Is it harmful to promote optimism?

Perspectives from Brazil: OHP in Practice, Firefighters’ Mental Health and the Brumadinho Disaster
Welcome to our second and final Bulletin of 2019!

It’s hard to believe it’s nearly conference time again, but it is! We therefore begin this issue with an update on arrangements for the 14th EAOHP conference, which will be held in April in Nicosia next year. If you haven’t yet attended one of our conferences, please do consider joining us this time around. Whether you are a student, practitioner, educationalist or researcher, there is always something for everyone.

In Academy News, we are delighted to share with you some excellent news about two individuals who are very closely associated with the Academy. Norbert Semmer, an EAOHP Fellow, and Aditya Jain, our Executive Officer, were each presented with an award at the recent Work, Stress and Health conference in recognition of their significant contribution to OHP.

The benefits of possessing high levels of ‘positive’ psychological ‘characteristics’, such as optimism, are often promoted in the research literature, as well as literature aimed at practitioners. Our Research in Brief article, written by Shafag Garayeva, however, takes a closer look at, and unpicks the relationship between individual levels of positive psychological characteristics and their outcomes, with some interesting findings.

In our Focus on Practice feature, Alina Gomide Vasconcelos and Eduardo de Paula Lima describe their work as practitioners in the fire service in Brazil. They also describe and reflect upon their involvement in the aftermath of the Brumadinho dam collapse.

Thanks to Kevin Teoh for providing a synopsis of papers published in the most recent issue of our partner journal, Work & Stress.

Finally, we are grateful to Karina Nielsen and Birgit Greiner for providing updates on the Research Forum and Education Forum, respectively.

As always, please do remember 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.

The holiday season will soon be upon us. Whether you celebrate or simply take a well-earned break from work, we wish you all the very best, and look forward to seeing you in April in Nicosia next year. In the meantime, we hope you enjoy this issue.

Sue Cowan, Editor
On behalf of the Editorial Team
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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)

**Abstracts received**

The EAOHP Cyprus 2020 conference received over 460 abstract submissions and more than 30 symposium proposals. We aim to let those who have submitted abstracts/proposals the outcome of the peer-review process during the first week of December.

**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](http://www.eaohp.org/prizes-and-awards.html)

**Delegate registration**

Delegate registration is now open!

**Conference dinner**

Dinner arrangements and venue will be announced on our website in early December. Please consider that dinner tickets are limited, so do not forget to stay tuned and book in advance.

**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.

**For more information**

Visit our conference website at: [http://www.eaohp.org/conference.html](http://www.eaohp.org/conference.html)
Academy News

Awards for EAOHP Fellow and EAOHP Executive Officer at the 2019 Work Stress and Health Conference

EAOHP Fellow Professor Norbert Semmer received the Lifetime Career Achievement Award at the 2019 Work Stress and Health Conference, which took place in Philadelphia in early November. This award honours researchers and practitioners whose careers are characterized by a series of distinguished contributions that have significantly advanced the field of occupational health psychology. Prof. Semmer, who was awarded the EAOHP Fellowship in 2012, is Professor Emeritus for the Psychology of Work and Organizations at the University of Bern Switzerland, and is recognised internationally as one of the leading scientists in research on occupational health psychology. His outstanding contributions to OHP in the area of stress and emotions at work concern (a) the demonstration of adverse health effects of performing illegitimate tasks in organisations (‘offense to self’), and (b) evidence of the critical role of teamwork in medical emergency. Moreover, he has set internationally recognised standards for research on organisation-level interventions. Prof. Semmer’s international impact on research (several thousand citations) and practice in his field is based on the continuously high theoretical and methodological quality and originality of his work.

