How informal recyclers in Cape Town experience their work
Welcome everyone to the summer issue of the Occupational Health Psychologist!

We begin with news of our 14th European Academy of Occupational Health Psychology conference, which will be held in Nicosia, from 6th to 8th April next year. The call for papers is open until 16th September and delegate registration opens from 1st July. We are looking for volunteers to work with us on the Conference Organising Committee in Cyprus. This is a really great opportunity for PhD students and early career researchers, in particular. In return for volunteering, you will have your conference fee waived and will receive free accommodation for the duration of the conference.

There are obvious areas of synergy between the BPS Division of Occupational Psychology (DOP) and EAOHP. We are, therefore, delighted to bring news that the two organisations have now signed a Memorandum of Cooperation. This is the culmination of a considerable amount of work that has been going on behind the scenes. We are sure that this formalisation of closer collaboration will be mutually beneficial to both organisations.

Of course, OHP is relevant to all work, but informal work is under-researched in comparison to formal work. We are particularly grateful, therefore, to Alexander Marsh for providing us with her reflections on studying the working lives of informal recyclers in Cape Town, South Africa.

Annet de Lange and colleagues report on the first meeting of the Healthy Healthcare Consortium, which was funded by a small grant from the EAOHP. The intention of this initial meeting was to begin to define the concept of ‘healthy healthcare’, and to examine how the expertise available within the EAOHP could be harnessed to take forward a healthy healthcare research agenda, in order that Europe can better meet the healthcare needs of its citizens now and in the future.

Finally, we are grateful to Kevin Teoh for summarising the papers published in the recent special issue of our partner journal Work & Stress, on the topic of leadership and employee wellbeing; and to Birgit Greiner and Karina Nielsen for their updates on the work of the Education and Research Forum, respectively, in which they tell us about recent activities and plans for the conference.

As always, this is your bulletin! We are happy to receive your contributions in the form of short research papers, reflections on practice, reports of OHP developments in your country, or anything that you think would be of interest to the OHP community. We also welcome any feedback regarding the content of the bulletin, or suggestions that you might have relating to the types of features you would like to see included in the future. In the meantime, we hope you enjoy reading this issue!

Sue Cowan, Editor
On behalf of the Editorial Team
email: sue.cowan@ebs.hw.ac.uk
The 14th EAOHP Conference

EAOHP is delighted to announce its 2020 conference, which will take place in Nicosia, Cyprus from the 6th to the 8th of April, 2020. The EAOHP 2020 conference is organized in collaboration with the European University Cyprus.

Keynote speakers

The three keynote speakers for the Conference are:

- Paul Schulte (National Institute for Occupational Safety and Health, USA)
- Paula Brough (Griffiths University, Australia)
- Stale Einarsen (University of Bergen, Norway)

Abstract submissions open until 16th Sept 2019

Delegates can submit abstracts (500 words max) until the 16th of September 2018 for four types of sessions: paper presentations, symposia, poster presentations and the young researcher showcase.

Submissions are welcome on all areas of research, practice, and education in occupational health psychology and related areas. Relevant topics include, but are not limited to the psychosocial work environment, contemporary issues in OHP, and special issues in OHP.

Volunteer

We are looking for volunteers to join the Organising Committee for the Cyprus 2020 EAOHP conference. The organising committee is responsible for all the activities involved in running a successful conference. These include activities before the conference begins such as editing the Book of Proceedings, answering delegate enquires, preparing the conference programme, writing social media posts, as well as supporting delegates during the conference. Volunteers are usually involved in one or more of these activities.

In return your registration fee is waived, your accommodation during the conference is provided, and you will be listed on the organising committee section of the website and the Book of Proceedings. You will also have time to present your paper if you submit one and attend those sessions you are interested too during the conference.

This role might be of interest for PhD students and early-career researchers who want to understand how a conference is organised and proactively contribute to its success. It might also be of interest to those of you who might want to get more involved in the Academy. If you are interested, please send us an email to conference@eaohp.org with the following: 1) your CV; and, 2) a paragraph or two indicating why you are interested in participating as a volunteers

We’re going green! Book of Proceedings

As from Cyprus 2020 we will no longer be publishing a full Book of Proceedings. Instead, all abstracts will be available via the Conference App and webpage. We will however publish the conference timetable and smaller booklet with the key conference details.

Conference Prizes

Three conference prizes will be awarded, these are:

- Eusebio Rial-González Innovation & Practice Award in OHP.
- Andre Bussing Prize for early career researchers in recognition of contribution to the field of occupational health psychology.
- Best Poster Prize.

For more information visit: http://www.eaohp.org/prizes-and-awards.html

Delegate registration

Delegate registration is now open!

For more information

Visit our conference website at: http://www.eaohp.org/conference.html
In January this year, the Academy signed a Memorandum of Cooperation with the British Psychological Society (BPS). This memorandum formalises the relationship between the Academy and the Society that has been growing over several years.

The memorandum was signed at a special ceremony of the BPS Division of Occupational Psychology (DOP) conference held in Chester. Aditya Jain (Executive Officer of the Academy) and Sarb Bajwa (Chief Executive of the BPS) signed the document in the presence of a large audience of researchers and practitioners from around the world with an interest in occupational and organisational psychology. Also present were Stavroula Leka, Kevin Teoh and Gail Kinman (on behalf of the EAOHP) and Roxane Gervais and Julie Freeborn (on behalf of the BPS). Following the ceremony, Evangelia Demerouti from Eindhoven University of Technology delivered an outstanding and very well-received inaugural keynote talk sponsored by the Academy – “Occupational Health Psychology in Action: Moving from Burnout to Proactive Job Design”.

