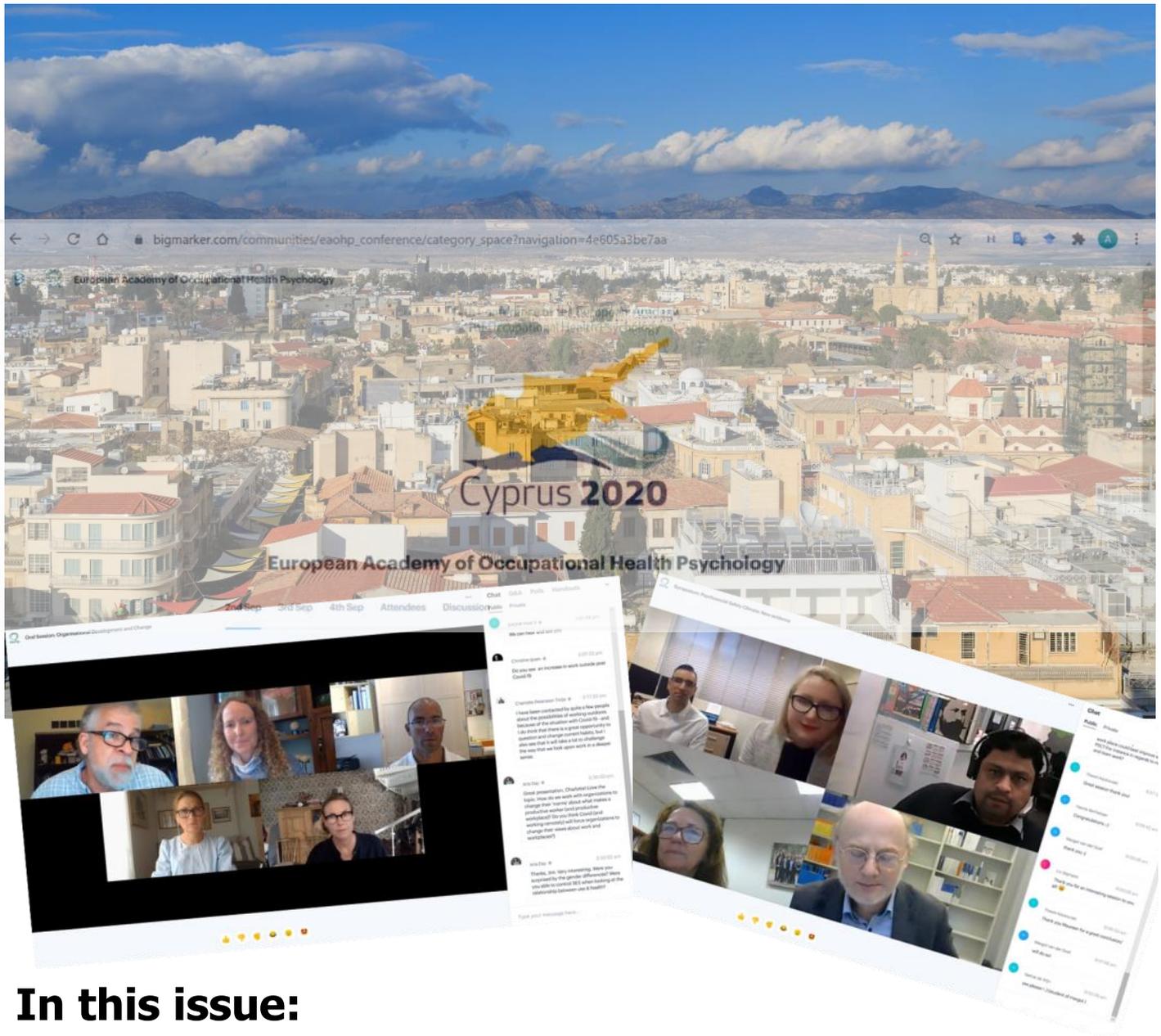


the Occupational Health Psychologist



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The views expressed herein are those of the authors and do not necessarily represent those of any other person or organization. The *Occupational Health Psychologist* does not in any way endorse the views expressed.

Editorial

Welcome to our first, albeit belated Bulletin of 2020!

It's hard to know how or where to start this Editorial in these very strange times. The COVID-19 pandemic has impacted all of our lives, in one way or another. Moreover, the ways in which it has impacted each of us has ranged from life changing events, such as the loss of loved ones, to mere inconveniences.

