intervention programme. Future studies will better help us understand the interaction of the physical and mental problems in our patients as well as to ascertain what interventions can best help them. As patients appear to becoming sicker and more chronic, it behoves the program to identify the best ways to help them, both for their sake and on behalf of future disaster responders.
International Co-ordinating Group for Occupational Health Psychology

The International Coordinating Group for Occupational Health Psychology (ICG-OHP) held its annual meeting during the European Academy’s 2008 conference in Valencia. Inaugurated in 2000, the ICG-OHP exists to support and coordinate international activities in the discipline. Membership currently includes the discipline’s representative bodies (EA-OHP; Society for Occupational Health Psychology: SOHP), journals (Journal of Occupational Health Psychology, Work & Stress) and supporting organisations (American Psychological Association, European Agency for Safety and Health at Work, US National Institute for Occupational Safety and Health). These organisations take it in turns to chair the Group, which holds a formal meeting once a year. The current chair is Tom Cox (Work & Stress).

**Key outcomes of the meeting included:**
The signing of a historic agreement between EA-OHP and SOHP (see picture) to enable members of one organisation to join the other as an International Affiliate Member for a reduced fee. This agreement, which comes into effect on 1st January 2009, will enable members to obtain personal subscriptions to both the Journal of Occupational Health Psychology and Work & Stress at a considerable discount. (For more information consult the membership application forms of these groups.)

- Agreement on conference coordination. From 2010, the biennial EA-OHP conference will take place in April. In the same way, from 2011 the biennial North American Work, Stress and Health conference organised by SOHP, APA and NIOSH, will move to March/April. This agreement will ensure that the conferences do not both take place in the same year (as happened in 2008) and that a full 12 months elapses between each conference.
- Agreement that, from 2009, both the EA-OHP and SOHP will make an annual contribution to support the activities of the ICG-OHP.

The Group is to investigate whether bodies exist for the representation of OHP in regions where the discipline is in the early stages of development or where local groups are on the point of formalising. Identified appropriate groups will be invited to join the ICG-OHP.

Contact details and further information on the Group’s origins and objectives can be found on the Group’s website: [www.icg-ohp.org](http://www.icg-ohp.org).

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**Forthcoming events**

Keep up to date with forthcoming occupational health psychology events on the 'International' pages of the European Academy’s website at [www.ea-ohp.org](http://www.ea-ohp.org).

Your attention is drawn to two events that have been announced for 2009:

**14th European Congress of Work and Organizational Psychology:** Santiago de Compostela (Spain), May 13-16, 2009

**SOHP/APA/NIOSH conference:** 4-7 November 2009, San Juan, Puerto Rico

**EA-OHP Conference:** 14th to 16th April (provisional date) 2010, Rome, Italy
New associate editors for Work & Stress
by the Work & Stress editorial team

We are delighted to welcome to the journal four new Associate Editors who will be playing an active part in assisting the editors in their work. At the same time, Bonita Long and Kathryn Mearns - long-standing members of the panel of Associate Editors - are moving to the Board of Consulting Editors; we are glad that they have agreed to continue to serve the journal in this way.

Our first new Associate Editor is Paul Spector, of the University of South Florida, USA. It is difficult to say for what he is best known in the field, as he has made so many important contributions to occupational health psychology and related domains. His topics include - among many others - counterproductive work behaviour, research methodology, and job stress (in a cross-cultural perspective). He also brings with him many years of editorial experience.

We also welcome to the panel Kevin Kelloway of St Mary’s University, Canada. Kevin is also very experienced, both as an author and as an editor; his interests include leadership, violence and other issues concerning stress and wellness. Also, many of us will be familiar with his work on structural equation modelling.

Our third addition to the panel is Mike O'Driscoll of the University of Waikato, New Zealand. His various areas of expertise include coping, working hours, work-family issues, workaholism and intervention research, and he, too, has plenty of editorial experience.

Fourthly, the panel is joined by Ulla Kinnunen of the University of Tampere, Finland. She has authored numerous publications on topics such as job insecurity, recovery from job strain and work-family issues and has gained editorial experience on the boards of several journals; we are happy to introduce her as an Associate Editor of Work & Stress.