The conference theme for 2019 was ‘Thriving at Work’; a topic that is of strong interest to EAOHP and DOP members. The Academy looks forward to working more closely with the BPS in supporting and progressing research, education and professional practice and applying psychological principles and practices to occupational health issues.

By Gail Kinman
Reflections on Research

My Research Study Experience—How informal recyclers in Cape Town experience their work and occupational hazards

by Alexandra Marsh

As an Organisational Psychology student immersed within a South African context, my interest and passion for understanding the wellbeing of employees grew out of my work and research in the Psychology Department at the University of Cape Town. However, it was only during my third year of study, when I enrolled for the Wellness Health and Safety (WHS) module, that I became acutely aware of workplace health and safety issues affecting informal sector workers - particularly those feeling the severities of living below the poverty line. I realised that this was a field of study in which I was interested, and could generate knowledge through research. My goal was to contribute to making a difference in people’s lives through this research, and to hopefully have a positive impact on both their working conditions and wellbeing. Furthermore, the knowledge generated could be used under the domain of Pro-social I-O Psychology, contributing to its purpose of improving societal wellbeing through corporate social responsibility, environmental sustainability, and corporate volunteerism.

In my honours year, I was working in a team on my initial research on the topic of “Environment and Wellbeing,” I discovered the workforce called “informal recyclers” from Brazil. As I was researching this workforce, I realised that it was exposed to multiple occupational hazards, from which I began drawing numerous parallels to the informal recyclers workforce I had observed struggling on a daily basis in South Africa.

As I continued learning about the social, economic and environmental benefits of the work that this Brazilian workforce was creating, I came to understand a fundamental turning-point in my belief, that inevitably fuelled my honours and master’s research projects. By understanding what informal recyclers struggled with, it would be easier to formulate interventions that would help informal recyclers work better and encourage the workforce to expand. The more I learned about their hardships, the more responsibility I felt to be the advocate for awareness around this issue in particular.

In 2016, I conducted my honours thesis on the occupational hazards of informal recyclers living in Philippi, Cape Town. The study aim was to know how informal recyclers in Cape Town experienced their work and the occupational hazards within a South African context associated therewith. I hoped to explore the similarities and differences between these experiences, and those of informal recyclers around the world. I wanted to approach this research descriptively and qualitatively, as previous research was heavily focused on quantitative studies that I felt did not sufficiently explore the psychosocial hazards associated with this type of work. The consequences that these hazards can have for individual can be sensitive in nature, and are potentially better explored through a more subjective perspective.
The study collected data using an exploratory design with interviews as the data tool.

The findings I gathered are consistent with Social Identity Theory in that they highlighted the importance of personal and group identities for worker wellbeing. The results indicated that workers in these conditions can protect themselves against the consequences of negative stigma and discrimination through feeling empowered within their group identity. This is despite living and working in extremely hazardous conditions and experiencing pervasive stigma due to the nature of their work. The findings provide useful insight into a possible resource for developing interventions that reduce the negative effects experienced by informal recyclers as a consequence of their job, which in turn would improve their wellbeing.

A significant finding in particular, that aligns with the above, was learning that stigma and discrimination were common psychosocial hazards experienced by informal recyclers in this study. Although this was reported in other studies from different sample groups around the world, the information was elicited quantitatively and the impact of stigma and discrimination was not further explored.

The most interesting result, however, was that some participants displayed a notable sense of pride and empowerment from working as informal recyclers, despite being fully aware of the stigma and discrimination they had to endure. Participants’ reports provided insight that they found meaning and purpose through their work, both by being providers for their households and by doing good for themselves and others in helping the environment. This showed to encourage a sense of pride and self-worth to within the workforce, as well as foster positive emotions, independence, and an appreciation for the skills and knowledge they gained. Previous research in Coping Theory considered these factors as mental health resources, as the job itself was interpreted by a subset of this workforce as beneficial to their lives and their families.

Conducting interviews with six informal recyclers for this study and my first-hand interactions with this workforce grew my passion and commitment to create awareness around informal recyclers. This study completely changed my perception of the world, and I am honoured to have had this experience. To be able to engage with, and present a study on informal workers experiences left me deeply humbled and inspired me to continue my research in further depth.

Alexandra Marsh: is a Master of Organisational Psychology (MSocSci) graduate from the Department of Organisational Psychology at the University of Cape Town, South Africa. She is passionate about mental health promotion in the workplace, specifically in non-traditional employment sectors. Her dissertation looks at how occupational hazards can influence wellbeing. She presented her work last year at the European Academy of Occupational Health Psychology conference in Lisbon. Alexandra is currently pursuing her career in Tech Hiring and Career Coaching, with a focus on positive psychology and employee empowerment.
Europe is facing urgent and significant challenges in maintaining sufficient standards of quality in healthcare. During this meeting, we discussed the increasing shortage of healthcare staff throughout Europe, as well as the high turnover of healthcare staff leaving the sector to continue their careers in different types of jobs and the growing percentage of occupational health-related disorders reported among healthcare staff (e.g. burnout, depression etc.). Moreover, due to an ageing workforce more healthcare staff are expected to go to retirement. All of this has led to more and more healthcare employers searching for creative solutions to maintain and retain a sufficient number of staff at work.

In our small group meeting, 26 participants came together to examine new, creative and more preventive solutions that can be found within the network of the European Academy of Occupational Health Psychology, and more specifically reflect, discuss and define the concept of a more “healthy healthcare”.