From the perspective of the Academy, on an organisational level, the pandemic has affected the timing and format of a number of activities. The most obvious was the postponement, at very short notice, of our 14th EAOHP conference from April in Nicosia, Cyprus this year, to September, and thereafter, a change in format of our rescheduled conference to online format.

Many of us will not have attended an online conference until this year, and it is probably fair to say that most people would rather attend a conference in person. So, we were delighted that so many of you came to join us online. It was also particularly rewarding for the Conference Organising Committee to see that all of the additional work they had put in this year to get the conference off the ground was appreciated.

As always, following each EAOHP Conference, we begin this issue of the Bulletin with our Conference Report. On this occasion, we would like to thank Andrew Clements for providing us with an additional report in which he recounts his personal experience of attendance.

In Academy News, we announce the results of the elections for the EAOHP Executive Committee, which were conducted earlier this year. The impact of the COVID-19 pandemic means that the transition of roles will take place over a more protracted period than usual.

Finally, we are grateful to Cyril Chariatte who has provided us with a fascinating article in which he describes some of his doctoral work on how partners of dual income status, provide support to their partners who are experiencing work stress.

Many of us, will be reading this Bulletin from some form of COVID-19 restrictions/lockdown. Please do remember that irrespective of circumstances, we would love to hear from you. In particular, we would like 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.

Our second Bulletin this year will follow on before the end of this year.

In the meantime, please stay safe and we hope you and your loved ones all keep well.

Sue Cowan, Outgoing Editor

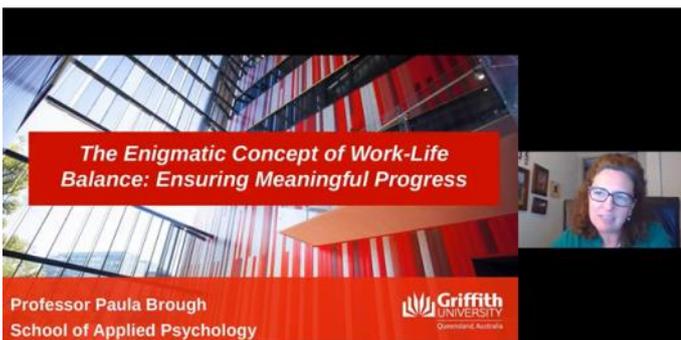
On behalf of the Editorial Team

The 14th EAOHP Conference

The 14th EAOHP Conference was first postponed from April 2020, before being moved entirely online from the 2nd to the 4th September 2020. Still adhering to the local Cyprus time, the theme this year was 'Promoting healthy and sustainable work'. There were three keynote addresses given by Paul Schulte, Paula Brough and Stale Einarsen.

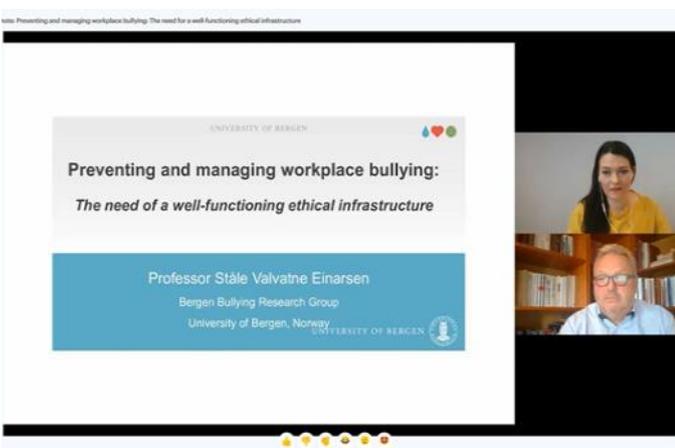


At each conference the Academy awards a Lifetime Fellowship to an individual who, in the opinion of the Executive Committee, has made an exceptional contribution to the discipline of Occupational Health Psychology. The recipients of this prestigious award were, on this occasion, Paula Brough and Stale Einarsen. In addition, to commemorate the life and work of Eusebio Rial-González, the Academy, in collaboration with the European Agency for Safety and Health at Work, launched in 2016 the 'Eusebio Rial-González Innovation and Practice Award in Occupational Health Psychology'. This is awarded to an individual who has made a considerable contribution to the field of OHP. We are delighted that on this occasion the award recipient was Jukka Vuori, from the Finnish Institute of Occupational Health. Jukka Vuori received the award in recognition for his work on career management and transitions. The multidisciplinary nature of the research is innovative, both in its focus and its methods. Interventions are rare in this field and the rigour and quality of the research are strong.