At the same conference, Dr Aditya Jain was awarded the Early Career Achievement Award in recognition of his contribution to OHP research and practice, particularly in relation to policy development. Dr Jain is Associate Professor in Human Resource Management at Nottingham University Business School, and Head of its HRM Division. Since 2012, he has been the Executive Officer of the European Academy of Occupational Health Psychology. He was one of the lead researchers of the PRIMA-EF (Psychosocial Risk Management – European Framework) policy programme, taking leadership in relation to work on corporate social responsibility and standardisation. Aditya is also co-author of several guidance documents for the European Commission, an example is an interpretative document of European Union legislation and its application to mental health in the workplace, written in 2014. This document is used widely in all EU member states to clarify employer responsibilities. He has published a number of papers in leading journals such as Work & Stress, Safety Science and the Journal of Business Ethics, among others. He is Associate Editor of Safety Science and co-editor of a book series on ‘Aligning Perspectives on Health, Safety & Wellbeing’ for Springer. Last but not least, since 2006, Aditya has been instrumental in the growth of EAOHP. First, as conference chair, he successfully led the organisation of several EAOHP conferences. Since taking over as Executive Officer, EAOHP conferences have grown both in numbers and quality. More importantly, Aditya has established robust systems and processes within the Academy to ensure its continuing success and development.
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.

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**EAOHP Elections**

Elections for the EAOHP Executive Committee will be organised in March 2020. Only members of the European Academy can take part in the election. Any member can nominate themselves for the following positions:

1. President
2. Conference Chair
3. External Relations Officer
4. Membership Officer
5. Finance Director
6. Chair of Education Forum
7. Chair of Practice Forum
8. Chair of Research Forum
9. Publications Officer

Nomination forms and additional information will be sent to all EAOHP members with details of the roles and responsibilities for each position. Completed nomination forms must be returned by email to Dr Aditya Jain (Aditya.Jain@nottingham.ac.uk), outgoing Executive Officer, and Dr Kevin Teoh (k.teoh@bbk.ac.uk), incoming Executive Officer, EAOHP, who will act as the returning officers for the election.

The deadline for nominations is: **Monday 6th March, 2020**.

Voting will take place from Monday 16th March to Friday 27th March 2020, for positions where more than one nomination is received. Ballot papers will be sent to all members by email and must be returned by the voting deadline (by email or post) to be counted. The results will be declared on 30th March 2020 and the new committee will take over at the EAOHP Cyprus 2020 conference.
Positive thinking and wellbeing, or why it may be harmful to promote optimism – an integrative review

by Shafag Garayeva

Positive Thinking (PT) is defined as experiencing and expressing positive thoughts, and suppressing negative thoughts and fears (Ruthig, Holfeld, & Hanson, 2012). It has a strong presence, and is promoted in popular and practitioner literature (e.g. Biswas-Diener & Dean, 2007; Blanchard, Lacinak, Tompkins, & Ballard, 2003; Fairley & Zipp, 2010; MacDonald, 2017; Quilliam, 2008), HRM consultancy, and organisational discourses (Collinson, 2012; Ehrenreich, 2009; Fineman, 2006; Lee, 2017). It is commonly regarded as vital for health and wellbeing, a view that is mainly based on the evidence from Positive Psychology suggesting the benefits of positivity constructs, such as positive affect, emotions, attitudes, and happiness (Fredrickson, 1998; Fredrickson & Levenson, 1998; Layous, Chancellor, & Lyubomirsky, 2014; Lyubomirsky, King, & Diener, 2005; Tugade, Fredrickson, & Barrett, 2004; Veenhoven, 2008).

Longitudinal studies in health and educational settings, however, report on negative consequences of PT. For example, excessive positivity in thinking about one’s future was associated with a greater risk of disability and mortality over the next 10 years (Lang, Weiss, Gerstorf, & Wagner, 2013). Excessive PT about the future was associated with a greater risk of disability, mortality, illness, and unhealthy behaviours over time (Dillard, Midboe, & Klein, 2009; Ferrer et al, 2012). Foreseeing a positive outcome of an exam was related to less happiness upon receiving results, and PT and positive fantasies predicted depression in students, and resulted in low energy as measured by physiological and behavioural indicators (Greenaway, Frye, & Cruwys, 2015; Kappes & Oettingen, 2011; Kappes, Oettingen, & Mayer, 2012; Oettingen, Mayer, & Portnow, 2016; Sweeny & Shepperd, 2010). In sum, there is a contradiction between the evidence on effects of positivity constructs, used for justifying the promotion of PT, and the findings of health, social, or general psychology studies, which have flagged negative consequences of PT in the longer term.