These new Associate Editors will join Philip Dewe and Arie Shirom, who have served the journal well for many years. Together, these six members bring with them close to a 100 years of editorial experience, and we are sure that the journal, its readership and prospective authors will profit from their wealth of knowledge and expertise.

There will also be some changes in the core editorial team. Whereas Tom Cox will continue to head the team as Managing Editor, Toon Taris, who has been the journal’s Deputy Editor for three years, now serves under the new title of Scientific Editor. Mary Tisserand will continue, at least for a while, as Assistant Editor and the journal welcomes a new administrative assistant, Helen Wheeler.

Work & Stress “Top Paper” awards

Each year Work & Stress makes an award to the authors of a paper that the editors feel best merits the title of “Top Paper”. The decision is based partly on citations, partly on the interest that the paper has attracted (as indicated by the publisher’s data on downloads from the web) and partly on the editors’ own judgement of the standard of shortlisted papers and how well they fulfil the journal’s aims. Given the nature of the objective data, two years are allowed to elapse since publication before judging the papers.

Talking about stress

At the Valencia conference the awards were given for two separate years. That for 2007 was
made to Avril Harkness, Bonita Long and their colleagues for their paper “Talking about work stress: Discourse analysis and implications for stress interventions”, published in Work & Stress Volume 19, 2005. This study is an example of qualitative research at its best: an engaging and interesting research question that is competently dealt with, and that results in new insights as well as recommendations for practical interventions.

The impact of interventions

The 2008 award was made to Karina Nielsen and colleagues for their paper “Success or failure? Interpreting and understanding the impact of interventions in four similar worksites”, published in Work & Stress volume 20, 2006. The editors felt that the paper was an excellent example of how to design, conduct and report an intervention study, which is a notoriously difficult subject for researchers. Moreover, this study showed how effect and process evaluations may reinforce each other. We congratulate the recipients of the Top Paper Award in the expectation that they will keep up their good work, and in the hope that they will continue to submit their excellent work to the journal.

Survey of publication outlets in Occupational Health Psychology

By Maria Karanika-Murray, Institute of Work, Health and Organisations, University of Nottingham, UK; Irvin Schonfeld, City University of New York, NY, USA; Leigh Schmitt, Austin Peay State University of Clarksville, Tennessee, USA

When choosing a target publication outlet for our work, we weigh a number of criteria including journal impact factor, audience and circulation, editor or editorial board, and previous experience with the specific journal. This is a vital decision in the research-publication cycle and has two aims: to ensure that we select the most appropriate journal for our work (and save precious time and effort in the process), and to maximise the exposure of our work to the relevant audience. Acceptance of our manuscripts for publication in a specific journal depends on such background work.

An interesting discussion took place a few weeks ago on listserv (the OHP online discussion list) on existing journal rankings. Anne-Wil Harzing’s Journal Quality List, the UK Association of Business Schools’ Academic Journal Quality Guide, the Australian Business Deans Council’s Journal Ratings List, and the Thomson Reuters’ Institute for Scientific Information (ISI) Journal Citation Reports were mentioned.

These, however, are not OHP-specific, and thus provide little relevant information for our purposes. Thus, it is timely to have a closer look at the publication outlets in OHP, in order to facilitate this pre-submission background work and, essentially, align our offerings with the available journals.

For this purpose, we are conducting a survey on publication outlets in OHP. This explores a number of journals in terms of their overall contribution to OHP, theoretical and methodological rigour, and relevance to practice. It also seeks to categorize the journals into OHP-specific or OHP-related. The results will be published in the EA-OHP and SOHP Newsletters and on their websites.

This is a small but vital contribution to OHP and its community of practice. For the findings to be of use, it is extremely important to achieve a high response rate, so your replies will be greatly appreciated.

