



Occupational Health Psychologist

Incorporating the Newsletter of the Academy

A publication of the European Academy of Occupational Health Psychology

Europe's leading body for individuals and institutions with an active involvement in the research, professional practice and education in occupational health psychology

Volume 1, Issue 1

Spring 2004

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Editorial

Welcome to the first issue of the *Occupational Health Psychologist*, a new publication of the European Academy of Occupational Health Psychology. It seems that the spring months have provided the Academy and its contributors with renewed energy! With a splendid lead from Jonathan Houdmont, the Academy's Executive Officer, and Scott McIntyre (Instituto Superior da Maia), the preparations for our next annual conference are well underway. Oporto 2004 promises to be another successful event and one we very much hope you will be able to attend (see page 10 for conference registration and submission information).

As you may notice from the new title, the newly formed Editorial team has also been busy rejuvenating the Newsletter. Over the last three months, the team has been consulting with Academy members to establish how the Newsletter could be enhanced to reflect the areas of expertise within our expanding membership base. This has been a challenging and exciting exercise and we hope that our new format accurately reflects your needs and interests as members. The new *Occupational Health Psychologist*, incorporating the Academy Newsletter (up to Vol. 4, Winter 2003) has been assigned an International Standard Serial Number (ISSN), which can be found in the top-right hand corner of this page.

As we move the publication forward, we hope to provide a showcase for the very best work within the areas of OHP research, education, and practice. We are developing a new format that is designed to allow OHP researchers and practitioners to publicise

their work, to report on new developments, and to share expertise and experience. It is hoped that the new sections within this new format (see below) will demonstrate the diversity of work within OHP, and help to promote OHP as a discipline.

We are delighted to be able to launch the new title with a special issue on workplace bullying. The *OHP Research* section features three papers that together provide a thought provoking overview of the causes and consequences of bullying at work. In addition, Andrew Arthur provides an informative insight into how occupational health psychologists view mental health problems in the workplace.

We would also like to direct your attention to the new section entitled "*OHP World*". This section provides an OHP resource detailing up-to-date information about conferences and workshops around the globe. Many thanks to Annet de Lange for taking the lead on this section, and for locating a diverse range of events to spark our interest.

In forthcoming issues we are planning to include additional sections, including *Business Briefings* - a section to provide institutions, companies, or individuals with a platform to discuss ongoing work; *Up & Coming Research* - a section to showcase new projects and emerging ideas; *Membership News* - highlighting key achievements of EA-OHP members, and profiling new members; and *Advertisements* - to provide you with an opportunity to advertise academic & professional training courses and job vacancies. We would be delighted to receive any contributions from you for these sections of the magazine (see page 13 for submission information). We very much hope that the new format inspires you to use the magazine to publicise your work, and to share ideas with fellow occupational health psychologists.

It remains for me to extend a warm thanks to all those who have contributed to this first issue of the *Occupational Health Psychologist*.

Joanna Pryce

On behalf of the Editorial team

Disclaimer

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



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Academy Publications

The Occupational Health Psychologist

Published three times per annum
ISSN 1743-16737 (Online)
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Work & Stress

The Journal of the EA-OHP. Published quarterly in association with Taylor & Francis
ISSN 0267-8373

Annual Review of Occupational Health Psychology

ISSN 1473-0200
Comprises the proceedings of the EA-OHP annual conference. Previous editions may be ordered at a cost of £25 per copy or £100 for the entire back catalogue. The catalogue consists of Lund (1999), Nottingham (2000), Barcelona (2001), Vienna (2002) and Berlin (2003).
Copies may be ordered from Jonathan Houdmont at jonathan.houdmont@nottingham.ac.uk

Europe's leading body for individuals and institutions with an active involvement in the research, professional practice and education in occupational health psychology



The beautiful city of Oporto is the venue for the 6th EA-OHP conference (24-26 November 2004). See page 10 for registration and submission information

Workplace Bullying

When Whistleblowing Leads to Bullying at Work

By Stig Berge Matthiesen (Associate Professor), Univeristy of Bergen, Norway

Whistleblowing can be defined as the act that takes place when an employee is witnessing wrongdoing in the work place (e.g. unethical conduct, corruption, violence or bullying against others, criminal acts etc.) from a fellow employee or a superior (or a group of employees or superiors), and he or she then tries to stop the wrongdoing by informing a leader or someone who is in the position to stop the wrongdoing. This telling about the wrongdoing may be done internally or externally. In the whistleblowing literature it is common to differentiate between whistleblowing and informing. A whistleblower does not take action with the intent to promote their own career ambitions. Blowing the whistle concerns important ethical or societal issues, and the whistleblower may feel that he or she does not have the conscience to just keep quiet. Lives may be lost, serious pollution may get out of control, human rights may be seriously violated, or the company may get liquidated, if someone does not take action. On the other hand, if you want to get even with your colleague, or express something negative about him or her to your boss, then you act as an informer, not as a whistleblower. Many, including those in the judicial system, find it difficult to differentiate between acts of whistleblowing and acts of informing. Mixed cases may of course also exist.