No review has so far 1) attempted to examine the effects of PT on wellbeing; and 2) sought to integrate findings from subdisciplines of psychology on the relationship between PT and wellbeing. However, given the discrepancy in findings, and thus the uncritical promotion of PT, integration appears imperative, in order to develop a more accurate and nuanced understanding of the relationship between PT and wellbeing. This review responds to calls for the need for a more balanced investigation of positive phenomena (Aspinwall & Tedeschi, 2010). Specifically, it focuses on PT, and aims to integrate existing knowledge drawn from sub-disciplines of psychology on the relationship between PT and wellbeing, and to identify further implications for research and practice.

Findings

Eighty-one papers were included in the review. Findings were grouped into three themes: 1) conceptual confusion around PT, 2) the relationship between PT and wellbeing (its direction, character, sustainability, and mechanisms), and 3) the distinction between positive and negative thinking (Figure 1).

The review revealed a lack of a clear definition of PT and a variety of ways in which it is operationalised. Since the majority (94%) of papers operationalised PT as optimism, the initial focus of the review shifted to examining the relationship between optimism and wellbeing. However, PT and optimism are distinct constructs, whereby PT is a regulation of thoughts, while optimism is a cognitive bias (Kahneman, 2011; Sharot, 2011).

Figure 1. Themes of findings

1) Conceptual confusion around PT
   - Direction of causality unknown
   - A symptom of well-being
   - Not always positive
   - Biased information-processing
   - Decline in long term
   - Defensive coping
   - Mechanisms
   - Mediators
   - Contextual variables
The literature was supportive of a relationship between optimism and wellbeing. However, the evidence did not demonstrate a clear direction of causality, suggesting that wellbeing, particularly physical wellbeing, can predict optimism too, especially in the long term. It demonstrated that the relationship between optimism and wellbeing wanes over time and, in certain conditions, such as depression or cancer, it can become negative in the long term. The studies reviewed pointed to biased information processing of wellbeing/health-related stimuli by optimists, and the probability of a defensive origin to optimism, which may have a negative long-term impact on wellbeing. A range of other constructs contributed towards wellbeing to a greater extent than optimism, or mediated the relationship between optimism and wellbeing. These related to cognitions, resources, skills, support, and activities, such as self-efficacy, resilience, social support, flexible goal adjustment, and engagement in meaningful activities.

The evidence suggests that rather than leading to wellbeing, optimism may be indicative of it. This is consistent with previous research viewing optimism as “part of a general disposition for wellbeing” (Kahneman, 2011, p. 255) and “an indicator of a healthy mind” (Schwarzer, 1994, p. 174). Finally, the evidence suggests that positive and negative thinking are distinct constructs and not opposite ends of a single scale.

Implications for research and practice

Future research needs to bring clarity to the conceptualisation and operationalisation of PT, and to avoid operationalising it as optimism. Only 5% of the studies reviewed were conducted in organisational settings, which demonstrates a need for a proper investigation of PT in organisations. The findings caution against promoting PT without understanding contextual and situational factors. The findings stress the importance of acknowledging the biased nature of optimism, and hence maintaining it at moderate levels to avoid detrimental effects on health and wellbeing. While increasing levels of optimism may improve momentary wellbeing, probably through creating perceptions of better wellbeing (Schou, Ekeberg, & Ruland, 2005), in order to achieve sustainable wellbeing, it may be more effective to develop conditions to nurture those constructs predicting wellbeing to a greater extent than optimism. The evidence suggests that increasing levels of PT will not result in the decline of negative thinking, which needs to be measured and addressed separately.

References


Ruthig, J. C., Holfed, B., & Hanson, B. L. (2012). The role of positive thinking in social perceptions of cancer outcomes. Psychology & health, 27(10), 1244-1258.


Shafag Garayeva
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Alina Gomide Vasconcelos and Eduardo de Paula Lima reflect on their experience as psychologists in the Brazilian fire service, the differences between Europe and Brazil and their role in the tragedy of the Brumadinho dam collapse.

Could you tell us something about your current employment? What are your key responsibilities?

Eduardo: We are both psychologists with Minas Gerais Fire Department, in Minas Gerais state, Brazil. Our main responsibility is to provide mental health care for firefighters working in the city of Belo Horizonte. Currently, I work at the Firefighters’ Academy, the training school for all firefighters from Minas Gerais state. As the Academy’s psychologist, I work directly with recruits in initial training and with experienced firefighters in complementary training. I provide clinical support, do periodical psychological assessments, carry out group interventions, offer mental health education, and develop academic research.