“Healthy healthcare” implies that healthcare systems are designed, managed and financed in balance with the available resources to improve workers’ health and performance as well as providing high quality of care. It emphasises the importance of three distinct, but related, pillars that represent: (i) the healthcare system and working environment; (ii) staff wellbeing; and (iii) patient care. Ultimately, a balanced-based perspective taking into account the patient, staff and the complex healthcare system will lead to a more resource-efficient delivery of high quality healthcare services. During the small group meeting, researchers shared evidence-based practice and research on one or more links between healthcare services and the work environment, staff wellbeing and the quality of patient care. Moreover, we discussed how to conduct interventions and research on healthy healthcare with different populations and settings. We ended the meeting summarising important lessons learned from the different presentations and discussions during the meeting and formulated a new research agenda for the future. More specifically the following take-home messages were formulated around the two points below:

**What we know:**

i. Most presentations include results of two out of the three pillars from the aforementioned “Healthy healthcare” concept (patient, staff, and/or organizational practice). The most common pillar not examined so far, was the third one, which could include indicators of patient safety, satisfaction or other relevant patient-based outcomes.

ii. Most results focused on negative predictors from the work environment or occupational health or well-being of healthcare staff (e.g. stressors at work, burnout etc.). Few studies address more positive outcomes like work engagement or meaning of work, and the simultaneous interplay between positive and negative factors and outcomes. Moreover, most studies focus on individual-level data, and do not report results on team-based or organisational level outcomes. Finally, unpaid work is a significant contributor to quality of care worldwide. The emotional demands of healthcare work equally affects professionals and voluntary workers.

iii. There was a heavy emphasis on the importance of a contingent perspective where one size does not fit all contexts and professions in healthcare. This means that a stressful demand in one context can be experienced as a job resource in another context.

iv. In intervention design and implementation, the most effective programmes are based on bottom-up (and team-based) methods where stakeholders help design the interventions. To sustain the effective bottom-up approaches, top-down management support is needed. Furthermore, process intervention research
highlights the importance of a continuous learning cycle to create more healthy work environments that include learning goals for multiple stakeholders at different levels of healthcare institutions.

v. The importance of leadership in creating healthy workplaces was highlighted during the small group meeting, and has already received research attention in occupational health research. Nonetheless, a concept like health-promoting leadership has not yet been well established in occupational health research and models, and therefore warrants further exploration.

vi. More and more technology is used in occupational health research to measure relevant predictors and outcomes, as well as to implement intervention programmes that facilitate “healthy healthcare”. However, the impact of this technology use on end-users has not yet been examined in detail. For example, one of the studies presented at this meeting highlighted the high drop-out of technology use across time. Few participants adhere to the whole intervention programme cycle based on technology use and solutions may require a combination of online and offline (human-based) intervention elements.

vii. There is a need to develop a learning community to facilitate knowledge-sharing and best practice. Researchers are often connected to different employer associations with a network of >100 healthcare institutions that have relevant evidence-based practices to share. Moreover, large-scale datasets are available on a regional as well as a national level on healthcare data. These can be used for further analyses by OHP researchers in Europe. Nonetheless, more data and practices exchange across Europe can help in synthesising important findings and conclusions in relation to facilitating “healthy healthcare”.

What are the gaps in current research to develop more “healthy healthcare” projects?

i. One of the most important conclusions of our small group meeting is that all researchers recognise the importance of sharing the “healthy healthcare” concept in Europe. However, it will help to formulate a conceptual model to further facilitate integrated research in Europe on “healthy healthcare”.

ii. The urgent need to retain enough healthcare staff was mentioned several times. Surprisingly, there is little exit research on the reasons as to why staff leave the healthcare sector and where they go. We therefore call for more new research into this, and how staff leaving relate to indicators of occupational health-related topics (e.g. work stress, team climate, leadership, occupational health). Furthermore, we would like to raise more awareness and research on the impact of unpaid work in healthcare in relation to staff and patient outcomes as well as organisational practices.

iii. The added value of our joint occupational health network is currently unknown among EU-grant awarding institutions. The European Academy of
Occupational Health Psychology could help with highlighting the joint impact of “healthy healthcare” research teams.

iv. Occupational health researchers typically focus on the relationship between occupational health and organisational practices, but we also need to integrate results based on patient outcomes (e.g. patient outcomes, satisfaction or safety).

v. Based on our discussions we noticed substantial differences in (cross-cultural) context and therefore stress the importance of developing more cross-national case-comparative studies to further understand the role of cross-cultural differences. This was evident in the presentation by Dr. Safiye Sahin showing the extent of staff shortages in Turkey as well how the interpretation of work stress in Turkey differs in comparison to, for example, Norway.

vi. More theoretical attention can be given to the gendered nature of healthcare work (e.g. gender roles) and to integrate life course perspectives on successful aging of staff members in healthcare work.

vii. We need to write a joint position paper based on the aforementioned findings and present a clear research agenda. This will be done at the next EAOHP conference in Cyprus and in a special issue of Frontiers of Psychology: https://www.frontiersin.org/research-topics/9811/healthy-healthcare-empirical-occupational-health-research-and-evidence-based-practice

viii. The importance of creating a learning community moving forward. We hope that the EAOHP Executive recognises this new consortium of researchers and the importance of providing more knowledge across contexts on “healthy healthcare”, and to support future meetings across Europe in the coming years on topics like:

- positive interventions: process and implementation research;
- develop a theory/ model of “healthy healthcare”;
- exchange knowledge on multi-level approaches and business cases;
- Exchanging results on different research methodology: like realist evaluation (such as the Context-Mechanism-Outcome framework), process evaluation and learning from implementation sciences;
- looking for national and European funding to start case-comparative studies on “healthy healthcare” across Europe;
- how to further communicate the idea of “healthy healthcare” to patients, managers, policymakers, practitioners and other stakeholders in this community; and
- health-promoting leadership/management in context.