Some whistleblowers are rewarded, and gain career promotion. An example of this happened when 3 middle managers were appointed as "name of the year" in USA in December 2002 by Time Magazine. They had reported severe corruption (in the World Com and Enron companies) or criminal neglect (in the FBI system after the 11th of September) to their superiors, in order to stop the wrongdoing. First they were ignored, but they never gave up. However, some whistleblowers experience the opposite of being rewarded. Ingratitude is the way of the world, they realised instead. Some whistleblowers are exposed to severe bullying after they blew the whistle. They can be met with severe intra group or career sanctions that may lead to major health problems, even to symptoms of PTSD. A typical way of punishing or sanctioning a whistleblower is to meet him or her with tough ostracism, to completely isolate the person from others or from work tasks. Many of whistleblowers are simply sacked from their job, or their work contracts are not renewed. They may even experience that rumours about this "disloyal" worker are spread around, to other companies as well, making it extremely difficult for the person who blew the whistle to obtain another job.

One of the whistleblowers I met as part of my job as a researcher and counsellor in the field of occupational health psychology, Mr. X, worked as a prison officer in a sub-unit of a major prison. In this job he was confronted with many episodes of unethical or criminal acts conducted not by the prisoners, but by his fellow prison officers. A relatively influential group of his colleagues constituted the problem. The organizational culture of the unit, with e.g. severe corruption, was in his opinion out of control. At least this was what he realized after several years with gradual decline of the general professional conduct in the ward. He found this negative development impossible to tolerate. When Mr. X took action and informed the management of the prison, he was treated as a Judas or traitor, not only by his fellow colleagues, but also by the union representatives.

He was then socially isolated, being transferred to another job as an industrial guard in the prison system without being asked about his own opinion. In his "new job" he would not have any regular contact with any colleagues or inmates, as a "persona non grata". When he was met with the impact of all the sanctions imposed upon him, he suffered a nervous breakdown. The break down turned into a long lasting sick leave. After some years, with several episodes of successive long term sick leave, he was granted disability benefit. After some of his old mental strength had returned, he took his case to the court, but lost.

As part of the judicial process, Mr. X was tested extensively by various psychological tests (MMPI-2, SCL-90, GHQ-30, among those) by 2 expert witnesses (I was one). We, as expert witnesses, also conducted several interviews with him. The psychological tests all revealed the same picture. Mr. X suffered from severe mental health problems (depression, anxiety, concentration difficulties, and bizarre imaginations, among others). About 18 months after the trial ended his case was taken to the appeal court. The story repeats itself – he loosed again. Did his mental health further deteriorate after such an experience? About 2 months after the last court trial, Mr. X ,went through the same kind of psychological screening. All tests revealed that he had recovered his mental strength, quite contrary to my expectations in advance. Mr. X's own explanation was that even if he lost the court trials, and even after being out of working life against his own will, he had been able through this process to achieve a kind of psychological redress. The judicial process, and all the people he had been in contact with therein, gave him access to extensive moral and social support, he claimed. Suddenly Mr. X was heard and understood by his surroundings. He was no longer confused. Thus, Mr. X now recognized the interconnection between the various things that had occurred in relation to him blowing the whistle. Sense of coherence, shattered assumptions being recovered, cognitive dissonance being replaced by cognitive consonance, are but some of the psychological processes that may explain why Mr. X recovered.

In sum, exposure to bullying and harassment may be the consequences of blowing the whistle on your colleagues or your organization. This may be the case, in particular, in organizations that lack experience with how to handle whistleblowing. A defensive reaction when someone blows the whistle is to "kill the messenger", instead of preventing or interfering with the alleged acts of wrongdoing. Poor leadership skills should also be considered as an important intermediate factor when whistleblowing ends with bullying. Usually, the leader will have a (high) work task orientation, combined with a minor (low) level of people orientation. Hence, many whistleblowers may realize that they may be exposed to strong work place sanctions following whistleblowing, such as severe ostracism or even risk of losing their job or any positive or meaningful parts of their current job. Such an unfair and destructive process must be prevented. Still, as seen in the presented case, some of the bullied whistleblowers are able to maintain their mental health irrespective of this, and they may recover. The case of Mr. X may illustrate this. Psychological redress may constitute an important explanation of such mental recovery. As occupational health psychologists, we may have a role to play in that respect.

Victimisation from Bullying at Work: We Need to Understand the Process

By Ståle Einarsen (Associate Professor), University of Bergen, Norway

& Stig Berge Matthiesen (Associate Professor), University of Bergen, Norway

This article describes the typical course of events in cases of long term bullying at the workplace. It is based on more than 10 years of experience of research and counselling with Scandinavian victims of bullying. I am sorry to tell that it is a rather depressing story, where I have met the same destructive pattern again and again; victims who are severely traumatised both by the behaviour of colleagues and supervisors and by the lack of support and justice by the organisation. Furthermore, the natural stress reaction of the victim is seen as something that may justify the behaviours of the perpetrators and is used against the victim by the organisation. Although depressing as the story may seem, it is important to know this process in order to be able to help and support those targets of bullying that we may meet in our role as occupational health psychologists. By the term bullying I here refer to long lasting cases of aggression directed towards an employee who is singled out and victimised at work, be it by colleagues and/or managers.