Alina: My main activities are similar to those cited by Eduardo (individual and group interventions, and academic research), but I am based in an operational unit. In other words, I provide mental health care and work-related interventions for firefighters who face traumatic events on a daily basis.

What are some of the work initiatives/projects in which you have been, and are currently, involved?

Eduardo: As psychologists in the Fire Department, we are involved in projects where we integrate health care, health education and academic research. In these areas, we develop projects to contribute to firefighters’ health and wellness. For example, the main institutional initiative of the Minas Gerais Fire Department is an active health surveillance programme called the Occupational Health Programme (OHP). The programme involves organisational health psychologists, occupational physicians and dentists. All firefighters are assessed every 24 months. We both participated in the development of the protocol used to generate systematic information about physical and mental health. We know that exposure to occupational stressors in the fire service increases the chances of accidents and mental health problems. Therefore, we provide education about mental health and use screening instruments to assess exposure to stressful life events, work-related trauma, and to assess symptoms of common mental disorder and post-traumatic stress. Firefighters who report high scores on these instruments are required to undergo a psychological assessment interview. If necessary, the firefighter is temporarily removed from risky activities, and referred for psychotherapy and psychiatric evaluation.

Alina: Another important project— our main academic project at the moment— is the Firefighter Longitudinal Health Study (FLoHS). FLoHS aims to better understand the dynamic relationships among individual, operational (traumatic) and organisational risk factors in the development of post-traumatic symptoms and other mental health problems in firefighters. Data collection was launched in 2014 and two cohorts are participating: Cohort 2014 (N=593 firefighters) and Cohort 2017 (N=501 firefighters). The third cohort is scheduled to be assessed in February 2020 (Cohort 2020 (N=500). Participants are assessed in the first week of their training and follow-up assessment waves are completed every 24 months. We expect FLOHS to provide important epidemiological information regarding work and mental health in the emergency services.

How did you first become interested in occupational health psychology?

Eduardo: My interest in occupational health psychology arose from my work with the Minas Gerais Fire Department. My initial educational background was in clinical psychology, but in 2004 when I started my career with the Fire Department, I experienced a series of challenges that could not be met with the tools of clinical psychology alone. The most important was the need to address organisational stressors, in order to promote firefighters’ mental health. Therefore, I directed my training to occupational health and started a PhD in Public Health, with a project on organisational and operational stressors, and post-traumatic stress.
symptoms among firefighters. The way I see it, this was a watershed in my career, since it opened up opportunities for me to work on different fronts in the Fire Department, including the integration of professional practice and academic research.

Alina: I became interested in occupational health psychology when I was in college and had the opportunity to do internships in this area. During my Master’s, I developed a project about the capacity of psychological tests to predict workers’ occupational performance. When I started my career with the Minas Gerais Fire Department in 2012, I realised that occupational health psychology would allow me to integrate my academic interests and institutional demands. So here I am.

What is your educational background, and what if any, previous relevant work experience have you had?

Eduardo: I am a psychologist (2003), with a Master’s in Psychology (2005) and a PhD in Public Health (2013). Before working with the Fire Department, I was a trainee psychologist in a public hospital doing psychological assessment and providing mental health care to neurological patients. It was my first experience integrating practising and academic research, which I intend to continue to do all my career.

Alina: I first studied management (2001) and then psychology (2006), followed by a Master’s in Psychology (2009) and a PhD in Neuroscience (2012). I have experience as an occupational health psychologist in the private sector, and as a lecturer and researcher in psychological assessment and psychometric techniques.

What are the biggest challenges for you as an OHP practitioner?

We guess one of the biggest challenges that we deal with as OHP practitioners in the Fire Department is managing the working culture related to the consequences of work-related trauma exposure. Firefighters are used to being exposed on a daily basis to a wide range of traumatic events from the nature of their work in the emergency sector. For example, natural disasters, traffic accidents, people with severe injuries, and the death of emergency workers. Because of this regular exposure, they do not easily recognise the mental health consequences of the day-to-day exposure to traumatic work-related situations that is intrinsic to their work.