The survey will soon be posted online and announced through the EA-OHP and SOHP discussion lists. In the meantime, to participate or obtain further information please contact one of the following:

Maria Karanika-Murray: maria.karanika-murray@nottingham.ac.uk
Or M.KaranikaMurray@gmail.com
Irvin Schonfeld: ischonfeld@ccny.cuny.edu
Leigh Schmitt: schmittl@apsu.edu
New logo for Academy

The European Academy unveiled its new logo to great acclaim at the 2008 conference in Valencia. The Academy’s previous logo, produced in 1998, was intended as a temporary emblem that would be used until funds became available to commission a professionally designed insignia. Ten years on and that same logo was still in use!

To mark the Academy’s tenth anniversary, at the beginning of 2008 the Executive Committee tasked a graphic designer to produce a new logo. A variety of designs were proffered and following a vote of committee members the logo shown here was chosen as the official badge that will take the Academy into the second decade of its life.

Executive Committee members expressed the opinion that the three spinning circles captured the dynamic interplay between research, education and professional practice in occupational health psychology in a contemporary and fresh manner. We hope you agree!

RESEARCH FELLOW IN THE FIELD OF WORK AND ORGANIZATIONAL PSYCHOLOGY
UNIVERSITAT JAUME I CASTELLÓN (SPAIN)

This two-year fellowship will develop future researchers in the field of Work and Organizational Psychology. The fellow will participate in a project on ‘Healthy Organizations’. He or she will collaborate in all the research tasks regarding the psychosocial risk assessment of organizations, such as the administration of questionnaires to the selected organizations, analyzing data, writing reports etc.

Requirements: Applicants must hold a graduate (Bachelors) degree in psychology, social science, or health sciences or have an equivalent education that allows them to start a post-graduate (Master’s) program or PhD program in Work and Organizational Psychology. Starting salary on the government salary scale will be 1200 EUR per month. There will be a bursary of 1600 EUR to cover travel expenses and establishment in Castellón.

Deadline for applications: 2nd January 2009

Interested applicants can contact Marisa Salanova (Salanova@psi.uji.es) or Alma Rodríguez (Alma.Rodriguez@psi.uji.es)

For further information please also visit:

http://www.edu.gva.es/poci/val/09_GRISOLIA.htm
Towards Successful Seniority: A group intervention for promoting career management and improved mental health

By Jukka Vuori and Salla Toppinen-Tanner, Department of Psychology, Finnish Institute of Occupational Health, Helsinki, Finland

There is increased pressure for flexibility on both jobs and employees in modern work organizations due to the global economic restructuring. Constant changes produce increasing job insecurity and work transitions, challenging the well-being and motivation of individuals. Work-related strain, burnout and depression have been studied extensively, and there have been many initiatives emphasizing workplaces as central arenas for the prevention of stress-related mental disorders. A variety of job stress interventions have typically aimed at either alleviating the individual consequences of job stress or at removing the sources of stress through changes in work environments.

According to reviews, it seems that effective interventions at the workplace need to focus simultaneously on both the individual and organizational level (see e.g. Lamontagne et al., 2007). Moreover, recent research on work engagement as an indicator of mental well-being and a positive outcome of workplace resources clearly illustrates that in order to be effective, stress prevention needs to be complemented by promotion of individual resilience and resources of well-being. However, the role of workplaces as resource-building arenas for mental health and as sites for mental health promotion and the prevention of mental disorders have been studied less.

Over the last five years we have developed and are currently testing a resource-building group intervention entitled Towards Successful Seniority. It has been implemented in the form of reference groups at work organizations. The implementation involves collaboration between the human resources department (HR) and the occupational health service provider (OHS), with the aim of strengthening their mutual understanding and collaboration within the organizations in work career and mental health issues. The objective is to integrate our program into everyday organizational practices, where information on work-related development plans and information on health and well-being can be utilized, for instance when designing work tasks or allocating vocational rehabilitation to specific risk groups. Our intervention aims at combining knowledge from stress prevention, promotion of engagement, and individual resilience by using primary prevention at the individual and group level. This means teaching people skills that will enable them to be better prepared for future demands at work, but will also inoculate them against setbacks. We believe that strengthening individual resilience and preparedness for work career management also reinforces the benefits of proactive behaviour (Aspinwall & Taylor, 1997; Greenglass, 2005).