A range of studies have shown that such exposure to bullying at work is related to a range of negative health consequences in the target. When working with victims of long-term bullying, what strikes you most is in fact the intense and pervasive health problems they display. Although research on bullying at work still is in its early phases, comparable conclusions seem to be drawn from all research findings: Exposure to systematic and long-lasting verbal, non-physical, and non-sexual, abusive and aggressive behavior at the workplace causes a host of negative health effects in the target. Although single acts of aggression and harassment do occur fairly often in everyday interaction, they seem to be associated with severe health problems when occurring on a regular basis. To be a victim of intentional and systematic psychological harm by another person, real or perceived, seems to produce severe emotional reactions such as fear, anxiety, helplessness, depression and shock. Such victimization seems to change the individual's perceptions of their work-environment and life in general to one of threat, danger, insecurity and self-questioning, which may result in pervasive emotional, psychosomatic and psychiatric problems.

Bullying at work is long-term aggression, mostly of a subtle and psychological nature, directed towards a person who is not able to defend himself in the actual situation, leading to victimisation of this person. However, bullying seems not to be an either-or phenomenon, but a gradually evolving process, often triggered by a work-related conflict. During an escalating conflict a person may acquire a disadvantaged position, and may gradually be the subject of highly aggressive behaviour by colleagues or shop-floor management. These aggressive behaviours may be quite a number of different activities used with the aim, or at least the effect, of persistently humiliating, intimidating, frightening or punishing the victim. During the early phases of the bullying, the victim is subjected to aggressive behaviours that are difficult to pinpoint by being very indirect and discrete. Later on more direct aggressive acts appear. The victims are clearly isolated and avoided, humiliated in public by being the laughing-stock of the department and so on.

In the end, both physical and psychological means of violence may be used. As the conflict escalates, the frequency of the attacks also becomes more frequent and harsh, and after some time the victims are attacked on a weekly or even daily basis. The stigmatising effects of these activities, and their escalating frequency and intensity, makes the victims constantly less able to cope with his or her daily tasks and the co-operation requirements of the job, thus becoming continually more vulnerable and «a deserving target». As long as a victim is recognised as such, most organisations will probably take action, or the victim will at least experience substantial support from other organisation-members. What makes bullying especially difficult to handle is that the victims in many cases are not necessarily believed and supported when making a complaint. It is typical that upper management, union representatives, or personnel administration accept the prejudices produced by the offenders, thus blaming the victim for their misfortune. Third parties or managers seldom acknowledge the harm done to the victim as in fact bullying and harassment, but rather as a no more than fair treatment of a difficult and neurotic person. In an Irish study by Mone O'Moore and colleagues among 30 victims of bullying at work, 24 of them took their case to the Personnel Department. However, only three of them were satisfied with the outcome of this strategy.

Expulsion of the victim is therefore a common solution in many cases, be it long-term sick leave, no work provided (but still employed), relocation to degrading tasks or plain notice. Due to Scandinavian legislation, the latter is however seldom applicable. At this stage, many victims are seriously ill and may be required to seek psychiatric treatment. However, they seem to be incorrectly diagnosed by professionals receiving diagnoses such as paranoia, manic depression, or character disturbance (Leymann, 1996). Many victims experience a lack of support from the organisation, the union, or health-care personnel as a kind of secondary victimisation that considerably contributes to their feeling of helplessness and despair.

In a situation as that described above, it is of great importance that the victim is supported and understood when approaching e.g. an occupational health psychologist or other counsellor. To meet someone who understands the process of victimisation from bullying at work may in itself be a therapeutic experience. It may be the first opportunity the victim may have to qualify his or her experience and to make any sense out of such a disturbing and unreal experience.

For those who are interested in more information about bullying and its treatment you will find this in a new edited volume by myself, Helge Hoel, Dieter Zapf and Cary Cooper called "Bullying and emotional abuse in the workplace: International perspectives in research and practice".

Workplace Bullying among Business Professionals: Prevalence, Gender Differences, and Organisational Politics

By Denise Salin, Swedish School of Economics and Business Administration, Helsinki, Finland

Workplace bullying can be defined as repeated and persistent negative behaviour towards one or several employees, which involves a power imbalance and results in a hostile work environment. As studies have shown that bullying can have severe negative consequences both for the health of victims and bystanders and for the bottom-line of organisations, bullying has been receiving increasing attention.

This article presents the results from a study on workplace bullying among business professionals in Finland. In particular, the study aimed to study the prevalence of bullying, gender differences in bullying and the relationship between bullying and organisational politics. The study was conducted in cooperation with the Finnish Association of Graduates in Economics and Business Administration and both quantitative and qualitative data were collected.

Prevalence

In the present sample 8.8% classified themselves as bullied. However, as many as 24.1% reported that they had been subjected to at least one of 32 negative acts included in the Negative Acts Questionnaire (Einarsen & Hoel, 2001) on at least a weekly basis. In particular, the respondents reported that they had been given tasks clearly below their level of competence, that information had been withheld, which had affected their performance, that they had been given tasks with impossible targets and deadlines, and that their opinions and views had been ignored. As for the non-work related items the most frequently reported items were being ignored or excluded and having rumours and gossip spread about themselves.

Gender Differences

The results also showed that there were significant gender differences. Whereas 11.6% of the women classified themselves as bullied, the same was true for only 5.0% of the men. In addition, women reported somewhat higher exposure rates to most of the predefined, negative acts.

What is more, written stories by male and female business professionals were analysed to study differences in how men and women explain and make sense of bullying. Women were in general more willing to write about their experiences and also seemed to report "less serious" bullying episodes, whereas the stories of men were typically limited to very severe and longstanding conflicts. In addition, men tended to focus on work-related negative acts, whereas women emphasised non-work related acts. What is more, men tended to explain bullying in terms of victim characteristics, whereas women emphasised perpetrator characteristics and characteristics in the work environment.