In addition, the programme included 121 individual oral paper presentations, 31 individual posters, and 84 symposium sessions. The book of proceedings is now available in electronic format on the Academy's website. It includes abstracts of the presentations, posters and keynote speeches, and can be downloaded from the 'Publications' section at www.eaohp.org.

Despite it being an online setting, there was active participation in sessions with the number of participants equivalent, and at times exceeding, what we would normally see at an "in-person" conference. At the end of each Conference day an informal drinks session was held on Zoom for those who wanted to connect in a more casual way.



The second main Conference Award is the EAOHP Andre Bussing Memorial Prize, which recognises high quality research by an early career researcher. In recognition of his research on gender, work, and health, particularly addressing gender inequality through business responsibility and sustainability initiatives, as well as his untiring efforts in leading the organisation of several EAOHP conferences as Conference Chair, this award was presented to Luis Torres

Conference Awards were still presented on this online platform. Our judges awarded the 'Best Poster Award' to Janet A. Boekhorst (University of Waterloo, Canada) for her poster on "The limitations of manager's caring behaviours on presenteeism: An investigation of the unexpected effects of an employee's felt obligation". To encourage participant involvement delegates were able to vote for their preferred oral and poster presentations. The 'Delegate Choice - Oral Presentation' was awarded to Carolina Rodrigues-Silveira (Applied Psychology Center of the Brazilian Army, Brazil) for her presentation on the 'Mental Health of Brazilian army military

The 14th EAOHP Conference

personnel deployed in Federal Intervention operations in Rio de Janeiro' while Ella Hatton (Coventry University, UK) received the 'Delegate Choice – Poster Presentation' on 'the role of exposure to violence, burnout and self-efficacy on the life satisfaction of clinical staff working in a secure mental health hospital'.

The outbreak of COVID-19 meant that the organising committee for the 14th EAOHP Conference had to essentially organise two conferences this year. We were just over three weeks away from the Conference being held in Cyprus when the rapid spread of COVID-19 meant that there was no choice other than to postpone it. Everything was ready – the programme fixed, registrations completed, abstracts arranged, posters printed – only not to be

used.

Nevertheless, we were very excited that the conference was so well attended despite its online setting and the ongoing pandemic. This represents a recognition of the conference organisation and the ongoing work of the Academy over the years.

We are now working on the details of the 15th EAOHP Conference in 2022. In addition, as a follow-up to this year's online conference, we are organising what we hope will be for a face-to-face EAOHP Symposium to be held in Rome in June 2021. The focus of this event will be on 'Mental health and wellbeing at work in times of crisis'. All delegates who registered as full participants at the online conference this year will be invited to attend.

A delegate's perspective on the Conference

by Andrew Clements

While I am sure most of us would prefer to attend conferences in person, I was glad that I was still able to attend the virtual EAOHP conference in Cyprus. On the one hand I'll never have an easier journey to Cyprus, but on the other hand I experienced distractions that I can usually avoid at conferences. Working in a UK time zone (two hours behind Cyprus) meant I missed the initial sessions of each day. As is often the case, it was difficult to decide which sessions to attend. In this review I will be discussing a selection of those sessions that I attended.

The first symposium I attended was themed around the antecedents of stress and wellbeing. Maria Charalampous presented work on the continuing development of Grant's (2019) measure of E-Work Life. Thomas Rigotti presented a weekly diary study that showed how social support was evaluated (as sufficient, available, and helpful) added incremental validity to predicting emotional exhaustion, compared to simply measuring the extent of social support. I found this an interesting presentation in terms of suggesting alternative approaches to measuring an important construct. Cleo Varianou-Mikellidou presented a study on work ability and ageing, noting that there is no "typical" older employee. Pekai Li presented a longitudinal study on perceptions of demands in the form of challenges and hindrances. Of particular interest was that Li identified patterns of workers with positive and negative views of demands, and that over time positive workers were more likely to shift to a negative view than vice

versa. Cristina Quinones's presentation was on the topic of compulsive internet usage and romantic partner conflict. She reported two intervention studies, which suggested that a brief mindfulness intervention comprising 10 minutes per day for two weeks could improve romantic relationship satisfaction. The final session in this block was presented by Ulrica von Thiele Schwarz, on the topic of directors' motivations for engaging with health and safety. This was interesting, given that the focus in OHP is often on employees. Motivations for engagement comprised a variety of reactive and proactive reasons; von Thiele Schwarz commented that the challenge was not whether directors wanted to engage with H&S, but whether there were competing demands that pushed H&S down the agenda – with implications for the ability of those lower in the hierarchy to engage with H&S.