Our current OHP focus is on firefighters and developing health psychological prevention and health education at the institutional level. Among these practices, firefighters need to recognise the importance of managing work stressors to prevent/reduce traumatic reactions, and to help them to recognise and cope with them. Our interventions are done to improve operational training and to strengthen the social support network.

In what direction do you see OHP practice going in the future?

Work is changing all around the world. Contingent work arrangements and other precarious conditions are already a focus in both public health and occupational health psychology. The social protection that offered a protective cushion in times of crisis and recession is changing as well, even in countries where a more generous welfare state has been built.

In Brazil, we are facing several reforms. First, a labour reform - the possibility of outsourcing and intermittent contracts has been expanded and unions have been weakened. Second, a broad pension reform, which means workers will need to work longer to retire. More recently, the government decided to tax unemployment compensation, reducing the benefit amount. In the public sector, an ongoing administrative reform proposes a reduction in working hours and salaries. Altogether, this new scenario creates insecurity for all workers and their families. And how does insecurity affect mental health, social support and work-life balance, including for those in secure jobs? We think these concerns are important worldwide, not only in Brazil, and will continue to be the focus of OHP in the future.

Last year you had an opportunity to take a 9-month sabbatical in the United Kingdom and in Portugal, including attending our last EAOHP conference in Lisbon. Was there anything that struck you about the field of OHP in Europe that might be different to Brazil?

In 2018, we both undertook a postdoctoral fellowship at the Centre for Sustainable Working Life at Birkbeck, University of London, under the supervision of Professor Tom Cox. It was an exciting academic experience for us. This gave us the time to develop our ongoing research projects at the Minas Gerais Fire Department (FLoHS) and to participate in many academic activities, including exchanging experiences with researchers who also study emergency workers.
We also visited a Fire Academy and operational units of the Fire and Rescue Service in the United Kingdom, where we learnt about their occupational health actions.

We returned to Brazil more matured as OHP practitioners and researchers. The partnership with Professor Cox’s team yielded good results, including presentations about FLoHS at the 13th European Academy of Occupational Health Psychology Conference (EAOHP, 2018), and other papers being prepared for joint publication.

We were struck by the perception of OHP development which has similarities between Europe and Brazil. We recall, for example, an interview that Professor Almuth McDowall (Birkbeck, University of London) did with the Guardian newspaper about UK teachers’ working conditions. We were able to discuss with her the negative psychosocial aspects she mentioned in the interview and were struck by the many similarities with recent research on Brazilian teachers. In the end, it seemed to us that academic research in OHP could benefit from learning from and collaboration with different parts of the world.

What advice would you give to someone looking for their first job as an OHP practitioner?

We think that working in the OHP field requires knowledge that interfaces with other areas, such as health and the humanities disciplines. For example, it is important for an OHP practitioner to know how to identify work stressors, and the main approaches to describe and analyse them. It is also important that they know how to look for current references and critically analyse what is produced in OHP. However, although a good theoretical and methodological background is necessary, knowing how to talk to professionals with different backgrounds is essential.

Our experience shows that much of our day-to-day work involves explaining to others what we can do, and the benefits of particular lines of OHP actions. In short, our advice is that a person looking for their first job as an OHP practitioner should invest in their background, but do not underestimate the importance of knowing how to translate what they know to non-practitioners.

In January this year, we saw some shocking images when the Brumadinho dam collapsed, which led to widespread devastation and the death of at least 250 people. The Minas Gerais Fire Department was heavily involved in the search and rescue process and were on scene for a very long time. Both of you were on scene supporting the firefighters. What was that experience like for you personally?

Firefighters arrived on the frontline of Brumadinho city hours after the Vale dam collapsed (25th of January 2019). We and other healthcare professionals arrived there on the 28th of January. During the incident, more than 400 individuals lived or were working around the dam. The deaths of at least 256 people were confirmed, 192 were rescued alive, and 14 are still missing. Today (the 25th of November), the search and rescue for bodies and their fragments is into its 10th month and remains ongoing.

We and the healthcare team were on scene with firefighters during the first two months. Our focus was on supporting the firefighters during rescue activities contributing to their health and wellness while also being onsite. This was the first disaster incident where health professionals of the Minas Gerais Fire Department provided health assessment, prevention and care actions that were integrated into the operational work of rescue teams.