Over the following months the consortium will investigate possible funds for further collaboration (on EU-level and national level).

For more information or to join the Healthy Healthcare consortium please email Annet de Lange (annet.delange@han.nl).

This meeting was funded by a small grant fund from the European Academy of Occupational Health Psychology. For more information visit: http://www.eaohp.org/small-grant-fund.html

Contribute to the Bulletin!

This is your Bulletin! We do our best to cover what interests you, but we need your input. We welcome contributions of all kinds – for instance, news of people in practice, education and/or research, including new professional appointments and contracts, conference announcements, reports of symposia, accounts of work in progress, and letters to the Editor.

We are keen to include content from any contributory discipline, in order that we can encourage discussion and debate around Occupational Health Psychology in its fullest possible sense. You don’t have to be an EAOHP member to contribute, nor do you have to be based in Europe. We welcome contributions from all parts of the globe. We will publish any item that is of interest to Bulletin readers (who number some 1,000 individuals worldwide).

If English is not your first language, don’t let this put you off – if you need it, you will be provided with help to prepare your item.

If you have a contribution for the Newsletter then just send it to a member of the Newsletter Team or, if you are undecided, get in touch with Sue Cowan or Kevin Teoh to discuss your ideas. See the back page of this Bulletin for our contact details.
Leading well: Challenges to researching leadership in occupational health psychology – and some ways forward

By K. Nielsen & Taris

This introductory paper to the special issue poses four issues that warrant further attention: (i) what is “good” leadership? (ii) how can good leadership be promoted? (iii) what are the intermediate and long-term effects of leadership on follower health? And, (iv) understanding the boundary conditions for good leadership.

Daily perceptions of relationship quality with leaders: implications for follower well-being

By Ellis, Bauer, Erdogan & Truxillo

This diary study found that on days when employees perceived a higher quality LMX relationship with their leader, they were more likely to report a sense of belongingness, which was then positively associated with daily reports of vigour and negatively associated with emotional exhaustion. LMX quality was also negatively associated with reports of emotional exhaustion the following workday. Finally, day-to-day variation in reports of LMX quality attenuated the beneficial effects of LMX on relatedness and vigour. This suggests that uncertainty related to resource availability may contribute to a threat mindset focused on resource conservation rather than engagement.

Are transformational and laissez-faire leadership related to state anxiety among subordinates? A two-wave prospective study of forward and reverse associations

by M. Nielsen, Skogstad, Gjerstad & Einarsen

Using a Norwegian two-wave full panel study saw neither transformational nor laissez-faire leadership were significantly related to subsequent levels of state anxiety. Baseline low levels of state anxiety were associated with reporting the immediate leader as less transformational and more laissez-faire six months later. These findings challenge theoretical models that explain leadership as a one-way superior–subordinate influence process..

Leading well is a matter of resources: Leader vigour and peer support augments the relationship between transformational leadership and burnout

by Tafvelin, K. Nielsen, von Thiele Schwarz & Stenling

Building on conservation of resources theory and using multilevel analyses over two time points revealed that both vigour and peer support enhance the transformational leadership and burnout relationship. The study suggest that both personal and contextual resources may help leaders to better engage in transformational leadership.

Out of mind, out of sight? Leading distributed workers to ensure health and safety

by K. Nielsen, Daniels, Nayani, Donaldson-Feilder & Lewis

Using a range of distributed workers from 11 organisations, health-and-safety-specific leadership was positively related to distributed workers’ self-rated health, safety compliance and safety proactivity. These results indicate that one way of addressing the challenges of distributed working may be through line managers putting health and safety on the agenda..

Exploration of the impact of organisational context on a workplace safety and health intervention

by Hammer, Truxillo, Bodner, Pytlovany & Richman

The study tested an intervention designed to increase workers’ safety and health using supervisor/leadership training. Effects for the intervention on the main outcome measures were not found, suggesting that the pre-intervention context could help explain the lack of intervention effects. However, the intervention was more beneficial for work crew members who had poorer pre-intervention perceptions of their supervisor and lower perceived team cohesion, suggesting the important impact of the organisational context on intervention effects.

Work & Stress—Online Access

All members of the Academy receive a personal subscription to the quarterly international journal ‘Work & Stress’. If there are any queries, kindly contact our membership officer: Cristina Di Tecco (c.ditecco@inail.it)
There is growing interest in how positive approaches to psychology and organisational scholarship can create healthier and happier working environments. This book comprises 23 chapters written by leading researchers and practitioners that highlight the potential of aspects of positive psychology to not only reduce workplace stressors and strains, but also promote wellbeing and optimal functioning. The chapters are academically rigorous, but practical and offer clear guidance and a range of useful models and tools.

The book has four sections. The first part comprises four chapters that provide a rationale for developing psychologically healthy workplaces and highlight the need to underpin action with a clear, evidence-informed agenda for change. The first contribution, by Ronald Burke, provides a general introduction to the field and considers the challenges to wellbeing posed by factors such as the intensification of work, globalisation, widespread casualization, job insecurity and the use of new technologies. Real world examples of psychologically unhealthy and healthy workplaces are provided and the need for multi-level interventions to encourage people to thrive is emphasised. A novel and engaging contribution by Matthew Grawitch and David Ballard highlights the risks to organisations of relying on pseudoscientific (but often persuasive) ‘solutions’ to their problems that are peddled by self-proclaimed ‘experts’. The authors offer guidance on minimising cognitive bias and how to differentiate ‘myths from truths’ when attempting to improve workplace health. The next chapter, written by Arla Day, outlines a model to help identify the conditions required for a psychologically healthy workplace and how it can be used to develop and evaluate interventions. In the final contribution in this section, Gerard Zwetsloot highlights the importance of ensuring that health, safety and wellbeing is a shared organisational value. Examples of core values that underpin psychologically healthy workplaces are usefully provided, together with guidance on how they can be implemented.

