

the Occupational Health Psychologist



Newsletter of the European Academy of Occupational Health Psychology

Supporting research, practice and education in occupational health psychology Vol 6 Issue 1, April 2009

Next Academy conference to be held in Rome, March 2010

Building on the success of the 2008 Academy conference in Valencia, the Conference Committee is delighted to announce details of the 2010 conference. The event will take place over three days, 29-31 March, 2010, at the Pontifical Urbaniana University, Rome, Italy. Situated in the centre of Rome, adjacent to the Vatican, this prestigious venue is sure to offer an ideal location for researchers, practitioners, educators, and students to share developments in the exciting field of occupational health psychology.

Abstracts may be submitted online at www.eaohp.org between August and November 2009, and authors will receive feedback on their submissions before the year end. Please direct any suggestions for what you would like to see at the conference – both scientifically and socially - to the Conference Coordinator, Aditya Jain, at Aditya.jain@nottingham.ac.uk.

Academy subscriptions

If you have not done so already, please visit www.eaohp.org to renew your membership subscription for 2009. Note, it is imperative that subscriptions are renewed by 1st June to ensure continued receipt of the Academy's associated journal, *Work & Stress*. In light of the global recession, membership subscription rates have remained at the 2008 rate. In addition to a host of benefits, membership attracts a considerable discount on attendance at the Academy's 2010 conference in Rome, Italy. Once you have subscribed, please spread the word and encourage your colleagues and students to do likewise!



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Editorial

Welcome to the Spring 2009 EAOHP Newsletter. We once again showcase some of the current research that is being carried out within our discipline. We have news from Sweden, France and the UK making this a truly European issue!

First we are pleased to present an interview with Magnus Sverke, Chair of the Division of Work and Organisational Psychology in the Department of Psychology at Stockholm University. Magnus shares with us his experiences before he entered academia and how this has informed his subsequent research interests. We also learn about the work currently being undertaken in Magnus' Division and his vision for the future of Occupational Health Psychology.

Benjamin Sahler from the French National Agency for the Improvement of Working Conditions (ANACT Network) has written about how his agency works with employees and employers to improve working life and company efficiency. He focuses on psychosocial risk prevention, utilising a proactive 'social dialogue-orientated' approach. We learn from this article that in order for such risks to be effectively managed, it is first necessary for key players to acknowledge the existence of workplace tensions and that appropriate detection and correction methods must be put in place.

A team from the Work and Health Research Centre at Loughborough University in the UK have shared with us details of a new project entitled 'Working Late'. This project aims to address specific issues facing the older worker through four work packages that will develop, implement and assess interventions designed to promote the health and productivity of workers of all ages.

As for EAOHP news, a vacancy has arisen for a Media Officer, further details of which can be found in the newsletter. Information on the Academy's new online membership facility is also presented. In addition, we are happy to present news of the next Academy Conference which will be held in Rome, Italy, on the last three days of March, 2010.

Work & Stress is a journal that will be familiar to many of you. Tom Cox the Managing Editor and Toon Taris the Scientific Editor write about changes that are taking place on the journal, including forthcoming new submission procedures and a planned special issue on interventions. They also provide details of papers in the current issue.

We would like to thank all of our authors in this issue, who have taken valuable time to contribute to our newsletter. Those who do write for the newsletter report its value in disseminating their work. Therefore, we would like to encourage further submissions. Please see our 'Call for submissions' in the newsletter. Our next issue will be distributed in the Summer, with a further issue before Christmas.

Until next time, we hope you enjoy reading the newsletter.

Kate Sang, Editor

On behalf of the Editorial Team.

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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.

Magnus Sverke is Head of the Division of Work and Organizational Psychology in the Department of Psychology at Stockholm University, Sweden. In this interview he tells us about his route in Occupational Health Psychology and the work of his Division, and shares his vision for the future of OHP.

Magnus Sverke

How did you first become interested in occupational health psychology?

When I finished school in the late 1970s I saw work as a means to get the necessary money to live, but I was mainly interested in playing the bass guitar in my band. At that time the labour market was more favourable than it is now, so I had the opportunity to try a number of different jobs. One of my first long-term employments was as caregiver to adults with learning difficulties, and I learned a lot as a young man in a female-dominated workplace. After this, I worked in the military, in childcare and as substitute teacher for some years, and gained more experience from various occupations. In retrospect, I guess I would say my interest in occupational health issues arose over these years, and also in my role as a labour union representative at some of these workplaces. I don't come from an "academic family" so university studies was not really an alternative. However, after having worked as boat-builder for a few years, mainly in the plastics industry where the work environment was really poor, when I was 27 or 28 I decided to try higher education and promised myself I would complete my studies should I pass the first exam. I was in a work and organization program and when I met psychology I realized I never want to leave this field.