The first and routine focus of our attention was to maintain effective communication with operational managers to match healthcare offers with firefighters’ demands through daily meetings. Among our activities that we could cite is the delivery of a field hospital that has provided temporary medical, psychological and physical therapy care of acute symptoms onsite, before firefighters could be returned to work, or safely transported to more permanent facilities. We also held small group discussions of firefighters from different Brazilian states to clarify questions on a variety of topics regarding health. These included possible impacts of work-related disasters and traumatic reactions, protective and risk factors associated with the mental health of workers, and recommendations for physical health, including the decontamination process when they return from operations.

Personally, this experience was challenging and required the abilities we developed throughout our professional lives. Making ourselves heard by operational managers, as occupational health psychologists in an unstructured disaster scenario, with so much death and social pressure, was proof of the importance of our work.
within the institution. It was also an experience that pushed us to the limit considering the burden of long working hours and dealing directly with the tragic death of so many people. In the end, we felt that we were strengthened as individuals, and as a team.

**Professionally, how was it for the firefighters on the frontline involved in search and rescue? Were you concerned about any particular issues and what could you do to help?**

Most of the firefighters, whether they were involved in activity planning, or directly involved on the frontline, experienced the disaster as an opportunity to use their skills, to test themselves and to provide meaningful help to others. They considered themselves as active participants in this type of incident, since they are professionally trained to rescue by taking action. This level of preparedness is fundamental to protect their mental health.

However, the firefighters here are continuously exposed to the threat of death or serious injury every time they leave basecamp. Our main concerns were about three points that we negotiated daily with the operational managers: (i) the risks of biological and chemical contamination by mud tailings (firefighters crawled in the mud during the first months of operation), and their concerns about their own health; (ii) the importance of establishing a work schedule to reduce time exposure to the mud and the disaster environment, as well as to allow physical and mental recovery of firefighters through social support from family and friends; and (iii) the implications for the firefighters’ ability to remain resilient in the face of traumatic events of greater magnitude than those experienced in their daily work.

**What happens next for these firefighters? Is there a longer-term plan in how they might need to be supported?**

The work of firefighters at the disaster site was restricted to 21 days (3 cycles of 7 days). After this period, they are no longer designated to perform activities in Brumadinho. Therefore, most of the firefighters are now returning to their routine activities. After the return to their units, firefighters received health information, including a schedule of medical exams to monitor infectious diseases and heavy metal contamination. Mental health care will now continue to be primarily carried out by our Occupational Health Programme. We have developed a specific protocol on exposure to dam-related situations for those who have been to Brumadinho. Our goal is to avoid mental health problems, and if necessary, to indicate proper treatment to firefighters. We understand that such a measure is necessary after exposure to a traumatic event of high magnitude such as the Brumadinho disaster.

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**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](https://twitter.com/eaohp)
- Our Facebook Page: [EAOHP](https://www.facebook.com/EuropeanAcademyOfOccupationalHealthPsychology/)
- Our LinkedIn Group: [European Academy of Occupational Health Psychology - EAOHP](https://www.linkedin.com/group/?inviteCode=EA024)

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](https://twitter.com/search?q=%23EAOHP&src=hash)

You can also feed into the wider occupational health psychology discussion by using the hashtag [#OHPsych](https://twitter.com/search?q=%23OHPsych&src=hash)
Effort-reward imbalance and work-home interference: A two-wave study among European male nurses
By Gorgievski, Van der Heijden & Bakker

This one-year follow-up study among male nurses from seven European countries tested the validity of the Effort-Reward Imbalance model and found that effort was positively related to exhaustion and work-home interference, both simultaneously and over time. Lack of reward predicted increased exhaustion at follow-up, but effort-reward imbalance did not influence the outcomes. Additionally, Time 1 exhaustion predicted increased work-home interference and exhaustion at follow-up. These results do not support the ERI model, which postulates a primacy of effort-reward imbalance over main effects. Instead, the findings are in line with dual path models of job stress and work-home interference.

When antecedent becomes consequent: An examination of the temporal order of job dissatisfaction and verbal aggression exposure in a longitudinal study
By Andel, Pindek & Spector

This paper examined the temporal direction of the relationship between verbal aggression exposure and job satisfaction. Using emergency medical professionals who completed surveys across three time points, the results suggest that job satisfaction may serve as a predictor of verbal aggression exposure, rather than a result within high stakes environments such as the emergency medical services.