The second section of the book focuses on building individual resources. Firstly, Carolyn Youssef-Morgan and Karl Petersen consider the benefits of psychological capital (PsyCap) for psychologically healthy workplaces. An overview of the theoretical development and progression of PsyCap is initially provided and ways to enhance its four components (hope, efficacy, resilience and optimism) are outlined. How positive experiences and activities in one’s personal life can build resources to enhance health and productivity is considered by Charlotte Fritz and Caitlin Demsky. Specific organisational and individual strategies are identified to maximise the opportunities for resource development and replenishment. A third chapter in this section, by Maria Tims and Caroline Knight, considers how job crafting can enhance employee wellbeing and professional development. Evidence for the benefits of job crafting is reviewed, with particular focus placed on how organisations can increase crafting opportunities for their staff. The final contribution by Kristin Layous discusses the role of employee happiness in fostering psychologically healthy workplaces; examples of activities to promote happiness, such as gratitude journaling, savouring positive experiences and practising kindness, are provided.

The importance of social relationships inside and outside work is the theme of the third part of this book. The powerful influence of leadership in fostering psychologically healthy workplaces is discussed in a chapter by Duygu Biricik Gulseren and colleagues who provide a brief but well-considered overview of leadership models that have been found effective (e.g. R.I.G.H.T Leadership) and ineffective (e.g. passive or abusive leadership). The importance of belonging at work (i.e. feeling needed, valued and connected with others) for wellbeing and the costs of exclusion and discrimination are considered by Laura Traavik. This chapter also usefully presents policies and practices to help foster a sense of belonging in an increasingly diverse workforce. The wide-ranging costs of incivility

Book Update

Creating Psychologically Healthy Workplaces

Editors: Ronald J. Burke and Astrid M. Richardsen
Publisher: Edward Elgar Publishing
at work for employee wellbeing and performance are then discussed by Michael Leiter. The challenges inherent in implementing and evaluating interventions to tackle incivility are acknowledged and he argues that adequate resources and coordinated action on the part of organisational leaders and employee participation in designing and implementing interventions are essential.

The next chapter, by Joanne Sundet and Arne Carlsen, draws on data obtained from action research with managers to consider how relational agency can be cultivated by developing high-quality connections in the workplace. Examples of how different forms of relational agency can be fostered are provided that, in turn, can enhance mastery and self-efficacy in individuals and improve outcomes for others. The final contribution in this section, by Sean Lyons and Joshua LeBlanc, addresses a particularly timely issue – multigenerational identity in the workplace. It is argued that the rapid pace of change has shortened generational spans, leading to multiple generations working together. The need for a more nuanced understanding of generational identity is required to enhance mutual understanding and empathy that can facilitate healthy workplaces.

The final section of this book presents nine chapters that focus on organisational-level interventions with the potential to create psychologically healthy workplaces. Thriving at work, or experiencing a sense of vitality and learning, is the focus of the first chapter written by Gretchen Spreitzer and Eun Bit Hwang. The antecedents and outcomes of thriving are initially reviewed and the potential for the challenges of modern working life to impede opportunities to thrive considered. Astrid Richardsen then examines the predictors and positive effects of work engagement for individual wellbeing and organisational functioning. Several top-down and bottom-up approaches to develop a more engaged workforce are then discussed. The next chapter by Kahla Davis and Valerie Morganson, provides a brief review of how holistic approaches can be used to reduce distress and enhance eustress. They argue that appreciative inquiry is a particularly helpful way to identify interventions that are congruent with organisational culture. The next contribution, written by Paul Fairlie, provides a broad-based review of some individual positive attributes that can build healthy workplaces and the mechanisms by which they might operate. Recommendations for action to develop these qualities are provided, but the author emphasises the need for caution as very high levels of some attributes (such as positive affect and engagement) can be damaging to individuals and organisations.

The benefits of PsyCap outlined in a previous section of this book are revisited in the next chapter. Carolyn Youssef-Morgan and Lanell Craig present a theoretical framework suggesting that PsyCap can reduce stress and improve wellbeing both directly and indirectly, by amplifying the favourable effects of work-life balance and alleviating the harmful impact of stress. A contribution by Dnika Travis and colleagues revisits the importance of inclusivity in creating psychologically healthy workplaces. A framework that identifies the markers of healthy and inclusive workplaces is presented and applied to organisational examples. Barriers to progress and ways to overcome them are also usefully considered. The next chapter, by Rebecca Kelly and Sheri Snow, considers the role of corporate wellness programmes in improving health and productivity and draws on several case studies to illustrate exemplary policies and practices.

Ways by which employees with caregiving responsibilities can be better supported are considered by Clarissa Bohlmann and Hannes Zacher and the key role of supervisor and co-worker support is emphasised. The need for longitudinal and multi-source studies, a consideration of the demands of different caregiving responsibilities and recognition of the cultural and national context is emphasised. Deborah McPhee and Marcia Carvalho de Azevedo contribute an interesting and timely chapter that discusses the myths and barriers faced by ageing workers and the organisational interventions that can help them extend their working lives. Case study examples of effective interventions for implementing a ‘senior-friendly’ workplace are outlined and the need to celebrate the value of ageing workers emphasised. The final chapter by Marcie Pitt-Catsouphes and Tay McNamara offers an overview of research on the quality of employment and wellbeing; it presents and discusses longitudinal data that identifies the organisational characteristics underpinning physical and mental health. The potential for such studies to inform job redesign, especially for older workers, is considered.