How did your Division evolve?

When I did my PhD – on the fascinating topic of members' commitment to labour unions – I was employed by the Swedish National Institute for Working Life. This was large research institute that was closed down a few years ago; I moved to the Department of Psychology at Stockholm University where I got my degree in 1995. This large department was formed in 1953. Today we have some 140 employees and some 1000 students every year. The department is organized into six divisions, and I have been the Head of the Division of Work and Organizational Psychology for a few years now. This



division is responsible for research and education at undergraduate, Master's and doctoral levels within the areas of work and organizational psychology, and we also have a central role in research methodology. The Division currently employs 4 professors, 4 associate professors, and 7 researchers/lecturers, as well as approximately 15 doctoral students/research assistants and one research administrator.

The professorship in work and organizational psychology was established in 1976. Bertil Gardell held the position until his death in 1987. His research focused on new technology and the organization of work with special emphasis on employee participation and co-determination, but he also studied the interrelationship between the work environment and stress. In 1987-1989, during the search for the next professor, Gunnar Aronsson served as a substitute professor, and his research has focused on, among other things, the organization of work, job design and employee control. The second person to hold the professorship was Gunn Johansson, who left the position in 2006 but still is active in the field. She further developed the stress research profile of the Division, but has also had an interest in general work environment issues, the meaning of work and career patterns. There are traces of all of these trends in the research that is currently conducted in the W/O Division. Altogether, around 75 PhD theses at our Department have concerned issues related to work,

organization, stress and health.

Could you describe some of the projects with which your Division is currently involved?

Our research focuses on working individuals and their contexts, especially in respect to organizational circumstances and how they relate to various trends in society in general. The balance and interaction between paid workers and their lives outside of work is one of the key topics within our research, along with stress and health, personal and occupational development, and the individual's position in the labour market. Among the most important environmental factors that receive our attention are organizational change, new organizational and employment forms, new rewards systems, and the flexibility of work.

In the W/O Division we have had several projects related to downsizing, job insecurity and temporary work. Unfortunately, these issues have become increasingly relevant in connection with the recent recession. I am currently running a project together with Associate Professor Katharina Näswall on job insecurity from a gender perspective, and two of our recently graduated researchers have a particular interest in temporary employment (Claudia Bernhard-Oettel) and employability (Erik Berntson).

Another topic that has been salient for more than a decade is the privatization of health care. I am currently involved in a project, headed by Associate Professor Johnny Hellgren, on different types of ownership in health care as related to the employees' work climate and the quality of care. "Boundary-less" work is the focus of another current project, involving among others Gunn Johansson and Gunnar Aronsson, where the deregulation of work and the blurred boundaries between work and non-work activities are studied. Another of our professors – Ingemar Torbiörn, a renowned expert on intercultural psychology – is currently developing a group studying safety culture and safety behaviour in high reliability organizations. Selection and assessment is another issue that characterizes the Division today.

On a personal note, I am currently developing a Swedish national network on work and organizational psychology. Whereas such associations exist in Europe, North America and many other countries, there is no general forum for work and organizational psychology in Sweden. A first network meeting will be held in Stockholm 28-29 September this year. In addition to presentations of papers and posters there

will be discussions concerning, for instance, the interfaces between research and education as well as between research and practice. Most importantly, the meeting will also decide whether or not to formalize the network.

Where do you see your Division going in the future?

The Division of Work and Organizational Psychology has grown substantially over the past few years. My role as division head is to coordinate research efforts, but mainly to enable the junior researchers to develop their own lines of research. In my view, the ideal situation is one in which the division is an umbrella covering several research projects, or research groups, where the staff can work in different constellations. I am doing what I can to facilitate recent graduates in getting their own research grants in order to have a wide variety of research projects running at the division. I believe that a multitude of research interests as well as a plethora of collaborations is what would make our division hopefully contribute to the literature on occupational health psychology, now and in the future.

What do you think is the most important issue facing occupational health psychologists today?