Identity and stress: An application of the expanded model of organisational identification in predicting strain at work
by Ciampa, Steffens, Schuh, Fraccaroli & van Dick

This study explored the extent to which organisational identification and other expanded forms of identification predict employee strain. Results showed reliable interactions for ambivalent, neutral identification, and disidentification on both exhaustion and ego depletion. The study found a significant moderation by ambivalent identification for exhaustion but not for ego depletion.

Work-related episodic memories can increase or decrease motivation and psychological health at work
by Philippe, Lopes, Houlfort & Fernet

Using two studies, the researchers examined how unique and time-specific work life events, encoded as episodic memories, can influence employee motivation and psychological health at work, as a function of how these events are recalled having been experienced in terms of need satisfaction. Results revealed that need satisfaction in self-defining work-related memories, was associated with self-determined motivation and indicators of psychological health at work, over and above demographics (age, sex, weekly hours worked, education) and general perceptions of need satisfaction at work. Moreover, it predicted increases in self-determined motivation and in work satisfaction and decreases in burnout over two years.

Doctors’ perceived working conditions and the quality of patient care: A systematic review
by Teoh, Hassard & Cox

This systematic review examined the evidence on the relationship between the working conditions perceived by doctors and the quality of patient care. Drawing on the findings from 21 studies from six countries, the researchers queried how quality of care is constructed and measured, as the presence of these relationships varied by the outcome measure used. The reviewed literature reflects a lack of theoretical underpinning and consideration of the mechanisms underlying pathways between doctors’ perceived working conditions and quality of care.
Contemporary discussions around health and wellbeing have increasingly recognised the importance of sleep as a (if not the) vital part of self-care. The bestselling book “Why we sleep” by Matthew Walker played a significant role in raising awareness on the importance of sleep, and bridging the gap between science and public dissemination.

Following on from that book is “The Business of Sleep” by Vicki Culpin, which offers a more practical book on how sleep is related to the world of work. The book, therefore, has particular relevance to researchers and practitioners who are interested in understanding sleep in the work context. The book covers broadly three main themes: (i) how sleep happens; (ii) how sleep impacts the workplace; and (iii) what can be done about it.

The introduction sets the scene of how, as a society, we are not getting sufficient sleep (which refers to between 7 and 9 hours a night, for a working adult). It then provides an overview of the two basic sleep mechanisms, process S and process C, as well as the different stages of sleep.

This is followed by the first part of the book, which focuses on the consequences of poor sleep. Specific chapters describe how sleep impacts on work through memory, decision-making, creativity, physical health and mood. For example, sleep deprivation among senior leaders involved in the launch of the space shuttle Challenger led to poor decision-making, and the subsequent destruction of the shuttle. Similarly, experimental studies show that after a night’s sleep, participants were able to problem-solve mathematical puzzles, supporting the notion that we should “sleep on it”.

The second part examines the causes of poor sleep and provides techniques for improving poor sleep. Here, the focus is on environmental (e.g., technology and temperature), psychological (e.g., insomnia and intrusive thoughts), physiological (e.g., caffeine, exercise and shift work) factors. Each section is clearly separated with a focus first on the impact that these factors have on sleep, followed by tips, tools and techniques to try.

While the effects of alcohol and caffeine as factors that impair sleep are well known, exercise can be both a benefit and a hindrance. This means that when, for how long, and how hard we exercise all have an impact on our ability to fall asleep. From an occupational perspective the chapter on shift work and jet lag is of particular interest. The relationship between shift work and fatigue and poor health and performance is well established, with lack of sleep a likely factor within this. Steps to overcome this include increasing job control, napping and light exposure.

One let down of the book is that it is not clear who the exact audience of this book is and that it relies a lot on examples. It does not go into depth unpacking and explaining the studies that underpin the information in the book. Where research is reviewed it typically is more descriptive, and those who have a familiarity of the topic area or even a general interest in science may find this somewhat underwhelming. While the book likely is meant for a more general and public audience, it is at times not clear if it is targeting organisations and their leaders or individual workers.