This book is timely and has broad appeal – its evidence-informed and practical focus makes it relevant to managers, as well as researchers, practitioners and policy-makers. Some chapters draw upon theoretical frameworks to provide guidance on how a psychologically healthy workplace can be built. Others, where evidence may be more limited, highlight what is currently known and identify future research priorities. All contributors emphasise the value of psychologically healthy workplaces for wellbeing and productivity and the grave risk of failing to take action. The need for organisations to commit sufficient resources and ensure that employees are fully involved in shaping and evaluating interventions is also emphasised.

Review by:
Gail Kinman
University of Bedfordshire, UK

The book’s co-editor Ronald J. Burke passed away in March. His obituary is on the next page.
**Obituary**

**In Memory— Professor Ronald J. Burke**

Ron died in March this year at the age of 81. He was Emeritus Professor of Organisational Studies and Senior Scholar at York University in Toronto. Ron was a very prolific researcher in the field of work and wellbeing and had edited or co-edited over 50 books - three more are forthcoming at the time of his death. Ron’s interests were broad, encompassing work-life integration; the long working hours culture; women in management; leadership; violence, crime and corruption in organisations; stress in policing; flourishing in work, life and careers and the ageing workforce. He worked with leading occupational health psychologists from many countries, such as Cary Cooper, Esther Greenglass, Kathryn Page and Mina Westman. Over 40 years of teaching, Ron touched the lives of countless students as well as numerous doctoral candidates whom he supervised and mentored.

Cary Cooper from the University of Manchester, UK was a particularly close friend and colleague of Ron’s. He wrote: "I have known and worked with Ron Burke for nearly three decades, having edited over a dozen books and numerous chapters and articles. He was always bubbling with ideas of research, and anxious to ensure that what we did had real impact in the world of work not just among our colleagues! His loss for me is more personal than professional and deeply felt, rest in peace my dear, dear friend”.

Lisa Calvano from West Chester University, US, who recently co-edited a book with Ron, wrote: "He was always generous in helping junior colleagues develop their research and expand their professional networks. For example, he gave me my first opportunity to write a book chapter and then collaborate with him on publishing my first edited volume”.

Silvia Pignata, who was editing a book with Ron at the time of his death wrote: "Ron was an inspirational colleague and a prolific researcher who leaves a wonderful legacy. I had the absolute pleasure of working with him to co-edit our ‘Handbook of Research on Stress and Well-being in the Public Sector’ over the last 18 months. The Handbook comprises chapters written by recognised leaders in the area that reflect the issues and challenges facing public sector occupations and organisations world-wide. The forthcoming book will be a fitting tribute to Ron and his passion for occupational health research.

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Book reviews should be approximately 500 to 700 words in length. Books for review will be sent to you, so you will not incur any costs. If English is not your first language, don’t let this put you off – if you need it, you will be provided with help to prepare your review. If you would like to join our team of book reviewers, please email the Bulletin’s Book Reviews Editor, Gail Kinman (Gail.Kinman@beds.ac.uk) with details of your interests.
The Society for Occupational Medicine (SOM), UK

Why Occupational Health?

The Society for Occupational Medicine (SOM) is passionate about the role good work plays in good health. Workplaces are where lots of people spend most of their working age life, meaning workplaces are powerful environments where we can positively influence health for the benefit of individuals, businesses and national prosperity. On the other hand, being out of good work can have an adverse effect on your health, especially your mental health. Ill-health among working age people costs the economy £100 billion a year and sickness absence costs employers £9 billion a year. 300,000 people every year fall out of work through sickness and find themselves on benefits. This is a travesty for the individuals, their families who are impacted financially and the economy.

The SOM value proposition report shows access to occupational health improves the health of the working population; contributes to the prevention of work-related illnesses; prevents avoidable sickness absence through the provision of early interventions for those who develop a health condition; and increases the efficiency and productivity of organisations. Recently, SOM launched, with the Louise Tebboth Trust, a report on the mental health of doctors (see https://www.som.org.uk/new-report-reveals-uk-doctors-greater-risk-work-related-stress-burnout-and-depression-and-anxiety).

The SOM is the largest nationally recognised professional organisation for individuals with an interest in health and work. SOM acts as a national voice for occupational health, engaging with government and policy makers to increase awareness of the role of occupational health. Our Patrons are Lord Blunkett and Norman Lamb, MP. Membership is for anyone working, or with a professional interest, in occupational health. Our membership booklet outlines the benefits of joining the SOM. Members receive our peer reviewed scientific journal Occupational Medicine, an invaluable resource. We stimulate interest and research in occupational medicine and work with the government, the healthcare community, health charities and other bodies to promote a healthier workforce. And of course, we are passionate about employees having access to occupational health support and campaign for universal access.

Organisations will provide access to occupational health services for a number of reasons including size and complexity; legal and regulatory requirements; and any specific processes and hazards at their operations. Of course managing sickness absence is up there with why people invest in occupational health – the return on investment makes a powerful business case on its own. However, an organisation’s occupational health programmes are not directed just by economic value or scientific evidence; less tangible variables may influence the services provided. A healthy workplace culture and the adoption of a systematic approach to occupational health can contribute to the success of an organisation. This year we are pressing the government to make good on its promise around universal access to occupational health support.