I feel those of us who call ourselves occupational health psychologists are still a bit trapped by the classical distinction between work psychology and organizational psychology. Previously, there may have been a distinction between the kind of psychology that aimed to contribute to organizational productivity, growth and vitality, and that which had a more evident worker perspective, focusing on work environmental issues, safety and health. Such a distinction, however, is obsolete. Work psychology and organizational psychology are – or at least need to be – integrated.

What advice would you give to those early in their career in OHP?

There is a multitude of sayings, or even platitudes, about the "academic world", such as "it is far easier to get into a PhD program than to get out of it" or that "research is 10 percent inspiration and 90 percent transpiration". Admittedly, there is some truth in these expressions but they also signal the most important thing – one cannot go about trying to do research without having fun. While I would definitely say that monotonous tasks such as administering large-scale surveys is one of the best tests – along with their standard of scientific writing – of whether a

person can become a good researcher (that is, someone who believes that research is only about sitting in a comfortable chair reading nice books has chosen the wrong job), it also has to be enjoyable. If, on a Sunday evening, you don't feel comfortable about going to work on Monday, then forget about this job. It definitively has to be a pleasure not only to run the analysis but also to make sure that there is something to analyze.

Another piece of advice concerns the necessity to elaborate on the "psychological mechanisms" that are operating. Whatever topic we decide to study, we need to pay particular attention to what goes on between people's ears. It is not enough as an argument that a particular issue has only received limited attention or that certain factors might be related to another factor. Our challenge, based on theory, is to describe how and why these factors may lead individuals to feel or behave in a certain way.

My final advice would be that every researcher should develop her or his own network of collaborators. When I was a PhD candidate I was fortunate enough to have a supervisor who realized this, and even expected me to behave like a more senior person. I would say that it is important to use the connections that you can obtain through your advisors, but don't forget that you yourself can develop your own network. National and international collaboration not only provides you with a more enjoyable work situation, but it will also make you mature as a researcher.

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

Our main challenge is to realize that we need to convince organizations that occupational health is a prerequisite to organizational growth and effectiveness. We have a lot to do in this respect.

Joining the EA-OHP

For information on EA-OHP activities and the benefits of joining the Academy go to:
ea-ohp.org

Much wisdom springs from previous research, but the main problem appears to be that we are unable to communicate this in a way that would also appeal to management. In short, I believe that work psychology and occupational health psychology will become integrated with organizational and managerial psychology. There is ample evidence that organizational vitality is not possible without individual vitality – but our major challenge is to make organizational management aware of this connection.

Magnus Sverke is head of the Division of Work and Organizational Psychology at the Department of Psychology, Stockholm University, Sweden. He has also been appointed Extraordinary Professor, Northwest University, South Africa [2009-2011] and is on the Editorial board of a number of journals including the *Journal of Occupational Health Psychology*, *Journal of Occupational and Organizational Psychology*, the *Scandinavian Journal of Work Environment and Health* and the *NUST Journal of Business and Economics*. Magnus is also an Associate Editor of the *European Journal of Work and Organizational Psychology*. In 2007 he chaired the Program Committee for the 13th European Congress of Work and Organizational Psychology.

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Forthcoming events

Keep up to date with forthcoming occupational health psychology events on the 'International' pages of the European Academy's website at www.eaohp.org.

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

EAOHP biennial conference: 29-31 March 2010, Rome, Italy

ICOH-WOPS: 15-17 June 2010, Amsterdam, the Netherlands

The European Academy of Occupational Health Psychology is delighted to announce its 9th conference



**European Academy of
Occupational Health Psychology**

**Rome
2010**

Pontifical Urbaniana University • Rome, Italy • 29-31 March

The event takes place over three days, 29-31 March, 2010, at the Pontifical Urbaniana University. Situated in the centre of Rome, adjacent to the Vatican, this prestigious venue is sure to offer an ideal location for researchers, practitioners, and educators to share developments in the exciting field of occupational health psychology.

A call for papers will be issued in the summer of 2009

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Changes taking place on Work & Stress

by the Work & Stress editorial team

Work & Stress, now in its twenty-third year, is the longest established journal in occupational health psychology. It has been run in much the same way since it was founded by Tom Cox in 1987 but, with a considerable increase in the number of submissions and the widespread adoption of online manuscript management systems among journals, the journal is currently undergoing major changes.

Handling submissions

Along with the journal's high impact factor and the widening scope of both OHP and of the journal the number of papers submitted to *Work & Stress* has increased and we now receive four to five times as many submissions than we can publish. Although this means that we can be selective regarding those we accept, it has also meant an increasing workload for the editorial team in terms of managing the flow of manuscripts while at the same time giving authors a high standard of feedback on their papers.