Nevertheless, while I think that “Why we sleep” should be the starting point for anyone interested in the importance of sleep, “The business of sleep” functions well as an accompanying book to provide a more work-focused perspective—especially in relation to possible application and interventions.
**Academy Fora: Update**

**Education Forum**  
*By Birgit Greiner*

At one of the Early Career Researcher fora during the last EAOHP conference in Lisbon, the idea of creating an EAOHP Chapter for Students and Early Career Researchers was developed. Morteza Charkhabi was instrumental in driving this initiative forward, and this idea was discussed with the Education Forum Chair, and with the EAOHP Executive Committee.

We are now presenting an outline for such a chapter to be discussed at a special meeting organized by the education forum at the next EAOHP conference. In the meantime, all input and suggestions are welcome!

Obviously, such a chapter only thrives, if many are involved, and bring their enthusiasm and input to support this endeavor.

Comments and ideas to Morteza Charkhabi (University of Leuven Belgium, University of Verona, Italy) mortezacharkhabi@univr.it and Birgit Greiner (University College Cork, Ireland) b.greiner@ucc.ie.

**Research Forum**  
*By Karina Nielsen*

As we are getting ready for the EAOHP conference in Cyprus, our keynotes (Professors Paula Brough, Staale Einarsen and Paul Schulte) have been invited to organise symposia that support the topic of their keynotes. In addition, 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 statistics on the Tuesday of the conference.

Due to other commitments I will step down as Chair of the Research Committee and as a member of the Executive Committee, which leaves an opportunity open for new members.

I hope to see many of you in sunny Cyprus.

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**Upcoming Conferences and Events**

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

- 2nd Conference of the Asia Pacific Academy for Psychosocial Factors at Work  
  26 May—29 May 2020  
  Kuala Lumpur, Malaysia  

- 19th European Association of Work and Organizational Psychology Conference  
  26 May—29 May 2021  
  Glasgow, Scotland  
  www.eawop2021.org

- 33rd International Congress on Occupational Health - ICOH Congress  
  21 - 26 March 2021, Melbourne, Australia  
  www.icoh2021.org/
Call for Book Reviewers

EOHNP 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 Reviews Editor, Gail Kinman (Gail.Kinman@beds.ac.uk) with details of your interests.

Post-doctoral Research Posts at University College Cork, Ireland

Two post-doctoral research posts are being advertised to work on projects related to the international MINDUP project which is being lead by University College Cork.

MINDUP aims to improve mental health and wellbeing in the workplace by developing, implementing and evaluating a comprehensive intervention targeting both clinical (depressive, anxiety disorders) and non-clinical (stress, burnout, wellbeing, depressive symptoms) mental health issues, as well as combating the stigma of mental health. The successful candidate will work with a team of multi-disciplinary researchers and international partners.

The first position, for 48 months, is based at the National Suicide Research Foundation (NSRF) in Ireland. The successful candidate will work primarily on two work packages of the MINDUP Project that are focused on the construction industry, specifically the pilot implementation and evaluation and monitoring of the MINDUP intervention.

Closing date for applications for the first post is Wednesday 4th December 2019 at 5pm. More information is available at tinyurl.com/ujuvull. For informal enquiries on the post please contact Paul Corcoran (pcorcoran@ucc.ie).

The second post is also for 48 months and is based at University College Cork with the School of Public Health, College of Medicine and Health. Candidates should apply before 12 noon on Wednesday, 11th December 2019. For more information search "Post-Doctoral Researcher, School of Public Health, College of Medicine and Health" at http://ore.ucc.ie or contact Birgit Greiner (b.greiner@ucc.ie).

For both positions, the interviews will be held on 16 and 17th December, 2019.
SAVE THE DATE

2nd Conference of the Asia Pacific Academy for Psychosocial Factors at Work

WELLBEING VS PRODUCTIVITY: DECENT FUTURE WORK

17-18 SEPT 2020
KUALA LUMPUR, MALAYSIA

Call for Papers: 1 Nov 2019
Registration Opens: 15 Nov 2019

More information: www.apapfaw.org

or Contact:
Dr. Dui Pei Boon (peiboon@sunway.edu.my);
Loh May Young (may_young.loh@mymail.unisa.edu.au)
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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