We encourage EAOHP members to take an active interest in the relationship between health and work – and joining SOM is a good starting place! See www.som.org.uk

References


The Academy and Social Media

The Academy is looking to better engage with our members and the wider public by improving our social media presence.

You can find us on the following social media platforms:

- Via our Twitter handle: @ea_ohp
- Our Facebook Page: EAOHP
- Our LinkedIn Group: European Academy of Occupational Health Psychology - EAOHP

Don’t just follow us; Instead, engage with us by tweeting, starting discussions, asking questions, sharing articles and posting links.

If it’s related to Occupational Health Psychology, then we’re interested. Keep us in the loop by using the hashtag #EAOHP

You can also feed into the wider occupational health psychology discussion by using the hashtag #OHPsych
OHP News

Call for Papers—Occupational Medicine

Occupational Medicine is an international peer-reviewed journal that provides vital information for the promotion of workplace health and safety. It is widely read by practitioners and researchers – the journal had more than 1.3 million downloads in 2018, readers were from 175 countries and authors from 28 countries.

Topics covered in the journal include work-related injury and illness, accident and illness prevention, health promotion, occupational disease, health education, the establishment and implementation of health and safety standards, monitoring of the work environment, and the management of recognised hazards. Contributions are welcomed from practising occupational health professionals and research workers in related fields. The journal submission guidelines are at https://academic.oup.com/occmed/pages/Submission_Online. The journal also produces podcasts (free to subscribers) highlighting important content and in-depth interviews and discussions with research experts on key topics.

The editorial board wishes to encourage more articles from the field of occupational health psychology. The first issue of 2019 focused on mental health at work, with two editorials written by Stavroula Leka and James Nicholson, who provide an excellent overview of mental health in the workplace, and Samantha Brooks, James Rubin and Neil Greenberg, who discuss managing trauma at work. This edition also includes original papers covering, for example, emotional regulation and burnout in doctors; anxiety and depression among gas and oil industry workers; burnout, depression and paranoid ideation and organisational uptake of NICE guidelines in promoting employees’ psychological health. Many EAOHP members have published in Occupational Medicine and can personally recommend it as an effective way to highlight the practical implications of our research for policy and practice.

Contributions can include systematic reviews and original research articles. Papers should be concise (with a maximum of 3000 words and 30 references for longer papers, and 1000 words and 10 references for short format papers). Authors should bear in mind that, although articles should be academically rigorous, a strong focus on the implications of research findings for clinicians and policy makers is required. The journal has a fast turnaround time and aims to communicate decisions to authors after peer review within 7 weeks.

There is a call for papers on mental health issues in the uniformed services at https://academic.oup.com/occmed/pages/call_for_papers. Articles can cover any mental health problems including stress, burnout, PTSD, depression, anxiety, adjustment reaction etc. All uniformed services are included e.g. military, police, fire service, ambulance, coastguard, search and rescue, etc. Also included in the call are volunteer services such as mountain rescue and rescue cave divers etc. The deadline is 1st September 2019.

Professional Doctorate in Occupational Health Psychology

Applications are now open for our Professional Doctorate Programme (PDP) in Occupational Health Psychology and Management (OHP), the only UK-based programme of its kind, offered by the Centre for Sustainable Working Life, at Birkbeck University, in London. The course is part time, thus flexible, and designed to accommodate those already in employment. Seminars and supervision sessions will be arranged to fit alongside students’ work schedules, at mutually convenient times, over the course of each month.

The PDP is scheduled to take four years to complete and is structured in two parts: the first part is an MRes in OHP. Successful completion at this Master’s level leads to an upgrade to the full doctoral programme. The course has a small group approach and values the sharing amongst members of their existing knowledge and experiences of work.

Course Director: Professor Tom Cox CBE

Website: http://www.bbk.ac.uk/study/2019/phd/programmes/RMROCCHL/

We are looking for students with background in work psychology, applied health psychology, management, occupational health, safety management, and/or any other related fields.

In the first instance, all interested students should email Dr Raluca Matei (Acting Director of Learning) and cc Professor Tom Cox:

Email: r.matei@bbk.ac.uk  CC: t.cox@bbk.ac.uk
Academy Fora: Update

Education Forum
By Birgit Greiner

The Education Forum will again organise Early Career Researcher Showcase sessions for the upcoming EAOHP conference in Cyprus. Similar to the previous EAOHP conferences, these sessions are open for PhD and Master’s students and to those who just finished their PhD, to showcase in a ‘rapid fire presentation format’ their studies as work-in-progress. These sessions have also been very useful for early-stage research groups to detail their theoretical approach and preliminary findings in a couple of related presentations to draw attention to a particularly novel topic or approach. For example, at the last conference in Lisbon, a research team from TNO, the Netherlands came forward with 3 related presentations on ‘Technostress’ which gave rise to a focussed discussion in the audience.

The sessions provide the opportunity to gain confidence in presenting skills even if the researcher is not at the stage of presenting a full paper. Some of last year’s presenters, who were not English native speakers, revealed to us that the format of the sessions provided a save environment to publically speak in English for the first time. The format of the sessions with extended discussion periods also allow for discussion among peers, with experienced researchers and supervisors with valuable advice.

We are now in the process of developing a Student and Early Career Researcher Chapter within EAOHP following on from an initiative started by Post-doc Morteza Charkhabi, (University of Leuven Belgium) at the last Early Career Research Showcase in Lisbon.