In response to this challenge we have made two

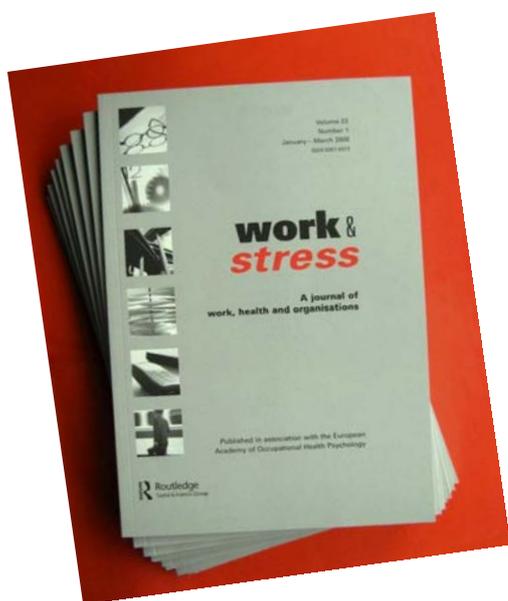
major changes to the way in which we deal with submissions. Firstly, as we reported in the last *Newsletter* (December 2008, page 15), we have changed the editorial structure of the journal. Tom Cox remains the journal's Managing Editor, and Toon Taris, who has been serving as Deputy Editor, now has the role of Scientific Editor. Both are assisted by the journal's new Administrative Assistant, Helen Wheeler, who has been handling new submissions since last October. At the same time we are in the process of delegating more responsibility to our newly enlarged panel of Associate Editors, which now consists of Arie Shirom, Philip Dewe, Kevin Kelloway, Ulla Kinnunen, Mike O'Driscoll and Paul Spector.

The second major change is that we will shortly move to an automated manuscript handling system, Manuscript Central. Because the growing stream of submissions to *Work & Stress* was not accompanied by a similar increase in editorial capacity, the turnaround time for some papers has been longer than we would have liked. The changes in editorial structure have already led to a substantial reduction in turnaround time, and the implementation of Manuscript Central will support this with an efficient automated system.

We believe that these two changes, together with high-quality submissions and the invaluable support of numerous reviewers world wide, will enable us to maintain *Work & Stress's* position and its value to all who are involved in occupational health psychology.

Departure (sort of)

A third, less welcome change has taken place on *Work & Stress* - the journal's long-serving Assistant Editor, Mary Tisserand, has now retired from that position. She has been with the journal for 17 years and has been a major factor in its success. Even if she could not always give authors good news, many



will remember the friendly, supportive and personal way in which she dealt with them. Mary's encouragement and nurturing of contributors has led to the publication of many potentially good papers that might, without her help, have fallen by the wayside. Many authors have good cause to remember her with gratitude. Fortunately her experience and expertise will not be lost to the journal, as she will continue to be associated with us in an advisory role. For the sake of continuity Mary will handle revisions of papers that she dealt with in their earlier stages, and she will also edit all accepted papers to make sure that they meet the journal's standards of presentation. Furthermore she is also involved in the organisation of a special edition that is described below.

Special edition on interventions

Interventions are notoriously difficult to conduct and evaluate scientifically, and the subject has reached something of a plateau. We are now planning a special edition on the design and evaluation of organizational interventions. This edition will present not empirical papers, but reviews and commentaries by major workers in the field who will assess current knowledge and give pointers for future research and practice. Proposals for this edition, which is likely to be published early next year, are currently being considered.

Current edition

Our first issue for 2009, which is about to be published, will, coincidentally, include two somewhat related papers in the area of interventions. They build on the notion that the success of an organizational intervention is partly dependent on the way in which this intervention is implemented. In the first paper, Ray Randall, Karina Nielsen and Sturle Tvedt present five scales to measure employee appraisal of organizational-level stress management interventions. The authors refer to this new group of scales as the Intervention Process Measure (IPM). In the second paper Sturle Tvedt, Per Øystein Saksvik & Kjell Nytrø focus on a new concept, "change process healthiness". The authors developed a healthy change process index (HCPI) from dimensions of healthy change. The results of both papers show that it is not only *what* organizations do, but also *how* they do it that affects employee well-being.