Organisational Politics

Several studies have been undertaken to examine the relationship between bullying and the work environment. In this study the focus was on the relationship between bullying and organisational politics. The results revealed that there was a positive correlation between a high degree of perceived organisational politics and bullying. In addition, the written stories revealed that bullying was sometimes used as a means for getting rid of colleagues or subordinates who were considered threats or burdens or otherwise "undesired".

Conclusion

This study showed that bullying is a wide-spread problem among professionals and that a high education does not provide a shield against negative behaviours. In addition, the study revealed some of the particular features of bullying among business professionals. First of all, in the male-dominated business world gender differences seem to be more strongly emphasised than in previous studies on bullying in the Nordic countries. Secondly, in the highly competitive business world bullying sometimes seems to be a deliberate, competitive strategy. These findings also have implications for managers. For example, both managers and HR professionals need to be aware of how current organisational practices and gender stereotypes may favour men and put women in both more exposed and vulnerable positions and how men and women may interpret the same acts differently. What is more, as bullying sometimes seems to be used as a competitive strategy, it is important for managers to ensure that employees do not gain by using bullying tactics and that the reward system does not even indirectly encourage bullying.

References:

Einarsen, S. & Hoel, H. (2001): The Negative Acts Questionnaire: Development, Validation and Revision of a Measure of Bullying at Work. Presented at the Tenth European Congress on Work and Organizational Psychology: Globalization - Opportunities and Threats. Prague, Czech Republic.

For additional information please see:

Salin, D. (2001): Prevalence and forms of bullying among business professionals: a comparison of two different strategies for measuring bullying. *European Journal of Work and Organizational Psychology*, 10 (4), 425-441.

Salin, D. (2003): Bullying and Organizational Politics in Competitive and Rapidly Changing Work Environments. *International Journal of Management and Decision-Making*, 4 (1), 35-46.

Salin, D. (forthcoming): The Significance of Gender in the Prevalence, Forms and Perceptions of Workplace Bullying. *Nordiske Organisasjonsstudier (Nordic Organization Studies)* or contact the author: denise.salin@hanken.fi

Workplace Bullying: News from the Conference Circuit

By Duncan Lewis, Head of Strategy and Business Information, Business School, University of Glamorgan, Wales

The Workplace Bullying research arena has recently seen two conferences / symposia geared up to deal specifically with this important organisational problem.

The 11th European Congress on Work and Organisational Psychology in May 2003 saw a specialist symposium organised by Duncan Lewis of the University of Glamorgan and Andreas Liefoghe of Birkbeck College, University of London. The symposium entitled "BULLYING AT WORK: Process, Content and Context" was one of the biggest at the Congress with fifteen papers presented. The success of the symposium could be seen by the number of delegates in attendance, many of whom stayed for the day-long event. Papers were presented covering diverse issues, such as voice and social constructionism, whistle blowing and the impact on bullied victims, shame and guilt as a consequence of bullying, leadership and bullying, and reasons why organisational strategies to deal with bullying often fail. The symposium clearly demonstrated a further evolution in the field of workplace bullying research by the spread and depth of the papers being presented. With nearly a decade of experience of EAWOP symposiums on bullying at work, the 12th EAWOP Congress in Istanbul in 2005 bodes well for the future of workplace bullying research.

In June 2003, Wales' first Workplace Bullying conference took place. Chaired and organised by Duncan Lewis of the University of Glamorgan Business School, the day-long Cardiff-based conference saw a specific focus on workplace bullying in the NHS and Social Services. With nearly 100 delegates from across the UK and eight speakers, the event was a big success. Topics included: work and job design and their impact on the bullying environment (Andy Liefoghe); organisational and personal impact of bullying (Helge Hoel); bullying among junior doctors (Professor Elisabeth Paice); trade unions and bullying (Jon Richards – UNISON); the law and bullying at work (Mick Antoniw – Thompsons); and the future for bullying at work research (Charlotte Rayner). Conference chairman Duncan Lewis said "the success of this event is likely to lead to more specific conferences and seminars focussing on specific employment sectors and on specific issues such as training and evaluation". Duncan is already planning a regional conference for North Wales to take place sometime in 2004.

Finally, readers who have a specific interest in workplace bullying are reminded of a major conference on this topic, taking place in June 2004 in Bergen, Norway. Interested parties are asked to contact Professor Stale Einarsen of the University of Bergen (Stale.Einarsen@psysp.uib.no).

STOP PRESS!

ABSTRACT SUBMISSION PERIOD – EXTENSION

6th Conference of the European Academy of Occupational Health Psychology
24-26 November 2004
Oporto, Portugal

In response to overwhelming public demand, the Scientific Committee is offering a two-week extension to the abstract submission period. **The new deadline is MONDAY 14 JUNE 2004.**

A vast number of high quality submissions have been received. The extended submission period reflects a desire to enable the participation of a wide range of researchers, practitioners and educators from across Europe and beyond who have expressed an intention to be present.

A degree of flexibility exists in the conference timetable for integration of additional submissions. However, once full, further submissions cannot be considered, so contributors are encouraged to submit as early as possible.