Preparedness as an individual resilience resource

Individuals need confidence in their ability to handle...
changing situations and endure job insecurity. Preparedness is defined as a goal state of readiness to respond to uncertain outcomes (Sweeney et al., 2006). It enables coping in times of stressful work life, uncertainty or involuntary transitions. Preparedness for career transitions comprises both specific self-efficacies and preparedness for setbacks during the transition or career changes. Specific self-efficacies are also motivational components increasing the likelihood of behaviour corresponding to a particular self-efficacy (see e.g. Bandura, 1986). Similarly, perceived control of a specific behaviour is a determinant of behavioural intention predicting future behaviour (Ajzen, 1991). Moreover, providing participants with the ability to anticipate setbacks and with the skill to cope with them endorses their motivation to perform difficult behaviours in the face of setbacks (Meichenbaum, 1985).

Preparedness and effective coping can be seen as motivators in a process whereby individuals adjust to their working environment, make plans, set goals and strive to improve their future, and evaluate their possibilities and competencies in achieving these goals. Many previous studies have shown that individual resources may also influence the relationship between work characteristics and adjustment to work (Aspinwall & Taylor, 1997, Parker & Sprigg, 1999). For instance, increased self-efficacy has been found to associate with increasing work engagement and strengthened perceptions of social resources at work (Llorens et al., 2007).

Towards Successful Seniority group method and group training

The aim of the Towards Successful Seniority group intervention is to promote employees' preparedness for career management (Sweeney et al., 2006; Vuori & Vinokur, 2005) as well as their career exploration and career planning and to teach them to develop strategies to carry out their plans. The workshop uses methods such as active learning process, social modelling, gradual exposure in order to develop skills, and practice through role playing. Similar preventive group methods have been successfully employed in the past during stressful educational and occupational transitions to increase preparedness for the respective transition. They have resulted in beneficial career and mental health outcomes (Caplan, Vinokur & Price, 1997; Koivisto, Vuori & Nykyri, 2007; Vuori et al., 2008a).

The program is delivered by a co-trainer team of two trainers, one from OHS and one from HR. The groups, comprising some 10-15 employees and/or supervisors, assemble for four half-day sessions in the course of one week that focus on the enhancement of career management skills. The main skills areas are: (a) identifying, communicating and developing ones skills and abilities, (b) identifying and using one's social network and solving conflicts in social relationships, (c) assertiveness at work, (d) stress management skills, and (e) commitment to their personal work and health-related plans for the near future.

The trainers are nominated by the organizations or part of the training is done by an occupational health service provider. Their instruction and certificate are provided by trainer-supervisors in the Finnish Institute of Occupational Health over a period of 4 full days. During the training in the FIOH the trainers rehearse the training program, are instructed in the principles of learning and other related theoretical background, and receive practical advice. The workshops are organized in meeting rooms or similar sites in the participating organizations. A detailed intervention process is documented in the Towards Successful Seniority Trainer's Manual and the Participants Workbook (Vuori et al., 2008b).

Participants' evaluations of the intervention group and effects of the intervention

A field experimental study on the effects of the method started in 2006 and the intervention phase had been completed by summer 2008. At present, 722 participants from 17 organizations have participated and 34 groups have been trained. In most organizations, one of the group trainer pair was from the human resources department and the other from the occupational health care department of the companies.

Participants' evaluations of the intervention group and its atmosphere were very positive. For instance, on five point scales the participants perceived the atmosphere during the group discussions as very friendly and positive (Mean = 4.9, SD = 0.2) and they felt that the trainers indicated that they respected their participation (Mean 4.7, SD = 0.7). In the feedback that we have received, the participants have felt that the group activities have given them reference support and tools for better time-management, ideas for reconsidering their skills, job
tasks and occupational development.

The preliminary analyses of the proximal effects of the intervention show, as expected, a substantial increase in career management preparedness among the group participants compared to the randomly assigned control persons. Work life goals and intrinsic motivation to these goals increased significantly among group participants, and according to interaction analysis these effects were most prominent among participants initially at risk of depression. Based on earlier research these effects are hypothesized to result in better career outcomes and mental health in the longer term.