In the third contribution, Adam Butler, Joseph Grzywacz, Susan Ettner and Bo Liu focus on the effects of workplace flexibility on health and health care utilization. In the fourth paper Stefan Diestel and Klaus-Helmut Schmidt examine how self-control demands affect the relationship between work load and job strain. In the final paper in this issue Stale Einarsen, Helge Hoel and Guy Notelaers present a validation study of the revised Negative Acts Questionnaire that measures exposure to bullying and harassment at work.

Tom Cox, University of Nottingham, UK (Managing Editor)

Toon Taris, University of Nijmegen, The Netherlands (Scientific Editor)

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Journal home page:

www.tandf.co.uk/journals/titles/02678373.asp



Psychosocial risk prevention: a French proactive and "social dialogue-oriented" approach

By Benjamin Sahler, Director, ARACT Limousin, France

The French National Agency for the Improvement of Working Conditions (ANACT) was set up to improve the quality of working life by promoting the adoption of relevant policies and improving the efficiency of organisations. ANACT (Agence Nationale pour l'Amélioration des Conditions de Travail) includes the national body and a network of 25 Regional Associations, employing in total of about 300 staff. The network, which has been in existence for 30 years, is funded by both the Ministry of Employment and the regions. It is run by boards that bring together representatives of employers and employees, and also the Ministry, which gives the network a specific balanced approach on how to "improve altogether the quality of working life and company efficiency".

ANACT is involved in disseminating information on work issues and in leading "concerted change interventions". This article describes how it approaches the issue of interventions.

How do we lead psychosocial risk prevention interventions in a company?

First we have to explain to both employers and

employees why psychosocial risk prevention is so necessary, even if it is a difficult issue for all concerned .

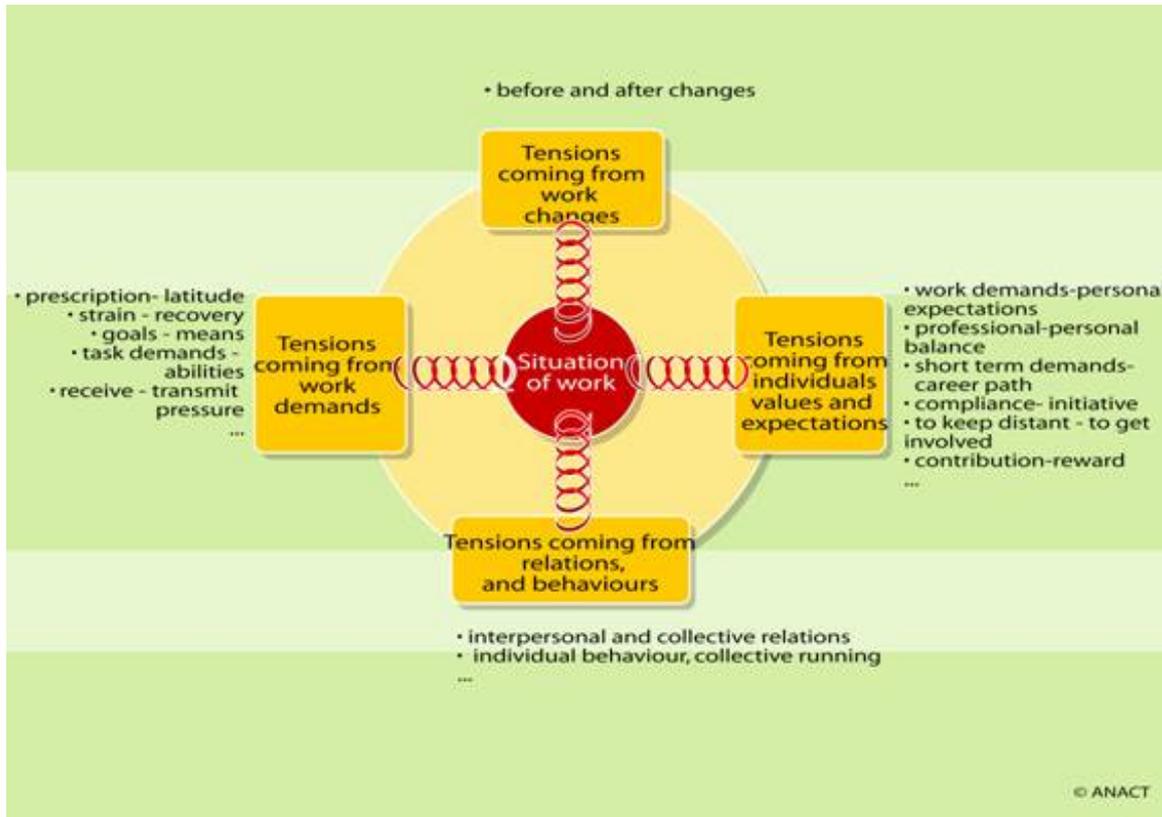
The psychosocial issue is one of real theoretical complexity. The term "psychosocial" includes very different issues such as occupational stress, bullying and harassment, workplace violence (either internal or external violence), or the prevention of workplace addiction. These phenomena may occur in very different working situations and need to be viewed from the point of view of both the individual (or their representatives) and the organization, or a team or division of a company.