In the midst of taking a break, I managed to attend part of a poster session. This was rather fortunate, as I was able to see Ella Hatton's literally award winning presentation on exposure to violence and life satisfaction in clinical staff. Interestingly, there did not appear to be a link between the two, which Ella observed may have been due to participants' accepting risk of violence as part of the job.

I next attended the Healthy Healthcare symposium chaired by Annet de Lange and Kevin Teoh. First, Annet de Lange presented a longitudinal study suggesting that future time perspective was associated with greater vitality and work ability in older workers. Considering the need to respond to an ageing workforce, I thought this was a really useful finding.

Next, Asta Medisauskaite presented work on an intervention targeting physicians' mental health stigma, which appeared to have its main impact through challenging assumptions and promoting self-compassion. Next, Kevin Teoh reflected on an organisational intervention. Time was a key theme, due not only to the challenges of speaking with busy professionals, but also the impact of the pandemic in pushing non-emergency work to one side. Kevin also discussed the importance of our role in "selling" interventions to organisations as evidence-based.



A highlight of the second conference day was the Division of Occupational Psychology symposium, chaired by Roxane Gervais. Kirsty Lauder discussed work from her PhD thesis, comparing online advice on adjustments for workers with ADHD with the scientific evidence base. Kirsty reported that guidance was often centred on the individual rather than adjusting the work environment (or how work was performed), that the evidence base was often deficit rather than strengths-focused, and that online advice was not produced by writers with expertise in ADHD. Following this strong start, Gail Kinman discussed the newly emerging work lives of digital nomads, who take advantage of technology to work anywhere in the world, often while travelling. While her interview participants had positive things to say about their working lives, Gail's study clearly dispelled any romantic notions of lounging by a swimming pool. Indeed, Gail's participants generally believed that due to the precarious nature of the work (and Wi-Fi!) most people would likely leave this working life after 1-2 years. The next presentation came from Alan Redman's work on cycle commutes to work. Although cycling has health and environmental benefits, Alan's participants were primarily motivated by a sense of enjoyment and feeling good, which may have implications for how cycling is promoted. Shafag Garayeva discussed positive thinking from a critical perspective, drawing on a qualitative study. A key message of this presentation was that much research is needed simply to provide conceptual clarification. Last, but not least, Roxane Gervaise presented on the topic of sleep and wellbeing. Far from being a minor consideration, Roxane noted that poor sleep quality cost economies billions, e.g. due to poor decision making. Roxane's cross-sectional survey and longitudinal diary study suggested that quality of sleep matter more than quantity, although she noted that future work would have to disentangle the relationship between quantity and quality. Hassles and uplifts also

impacted job strain, showing that the little things each day do make a difference.

For the sake of word count, I will discuss one last symposium, on the topic of burnout. Sofia Oliveira presented a meta-analysis of social and emotional learning interventions (SELI), which she found enhanced personal accomplishment, but not the other dimensions of burnout. Lara Solms presented a study on the use of coaching as an intervention on physician burnout. Interestingly, while those receiving coaching experienced reductions of burnout symptoms, they also had initially greater levels of burnout than those participating in the control condition. Evie Michailidis presented work on psychological contract breach and burnout, which suggested that embitterment (an emotional state reflecting feelings of betrayal, being let down, etc.) was a key mechanism in the relationship. Unfortunately, while there were a number of interesting sessions scheduled in this symposium I was unable to see any more presentations due to other commitments.

The above is a sample of what I experienced at the EAOHP conference. As with any good conference, it left me with food for thought, ideas for future research, a list of people I simply had to "meet" – things that would fall under the less human phrase, "continuing professional development." It was wonderful that the conference could proceed despite the circumstances, but the quality of speakers did leave me wishing that we could all have been there in person to really enjoy the experience.