What do OHPs Think about Mental Health Problems in the Workplace

By Andrew Arthur, Consultant Clinical Psychologist for Right Corecare, UK

We are pleased to announce that long-time Academy Member Andrew Arthur had agreed to take up the Chair of the Academy's Practice Forum that exists to promote professional practice in OHP. The next meeting of the Practice Forum will take place on Wednesday 24 November 2004 at the EA-OHP conference in Oporto. Attendance from all delegates with an interest in practice issues is warmly welcomed.

In the following article, Andrew discusses practitioner perceptions of mental health problems in the workplace.



During the Vienna EA-OHP Conference 2002 a colloquium was held on mental health problems in the workplace (Arthur, 2002), and participants and conference delegates were invited to take a questionnaire survey on its causes and treatments. The results of the survey are presented here and provide an interesting insight into the attitudes of occupational health psychologists (OHPs) on this topic. Forty-five questionnaires were distributed and 26 (58%) were completed and returned at the conference.

In a recent review of the work-related mental health and stress literature (Arthur, In Press) six factors emerged as important in understanding the problem and form the basis for the structure of the questionnaire:

1. The causes of work-related mental health problems
2. Relative importance of different professions in tackling it
3. Role of social & economic factors
4. Importance of different treatment services
5. Whose responsibility it is
6. What should be done

The questionnaire allows respondents to rank their opinions on the relative importance of items within each of these six areas. For example, when asked whom they believe is responsible for causing these problems they can rank from 1 (highest) to 6 (lowest): organisations, individuals, governments, economies, society, or work groups. In this case the highest ranking for responsibility was given to organisations, economies, and work groups with government and society the lowest. The role of individual responsibility in causation is in the middle ranking. This appears to reflect the importance OHPs attribute to the context in which individuals work and probably differs from the more individualist view that might be taken by clinicians (e.g. clinical psychologists, counsellors, psychiatrists).

Indeed this was confirmed with the results for the *causes of problems* factor where the items ranked highest were work and organisational difficulties; nevertheless the contribution of personal and relationship problems were identified as high. Significantly, physical and mental illness, and addiction were considered low causes, but without a proper assessment awareness of their role may not be fully appreciated.

Continuing the theme of causes, when given the opportunity to evaluate the broader issues that might cause mental health problems, employers' unrealistic demands and capitalist social systems received the highest ranking, and socialist systems received the lowest. Nevertheless, it should be remembered that in his examination of the effects of 'emotional labor' Hochschild suggests socialist systems can also be exploitative in nature (1983).

On the question of who is responsible for tackling work-related mental health problems OHPs ranked their profession, organisational/occupational psychologists, and human resources the most important. The clinical professionals (clinical psychology, medicine, psychiatry) were considered less important, which might reflect the preventative versus treatment emphasis in occupational health psychology.

What should be done? Greater awareness by employers, improved job design, the education of society, and training managers were highly ranked, but government initiatives, involvement of trades unions and providing more counsellors were seen as less important.

Overall the results of the survey suggest OHPs rate more highly preventative measures over individual solutions and see themselves as key players in these initiatives. Individual clinical services and their providers, the government, and trades unions are not seen as very relevant. Interestingly the desire of individuals to materially improve their standard of living is not considered a major cause of work-related mental health problems. However, UK research suggests that many employees and their partners consider the long hours culture and its detrimental physical and psychological effects on individuals and families an acceptable cost for material improvement (Arthur, In Press).

Because the opinions of those who experience, study, and treat work-related mental health problems contributes to understanding and defining the problem it would be interesting to employ the questionnaire to compare the attitudes of other groups (e.g. clinicians, researchers, managers and employees). It is likely that different ranking patterns would emerge from these groups reflecting different definitions, solutions and understandings of the problem of work-related stress and mental health problems.

References

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- Arthur, A. R. (In Press). Work-related stress, the blind men and the elephant. *British Journal of Guidance & Counselling*.
- Hochschild, A. (1983). *The Managed Heart: Commercialization of Human Feeling*. Berkeley, California: University of California Press.

Note

The questionnaire, results and the actual rankings are available by email from the author Andrew Arthur: andrew@aarthur.fsnet.co.uk

News from the Academy

Website Discussion Boards Launched

Exciting new developments in the form of online discussion boards on the Academy website have been launched to coincide with the publication of this issue of the Occupational Health Psychologist. All members of the Academy are invited to register to use the two discussion boards, one of which is reserved for dialogue amongst members on matters specific to education and training in occupational health psychology and the other for issues of general relevance to the discipline.

Education Forum Discussion Board

The Education Forum pages of the Academy website have been designed as a vehicle for information sharing and communication among the Academy members as well as a tool for widening access to occupational health psychology education and training resources. The long-term objectives for the Education Forum pages, as set out by the Working Group established at the Vienna 2002 conference, were to create a resource that: lists the main occupational health psychology providers and available courses at the European and international levels; provides essential occupational health psychology resources (such as key publications and documents); provides relevant news items; and hosts a discussion board.

We are pleased to announce that the last of the aforementioned objectives has now been achieved with activation of the Education Forum discussion board. It is anticipated that this facility will be used by members interested in education and training in OHP for the sharing of ideas, good practice and furtherance of the objectives for education in the discipline as set out in the previous issue of this newsletter (pp.4-7). Academy members with an interest in education in occupational health psychology are encouraged to register and try out the facility.