Long-term follow-up of 7 months will be carried out during the year 2008 and the data regarding the effects of the intervention on work career and mental health will be analysed during the year 2009.

References

Organizational Behavior and Human Decision Process, 50, 179-211.


Jukka Vuori is a Research Professor at the Finnish Institute of Occupational Health in Helsinki. His main interests are sources and consequences of occupational stressors, coping and prevention during the work life course. He is the Vice Director of the Life Course and Work theme area and his research group is involved in prevention research, large field experiments and country-wide dissemination of group interventions into service systems.

Salla Toppinen-Tanner is a psychologist who works in Jukka’s research group. Her main interests are antecedents, correlates and consequences of job burnout and engagement.

Jukka Vuori: jukka.vuori@ttl.fi
Volume III (2008) in the European Academy’s annual book series was launched in Valencia in November. Each delegate at the Academy’s 8th conference received a copy of the book and sales have been brisk at www.amazon.com and www.nup.com. Indeed, the first print run has already sold out and a second printing is under way.

Each annual volume offers a set of chapters that have their focus on a discrete topic of current pertinence to research, education or professional practice in occupational health psychology. All contributions are authored by individuals who are recognised by the international community as experts in the particular area of activity on which they are writing. Chapters are designed to be of interest to a broad range of researchers, practitioners, educators and students of the discipline.

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**Next volume**

The editors are now sourcing contributions for the fourth volume in the series that is due to for publication in November 2009. Chapters of approximately 10,000 words are welcomed on a wide range of topics pertaining to research, education or professional practice in occupational health psychology.

Contributors should contact Jonathan Houdmont (jonathan.houdmont@nottingham.ac.uk) to discuss their ideas. Following the precedent set with the third volume launched at the Academy’s 2008 conference in Valencia, a copy of the fourth volume will be integrated into the delegate fee at the Academy’s 2010 conference in Rome.
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www.ea-ohp.org

Academy Publications

the Occupational Health Psychologist Published three times per annum. ISSN 1743-16737 (Online). Back copies can be downloaded at www.ea-ohp.org

Work & Stress A journal of work, health and organisations. Published by Taylor & Francis in association with the EA-OHP. ISSN 0267-8373

Occupational Health Psychology: European Perspectives on Research, Education and Practice

The Academy’s annual book series, which charts developments across the three broad areas of activity in the discipline. Copies may be purchased online at: www.nup.com

Volume three was launched at the Academy’s conference in Valencia in November 2008. (See page 21 for further details.)
SUBMISSION GUIDELINES

Please find below general guidelines for submitting articles for future issues of the Occupational Health Psychologist. We are keen to publish many different kinds of articles, and we hope this will encourage submissions from all our members. We welcome articles from students, new researchers, practitioners, as well as long-standing members of the Academy.

We aim to publish three issues per year (Spring, Summer and Autumn).

**OHP Research / Practice**

We welcome short reports (of no more than about 1000 words) of research findings, practice issues, case studies, brief literature reviews, and theoretical articles. This could be a valuable opportunity for you to disseminate information on your work to both academics and practitioners. When writing these reports please make them as accessible as possible to the broad readership of the newsletter.

**OHP Briefings**

We also welcome overviews of your OHP-related activities, or those of your research group, consultancy or organisation. This type of article provides a useful insight into the sort of work that is being undertaken across the OHP world community. Additionally, this section enables the communication of policy developments that may have implications for OHP research, practice and education in your country. We would ask that such articles are no longer than 1200 words long.

**Opportunities**

In a new addition to the Newsletter we would welcome advertisements for job opportunities, internships or PhD studentships. If you have an opportunity you would like to make our community aware of please send a short description to the editor.

**Other articles**

We welcome news, conference announcements, open letters to your fellow occupational health psychologists regarding any OHP related topics, and brief summaries (in English) of OHP issues that have been reported by your national news media.

To accompany all contributions we welcome appropriate photographs

Please email your questions, announcements or contributions to The Editor, Kate Sang:
K.J.C.Sang@lboro.ac.uk

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