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Election results - Outgoing/incoming Committee

The EAOHP Executive volunteer for a four year term, and can serve two terms maximum in a specific role. The elections for the new Executive Committee took place in early 2020.

While handovers are normally carried out during the EAOHP Conferences, due to the ongoing pandemic and online conference held in September, the formal handover will now happen at the face-to-face meeting in Rome (June 2021). In the meantime, both the outgoing and incoming committee are working during this transition period.



The outgoing/incoming committee is as follows:

Role	Outgoing Committee	Incoming Committee (2020 – 2024)
President	Sergio Iavicoli (INAIL, Italy)	Stavroula Leka (University College Cork, Ireland)
Past President	Tom Cox (Birkbeck, University of London, UK)	Sergio Iavicoli (INAIL, Italy)
Finance Director	Stavroula Leka (University College Cork, Ireland)	Aditya Jain (University of Nottingham, UK)
Executive Officer	Aditya Jain (University of Nottingham, UK)	Kevin Teoh (Birkbeck, University of London, UK)
Membership Officer	Cristina di Tecco (INAIL, Italy)	Cristina di Tecco (INAIL, Italy)
Chair, Education Forum	Birgit Greiner (University College Cork, Ireland)	Birgit Greiner (University College Cork, Ireland)
Chair, Research Forum	Karina Nielsen (University of Sheffield, UK)	Annet de Lange (HAN University of Applied Sciences, Netherlands)
Chair, Practice Forum	Peter Kelly (HSE, UK)	Jo Yarker & Rachel Lewis (Birkbeck, University of London, UK)
Publications Officer	Sue Cowan (Heriot-Watt University, UK)	Juliet Hassard (University of Nottingham, UK)
Conference Chair	Luis Torres (University of Nottingham, UK)	Luis Torres & Miguel Muñoz (University of Nottingham, UK)
External Relations	Gail Kinman (Birkbeck, University of London, UK)	Peter Kelly (HSE, UK)

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 Juliet Hassard (Incoming Editor) to discuss your ideas. See the back page of this Bulletin for her contact details.

Providing Support to the Partner in Times of Work Stress: A Challenging Task for Dual-Earner Couples.

by Cyril Chariatte

This research was awarded the Best Poster Prize at the 13th European Academy of Occupational Health Psychology Conference in Lisbon, 2018.

Cyril Chariatte, PhD student in Organizational Psychology at the University of Neuchâtel (Switzerland), supervised by Dr. Laurenz L. Meier, is dedicated to research on how to deal with work-related stressors and what effects they have on wellbeing and behaviour in the private domain, for example interactions with close ones. The emphasis of his stress-coping research is on social support.

Couples in which both partners work are nowadays no longer a rarity and thus shape the landscape of today's working world. While dual-earner couples not only take on different roles according to their work or private environment (Geurts & Demerouti, 2003), it is also characteristic of such dual-earner couples that their lives are strongly interwoven as they try to deal with both their own stress and that of their partner (Revenson, Kayser, & Bodenmann, 2005).

It is well known that work stress in particular is brought home and influences one's own behaviour and thoughts towards close ones, like the intimate partner. For example, it has been shown that work stress brought home not only increases aggressive behaviours towards the partner (Frye & Karney, 2006), but also reduces the willingness to offer support to him or her (Neff & Karney, 2009).

Countless studies point to the beneficial effects of social support on wellbeing, which is why it has rightly established itself as a key concept in the literature on coping with daily hassles. Although social support as an effective coping strategy for dual-earners has thus been widely studied, previous research has focused mainly on outcomes rather than on the antecedents of providing social support (Verhofstadt, Ickes, & Buysse, 2010). For years there has been a call for more recent findings on supportive behaviours in working couples and on factors impacting the provision of support, which remains largely unanswered (Falconier & Kuhn, 2019; Park & Fritz, 2015; Verhofstadt, Buysse, & Ickes, 2007). Therefore, a deeper understanding of the interplay of how dual-earner couples deal with mutual (work) stress is still needed (ten Brummelhuis, Haar, & van der Lippe, 2010).