General OHP Discussion Board

A second discussion board has been activated for the discussion and debate of general issues of relevance to occupational health psychology. This board can be accessed by clicking 'discussion board' on the left of screen navigation bar within the Academy website. Please use this discussion board for topics of a general nature and don't be reluctant about initiating discussions! It is anticipated that the board will develop into a valuable facility for the sharing of information and furtherance of the discipline of occupational health psychology. The field can only evolve through those with an active interest engaging with one another, debating the next steps and together making tentative moves towards the future. The more people who interact with this process, the sooner the aspirations of the Academy and its members will be realised!

Using the Discussion Boards

Members who wish to contribute to discussions on either board first need to register. Navigate to the 'discussion board' link on the left side of page and choose a username and password. To activate the registration enter 207 in the user ID box and click 'register'. Once registered, the discussion board can be accessed using only the username and password. It is also possible to create a personalised signature that is attached to each message posted by clicking on 'edit profile'. Upon registration with one board, users are automatically registered with the other. Therefore, if registered with the Education Forum discussion board, there is no need to register a second time to contribute to the general discussion board, and vice versa. The discussion boards are intended for use by Academy members only. Please report any abuse of the facility using the website feedback form. Enjoy your discussions!

EA-OHP Membership Developments

If you are not already a member of the EA-OHP now is the time to consider applying! Many exciting developments are taking place in occupational health psychology, driven by the EA-OHP. The Academy is the voice of occupational health psychology in Europe. It is the only European organisation dedicated to representation of the discipline on a national, continental and international stage. The Academy passionately supports the pursuits of its members in research, practice and education that have as their guiding objective the improvement of occupational health through application of psychological principles.

Benefits of Joining

There are many advantages to becoming a member of the EA-OHP. Some are financial, such as the significant reduction available on subscription to the international journal *Work & Stress*, others relate to the opportunity afforded by membership to shape the development of the discipline of occupational health psychology. Whatever the motivation for joining the Academy, members can be assured of joining a fraternity of researchers, practitioners and educators who possess a passion for improving working life through the application of psychological principles. Membership benefits include:

- discounted individual subscription to the international scientific journal *Work & Stress* (offered at £50/€73 per annum rather than the full individual subscription of £113/€170).
- The *Occupational Health Psychologist*, the Academy's magazine, carrying information about the Academy, its development and activities, a correspondence section, and short scholarly articles of relevance to the Academy's involvement in education, research and professional practice.
- 10% reduction on registration fees for EA-OHP conferences
- Access to restricted areas of the EA-OHP website and web-based discussion boards
- Voting rights, to shape the development of the EA-OHP (full members only)

Becoming a Member

There are two ways to join the Academy:

- a. Attend Conference – annual membership subscriptions are incorporated into the delegate fee of the Academy's annual conference. Upon registering for conference, new members are sent a membership application form to be returned to the membership officer for consideration by the Membership Committee, which meets monthly. Membership is not granted automatically by virtue of conference attendance; it is imperative that candidates return the membership application form for consideration!
- b. Electronically – Individuals not attending the annual conference, or wishing to join mid-year, may apply for membership by completing the membership application form, which can be downloaded at www.ea-ohp.org/Membership/index.asp. Annual membership begins 1 January. New members, who join during the year rather than through conference attendance are subject to a variable fee schedule (available on the website).

Membership Growth

The growth over the last year in the number of Full and Affiliate (student) Members is encouraging. It is heartening to see that many new faces are joining the Academy from across Europe. Concurrent to this has been the increasing number of calls for the Academy to officially recognise OHP courses and qualifications. Means of formal accreditation are being investigated by the Executive Committee. There is still much work to be done in engaging those working in Eastern Europe with the Academy's activities. To this end, the Executive Committee recently commissioned Academy member, Scott McIntyre of ISMAI in Portugal, to explore opportunities and means for broadening the Academy's constituency, with particular emphasis on Eastern European and student members. Scott will present his report and recommendations at November's Portugal conference.

The number of Fellows of the Academy is also increasing year on year. Fellowship of the Academy is awarded on the basis of a recommendation by two full members to the Membership Committee and awards are made at the annual conference. At the 2003 Berlin conference, three fellowship awards were conferred. The exceptional contributions of Johannes Siegrist and Lois Tetrick to OHP were recognised and Andre Bussing, past Vice President of the Academy, was posthumously inaugurated. Watch out for further awards during the President's closing speech in Portugal next November.

Please spread the word about the EA-OHP throughout your professional networks and encourage colleagues to join. As the discipline of OHP evolves it is important that membership grows accordingly if the Academy is to be at the forefront of developments and provide a voice for the discipline on an international stage.

Oporto Conference Update



The 2004 conference of the EA-OHP is to be held in the beautiful Portuguese city of Oporto. If you haven't already, be sure to enter the dates, 24-26 November, in your diary. Preparations are well underway for both the social and scientific dimensions of the conference that promises to build on the exceptional standard set at previous conferences. As an added bonus this year, for the first time since the 2001 Barcelona conference, delegates may not need to arrive equipped with winter clothing!

Accommodation & Registration

A special room rate has been negotiated for delegates staying at the Sheraton hotel, the official conference hotel (see <http://www.ea-ohp.org/oporto2004/Registration/index.asp> for booking details). The Sheraton will exist as the social hub of the conference. It will also be the departure point for transportation to the conference venue if construction works on the metro system that is due to open late summer 2004 fail to be completed by November! Several other hotels in the city also offer good off-peak deals. Be sure to visit www.ea-ohp.org/oporto2004/Registration/index.asp to download the delegate registration form. Forms received prior to 1 October incur a fee reduction and special rates are available for postgraduate students and Eastern European colleagues.