The initiative targets two main groups: students (undergraduates, Master) and early stage researchers (PhD and Postdocs). The purpose of a Student and Early Career Researcher Chapter may include the following:

- connecting students and early stage academics to each other (sharing learning, working internationally on joint/similar projects)
- connecting students and early career academics with EAOHP (updating about new events, conferences, announcements, positions and seasonal schools)
- making the voice of students and early career academics heard by EAOHP
- preparing a new generation of students and early career researchers for taking over the EAOHP responsibilities and leading positions in research and academia
- establishing EAOHP student and early career academics representatives in various countries
- establishing an information bank of talented students and early career academics for working with advanced academics
- developing resources for students and early career academics

Details are still to be clarified and ideas and suggestions are welcome from all of you. If you have any ideas or comments or would like to volunteer work, please contact the Chair of the Education Forum Birgit Greiner at b.greiner@ucc.ie

We will keep you updated about the newest developments.

Research Forum
By Karina Nielsen

Greetings from sunny Sheffield! Last year when we met in equally sunny Lisbon, Kevin Teoh and myself chaired a session to find out which activities you would like to see being initiated by the Research Forum. Although some were not within the remit of the Forum (they have been forwarded to the Education and Practitioner Fora) or were not feasible, I am happy to say that some will be implemented:

1. Statistics drop-in sessions at conferences: Professor Jeremy Dawson, statistician at the Institute for Work Psychology at the University of Sheffield has kindly agreed to offer a drop-in session on the Tuesday of the conference.

2. Pre-conference workshops: We are looking into the possibility of offering workshops but as the conference runs from Monday to
Academy Fora: Update

Wednesday this may prove a little challenging. Workshops will be open and relevant for all.

3. Small Group Meetings: We will be offering funding for Small Group Meetings. More information on the application process to follow.

4. Advertising events: If you would like to advertise events through the email list, please contact Cristina di Tecco c.ditecco@inail.it. If you would like to advertise in the Bulletin, please contact Sue Cowan at sue.cowan@ebs.hw.ac.uk. To advertise on our website, please contact Luis Torres at Luis.torres@nottingham.edu.cn.

5. NIVA courses: We have agreed that in the future we will work with NIVA (niva.org) to advertise when their calls for training courses are out. This should increase awareness of the opportunities for EAOHP members to organise NIVA courses.

In addition to the above, we will organise invited symposia at the upcoming conference. We have invited our keynote speakers Professors Paula Brough, Staale Einarsen and Paul Schulte to organise symposia on the topic of their keynotes.

I hope to see many of you in sunny Cyprus.

Upcoming Conferences and Events

◊ 19th European Association of Work and Organizational Psychology Conference
   29 May—1 June 2019
   Turin, Italy
   www.eawop2019.org

◊ 6th Regulating for Decent Work Conference
   8 - 10 July 2019
   Geneva, Switzerland

◊ International Association on Workplace Bullying and Harassment Masterclass: Advancement in Workplace Bullying and Harassment Research
   29—30 August 2019
   London, United Kingdom
   https://www.eventbrite.co.uk/e/masterclass-advancement-in-workplace-bullying-and-harassment-research-tickets-59926687335

◊ 13th International Conference on Occupational Stress and Health
   "Work, Stress and Health 2019: What does the future hold?"
   6 - 9 November 2019
   Philadelphia, USA
   www.apa.org/wsh/

◊ 14th European Academy of Occupational Health Psychology Conference
   6-8 April 2020
   Nicosia, Cyprus
   http://www.eaohp.org/conference.html

◊ 22nd World Congress on Safety and Health at Work 2020
   4 - 7 October 2020, Toronto, Canada
   www.safety2020canada.com/

◊ 33rd International Congress on Occupational Health - ICOH Congress
   21 - 26 March 2021, Melbourne, Australia
   www.icoh2021.org/
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EAOHP — About Us
The European Academy of Occupational Health Psychology: the European representative body for the discipline. The Academy is a registered charity under English law (registered charity number 1115640) that exists to support research, education, and professional practice across Europe. This is achieved through a biennial conference, academic and practitioner-oriented publications, and the provision of small grants to individuals and groups.

Individuals with an interest in the application of scientific psychological principles and practices to occupational health issues are invited to join the Academy. Membership attracts a host of benefits including a free personal subscription to the Academy's affiliated journal, Work & Stress, as well as discounts on attendance at events.

Academy Publications
the Occupational Health Psychologist: Published two times per annum. ISSN 1743-16737 (Online). Back copies can be downloaded at www.eaohp.org/newsletter.html

Work & Stress: A journal of work, health and organizations. Published by Taylor & Francis in association with the European Academy of Occupational Health Psychology. ISSN 0267-8373

GUIDELINES FOR CONTRIBUTORS

We are keen to publish many different kinds of articles, and we hope this will encourage a broad range of submissions. We welcome articles from people involved in practice, education and/or research in OHP and across the full range of contributory disciplines, and with a variety of levels of experience. If English is not your first language, don’t let this put you off – if you need it, you will be provided with help to prepare your item. We publish two issues per year.

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 both to academics and practitioners. When writing these reports please make them as accessible as possible to the broad readership of the Bulletin.

OHP briefings
We also welcome overviews of your OHP-related activities, or those of your research group, consultancy or organization. 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 ask that such articles are no longer than 1,200 words long.

Opportunities
We would be pleased to receive advertisements for job opportunities, internships or PhD studentships. If you have an opportunity that you would like to make our community aware of, please send a short description to the Editors.

Other articles
We welcome news, conference announcements, open letters regarding any OHP-related topics, responses to published articles and brief summaries (in English) of OHP issues that have been reported by your national news media.

We would be pleased to receive appropriate photographs to accompany your contributions.

Please email your questions, announcements or contributions to the Editors:
Sue Cowan: sue.cowan@ebs.hw.ac.uk
Kevin Teoh: k.teoh@bbk.ac.uk