To gain new insights into the support behaviour of dual-earner couples, Bodenmann (1995) introduced the concept of dyadic coping and extended previous conceptualizations of social support to the dyadic level with his Systemic Transactional Model (STM) of dyadic coping. As the intimate partner in a relationship develops a sense of mutual needs, which is less the case with, for example, colleagues or superiors (Coyne & DeLongis, 1986), this illustrates the importance of joint interaction in the perceptual processes between partners. Thus, dyadic coping differs from established social support in that the motivation to support the partner lies in promoting the wellbeing of the working partner and in maintaining the homeostasis of the relationship (Bodenmann, 1995). If one notices that the partner is stressed, he or she will be motivated to support her or him in order to foster the wellbeing, although one's own resources may be reduced by one's own stressors (Bodenmann, 2005). According to this STM model, a partner A evaluates on the one hand how stressors of partner B influence him, and on the other hand which resources are available to him to provide support to the stressed partner B. These perceptual processes result in emotional, instrumental or dysfunctional support behaviour towards the partner.

Furthermore, dual earners are exposed to a particular burden, because they have to cope not only with the demands of work and private life (Story & Repetti, 2006) but also with the partner's stress (Revenson et al., 2005). Providing support poses a particular challenge for working couples while the partners have limited resources at their disposal. One's own resources (e.g., sense of intimacy with the partner) play a role that should not be ignored, as they are a prerequisite for giving social support. While stressed partners who are supported both emotionally and instrumentally can build up more resources to cope with stress (Halbesleben, 2010), the provider must generate the required resources to give the necessary support. Thus, both partners play the role of provider and receiver in this interplay of resource build-up and more research is

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still needed to investigate this interaction.

Another aspect that is discussed in this context is whether women and men differ in providing social support. A closer look at the findings to date reveals a disagreement in this field of research. Although more evidence tends to suggest that women give men both more qualitative and quantitative support (Cutrona, 1996), current findings do not always agree. Various studies show that women often give more emotional support to the stressed partner and that they are also more receptive to their partners' emotional experiences (Jensen, Rauer, & Volling, 2013). In this sense, further research suggests that stressed men give less support and show more dysfunctional coping towards their partner (Taylor, 2002). However, more recent findings suggest that the methodology used to study support behaviour is related to the results found: While laboratory and self-report studies increasingly find differences in support provision behaviour, these

results tend to disappear in observation and field studies. The question should now increasingly be when, and less how, women and men support each other in the event of stress (Neff & Karney, 2005). Due to the evolution in the social gender image of men and women, a change in behaviours of men and women is quite likely. Whether women give better support and whether both genders are equally skilled is a myth or a fact, this question is still open.

These thoughts resulted in a paper for my PhD on Stress and Coping, for which I am currently in the writing process and which I had the honour of being awarded the Best Poster Award during the 13th EAOHP Conference in Lisbon. After additional studies on work stress and coping outside of working hours, I am now devoting these last months of my PhD to finalizing the thesis. I am looking forward to new career challenges and would be pleased about opportunities for collaboration.

Society of Occupational Health Psychology Updates

Planning for the 2021 Conference on Work, Stress, and Health is underway! Of course, we are hoping for a live, in-person conference so we can be together in Miami, Florida in November 2021. Needless to say, safety will be a top priority in determining the conference format. The Call for Papers will be out soon. EAOHP members should watch the SOHP social media feed for the latest on published research and members in the news. You can find us on Facebook (@SOHP1) and Twitter (@SocietyforOHP). Check out the options for becoming an International Affiliate Member or International Student Affiliate Member on our website at <https://sohp-online.org/membership/membership-categories/>. Members enjoy direct delivery of our newsletter, the Journal of Occupational Health Psychology, and Occupational Health Science.



Call for Book Reviewers

EAOHP is looking to expand our team of book reviewers. There are a number of benefits to becoming a book reviewer, including:

- access to the latest books, allowing you to keep up to date with your areas of practice, education and/or research, or simply those that interest you most;
- getting your name known in relevant circles;
- expanding your CV;
- and you get to keep any book that you review!

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 Editor, Gail Kinman (g.kinman@bbk.ac.uk) with details of your interests.

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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

Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice, Volume 3 (2014-2015).

A biennial series published by Wiley-Blackwell on behalf of the European Academy of Occupational Health Psychology and the Society for Occupational Health Psychology. Available from the Wiley-Blackwell websites and through large online retailers including Amazon.



the Occupational Health Psychologist

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 Incoming Editor:**

Juliet Hassard: Juliet.Hassard@nottingham.ac.uk

The Occupational Health Psychologist Editorial Team:

Juliet Hassard (Incoming Editor) is Assistant Professor of Occupational Health Psychology at the University of Nottingham.