Social Events

A number of social events are being organised for delegates in the beautiful and historic town of Oporto. These include the obligatory Port wine tasting and a formal conference dinner in the famous Taylor's Port wine caves. Other activities will be confirmed nearer to conference. The city council are providing a tourism representative for the duration of the conference, who will be happy to advise on and arrange excursions.

Scientific Programme

The 2004 conference is reverting to a 3-day programme that will permit a less hectic and more balanced schedule of oral and poster presentations, workshops and symposia. It will also enable time to be allocated on the Wednesday to meetings of various groups. The conference organisers are delighted to announce keynote presentations from several eminent international speakers including Michiel Kompier (University of Nijmegen), Peter Chen (Colorado State University) and Teresa Mendonca McIntyre (University of Minho). Further information on keynote speakers and details of the three-day programme can be found at <http://www.ea-ohp.org/oporto2004/Programme/index.asp>

Getting There

At the time of writing relatively inexpensive flights to Oporto are available from a variety of European departure points. Delegates are advised to capitalise on the availability of cheap flights by booking as soon as possible.

Submissions

The deadline for submissions is 14 June 2004. Papers received after this date cannot be considered, so please ensure that abstracts and submission forms reach the Scientific Committee by the deadline. Already a number of papers, workshops symposia and posters have been received and are currently under review by the committee. Reviewers have reported that the standard of submissions is very high; a good sign for a growing Academy.

We look forward to meeting you in Portugal for what promises to be another intellectually stimulating conference highlighting the latest developments in occupational health psychology in Europe and beyond.



OHP World

In this section we have listed a number of OHP-related events that may be of interest to our readers. Many thanks go to Annet de Lange for collating this information. Annet is Assistant Professor of Organizational Behaviour/ HRM at Vrije Universiteit, Amsterdam.

In future issues we also hope to use this section to summarise the latest news and developments from relevant organisations and bodies (e.g., WHO, NIOSH, APA etc.). A comprehensive list of upcoming events related to occupational safety and health can be found on the website of Sweden's Karolinska Institute at <http://www.phs.ki.se/occupmed/news/upcomingevents.htm>

2004

2-4 June

Galacia, Spain

3rd International Conference on Occupational Risk Prevention

http://cep.upc.es/orp2004/welcome_e.htm

6 - 9 June

Vienna Austria

7th World Conference on Injury Prevention and Safety Promotion

The Conference will include plenary sessions on topics of concern to all professions (e.g. the influence of the media on the safety of population; the role of policies and laws) and state-of-the-art presentations focusing on their respective fields. Additionally, parallel sessions which will be organised around the following conference themes:

Work Safety, Child Safety, Violence Prevention, Disaster Prevention and Civil Protection, Post Trauma Management, Traffic Safety, Suicide Prevention, Home, Leisure Time Safety, Product Safety, Sports Safety
Website: www.safety2004.info

29 June -1 July

Volgograd Russia

International Congress on "Prevention of Reproductive Health from Occupational and Environmental Risk Factors" (PROERF). Under the auspices of the ICOH Scientific Committee on Reproductive Hazards in the Workplace
Scientific Topics of the congress:

*-Reproductive health of the population_
-Reproductive health of people of high risk professions
-health of children and adolescents living in urban areas
- role of social factors in promoting and improving reproductive health of the population
- research works in the field of epidemiology and clinical evidence in risk control
-legal items of protection of reproductive health of people
-new pharmaceutical preparations and medical products their application in prevention and managing occupational and environmentally-conditioned diseases.*
Information: hygiene@bayard.ru or carpmdd@vlink.ru

11-15 July

Zurich, Switzerland

Fifth International Scientific Conference on Work-related Musculoskeletal Disorders

The Conference is organised on behalf of the ICOH Scientific Committee Musculoskeletal Disorders
www.premus2004.ethz.ch

25 - 27 July

Peppers Fairmont Resort, Blue Mountains, Australia
From Paperwork to Practice - Annual NSW Mining Industry Occupational Health and Safety Conference

The NSW Mining Industry OHS Conference is an annual event which attracts approximately 350 attendees ranging from Executive Management, safety and health professionals to mine operators.

Information: jodie@nswmin.com.au

18 - 20 August

Copenhagen, Denmark

22nd Nordic Congress of Psychology: Psychology in a World of Change and Diversity - Challenges for our Profession"

www.npk2004.org

8 - 10 October

Kitakyushu, Japan

The 6th ICOH International Conference on Occupational Health for Health Care Workers & the 24th UOEH International Symposium - The Challenges to new menaces

E-mail: jcohhw@mbox.med.uoeh-u.ac.jp

<http://www.hcw2004uoeh.jp/>

13 -15 October EPICOH 2004

Melbourne, Australia

17th International Symposium on Epidemiology in Occupational Health.

As well as a stimulating scientific program and post conference epidemiological methods course, you'll be able to sample warm Australian hospitality and our famous food and wines.

epicoh2004@med.monash.edu.au

www.med.monash.edu.au/epicoh2004

13-16 October 2004,

Modena, Italy

The Twelfth Congress of the ICOH Scientific Committee "Health Service Research and Evaluation in Occupational Health - "Towards a Multidimensional Approach in Occupational Health Service:

Scientific Evidence, Social Consensus, Human Values".

Information: www.simlii.net/ICOH2004%201st%20Annt.pdf

FEATURED CONFERENCE

24 - 26 November

Oporto, Portugal

6th Conference of the European Academy of Occupational Health Psychology - "Healthy, Efficient, & Productive Organisations"

The Scientific Committee are now accepting submissions for the Academy's 6th conference to be held in the Portuguese city of Oporto, November 24-26 2004. The deadline for submissions is 14 June 2004.

Information: www.ea-ohp.org

2005

25-27 January
Helsinki, Finland

International Conference on Occupational Health Services

The Conference aims at bringing together evidence-based scientific information, as well as evaluated and validated good practices from different sectors and disciplines of occupational health services. The themes of the Conference are basic occupational health services, service provision models, training and education, regulations and finances, changing world of work, and OHS in special sectors (i.e. agriculture, SMEs, informal sector, self-employed, high-risk groups, etc.)

taina.paakkonen@ttl.fi

<http://www.ttl.fi/OHS2005>

February 23-26
Östersund, Sweden

International Developments in Rehabilitation to Work

<http://www.vhv.mh.se/conference/>

10-12 March
Los Angeles, California

4th ICOH International Conference of The Work Environment & Cardiovascular Diseases

Website: www.workhealth.org

April 13-16

Boston, USA

2005 Society for Behavioral Medicine Annual Meeting and Scientific Sessions

<http://www.sbm.org/>

15 – 17 April

Los Angeles, California, USA

Annual Conference Society for Industrial/Organizational Psychology (SIOP)

Contact: lhakel@siop.bgsu.edu

URL: <http://www.siop.org>

April 29 – May 6

Washington, USA

American Occupational Health Conference (AOHC 2005)

<http://www.acoem.org/>

May 22-26

Ystad, Sweden

11th International Conference on Environmental Ergonomics

<http://www.eat.lth.se/ICEE2005/>

30-31 May

Finland

International Symposium of Youth and Work Culture 2005

The Finnish Institute of Occupational Health together with the association Skills Finland is organizing an International Symposium on Youth and Work Culture 2005 to be held on 30–31 May 2005 in Espoo, Finland. The aim of the Symposium is to provide a forum for the discussion of different aspects of the youth and their work culture, and to enhance co-operation and create partnerships between research, education and business establishments in this field.

Scope of the Symposium

The main themes are:

- *young workers on the labour market – policies, enforcement and safety and health at work*
- *young people entering the work life*
- *development of excellent vocational skills*
- *healthy work culture and innovativeness*
- *corporate social responsibility*
- *health and safety promotion*
- *accidents and work-related ill-health – workplace and community responses.*

18-23 September

Orlando, Florida

XVIIth World Congress on Safety and Health at Work

Information: www.safety2005.org/#www.safety2005.org

EA-OHP Conference - Beyond 2004...

Discussions are underway between the EA-OHP and potential hosts for conference locations beyond 2004. At present, there is the possibility of Italy in 2005, Helsinki, Finland in 2006 and Amsterdam, Holland in 2007. Look out for further announcements in upcoming editions of *The Occupational Health Psychologist*.

Have you ever considered hosting an EA-OHP conference yourself? Conference hosting is a hugely enjoyable and rewarding experience. Hosts work collaboratively with the Executive Committee and are fully supported throughout. If you are interesting in discussing the possibility of hosting an EA-OHP conference, please contact Jonathan Houdmont
jonathan.houdmont@nottingham.ac.uk

Submitting articles to the *Occupational Health Psychologist*

The Editorial team has provided some general guidelines for submitting articles for future issues of the magazine. It hopes to publish three issues per year, in the winter (Jan/Feb), spring (Apr/May), and summer (Aug/Sept). This does, however, depend on the willingness of the Academy's members to send in short articles to the magazine.

The Editorial team is keen to incorporate regular sections in future issues of the Occupational Health Psychologist. We hope that these sections offer a wide enough range of opportunities for our entire membership base to contribute to the magazine.

OHP Research / Practice

In this section we will include short reports of research findings and practice issues. Submissions for this section should be about 2000 words in length, including figures and references.

Business Briefings

This section will include short reviews (about 1500 words) of the work of a research institution, company, or individual.

Up & Coming Research

Recognising the need to provide an outlet for research in progress and short research updates, this section provides members with an opportunity to share their ideas and seek comment from the wider OHP support network. You can use this section to gain exposure to your work whilst preparing for publication, or for work that may not otherwise be published within the OHP domain. We would include articles of approximately 500-1000 words in this section, and would particularly welcome submissions from new researchers and students.

Membership News

From year to year, the annual conference provides a fantastic opportunity for us to all catch up on news from colleagues across Europe. There have been calls for a vehicle through which we can keep up to date with professional developments within our membership base. It is hoped that this section will provide the opportunity to share achievements such as research grants and other professional acclaims - how ever large or small.

Advertisements

You are invited to use this section to advertise academic and professional training courses and job vacancies in the area of OHP.

When submitting articles please include your affiliation and email address, a biography of no more than 80 words, and an electronic photograph (if you have one).

Please submit your articles, and any ideas or suggestions, to Paul Flaxman at P.Flaxman@gold.ac.uk

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