Although prevention experts have long defended oversimplified or fragmented approaches, for a variety of political or technical reasons, there is a growing need to deal with these risks in every sector of the workplace. Signals have clearly increased, with indicators such as news items, health reports, opinion polls AND epidemiological surveys. Managers have also become very conscious and anxious about issues such as absenteeism, attractiveness, quality, loss of motivation and social relationships.

It is now widely agreed that there are three dimensions to good prevention: (i) physical as well as mental health issues for the individuals (ii) economic performance for companies and the national economy (iii) the positive role of work in socializing people

Next we need to understand and explain, in the

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local situation, why these various symptoms (individual or collective excessive tensions) appear, and the nature of the problems that they indicate, before attempts can be made to control them.

In the workplace it is normal for there to be tensions between the company's demands and the individual workers' expectations. When symptoms appear then difficulties arise, tensions become too intense, and we have to analyze the complaints or incidents that occur in order to understand how the changes that occurred at different levels in the workplace could explain the deterioration.

There are several things we want to know:

1. Did the job demands change dramatically for either technical, economic or financial reasons? For example, the shareholders want greater and quicker Return On Investment. The global market needs quicker, better and cheaper new products; technologies are changing faster ; the customer is more and more demanding and volatile. So the company needs profitability, productivity, quality, flexibility, and involvement. What the worker is expected to do now, (his workload, his expected results, his needed abilities) is often completely different

from before.

2. At the same time, for psychosociological reasons, is the employee also being more demanding about his/her working life?

Increasingly employees desire a meaningful and secure job; want to balance it easily with their personal life; plan more precisely how to develop their careers as years go by. Employees also want to be well rewarded and recognized for their contribution to the company, and are increasingly sensitive to fairness and equity.

3. Have workplace relationships also changed? If so, is the possible regulation and support from management, colleagues and clients weakening ? Individualization is an increasing phenomenon in society, as well as in the workplace. Human Resources practices and also the new short-term team structures exaggerate this tendency. At the same time, the influence of the unions and collective representation is weakening. The individual may therefore become increasingly isolated, and have the difficult task of coping and balancing their needs with what the company requires.

4. Sometimes the balance is difficult to achieve because the situation is constantly changing. For instance, an employee may be faced with their

boss leaving and a new one coming in, new machinery, a new working process, new colleagues, a new project, new software, a new company strategy, new targets, and so on. Or the company may even merge or be restructured, with threats of lay-offs. These ongoing changes need strong abilities to adapt, and whereas the adaptation process may sometimes be refreshing if the required resources are provided, it may also become exhausting and put some people into a situation of "burnout".

In this way, if there is insufficient regulation then "normal" and easily regulated or controlled tension may lead to pathological effects on individuals and relationships, and also effect performance.

Types of tension and levels of prevention

From a practical point of view, during the diagnostic phase it is interesting to list the different kinds of tension. Where precisely do they lie? (See figure.)

Following from the above, the tensions fall naturally into four groups. These are related to:

- 1: Job demands.
- 2: The individual's expectations.
- 3: Workplace relationships and behaviours.
4. The changing process.

We need to ensure that the right people are available to lead relevant, concrete and sustainable preventative actions. These must be anchored in their specific local context, and take account of three levels of prevention:

Tertiary prevention: taking care of or reinstating individuals who are in serious trouble.

Secondary prevention: looking for adaptations that can be made in order to prevent small troubles becoming larger.

Primary prevention: introducing preventative measures in order to remove or reduce risk factors.

For each of the four groups of tensions, the managers responsible who can address the specific problem will be different. For instance, a production executive has the power to

Thinking of contributing to the *Newsletter*?

Contributions of all kinds are welcome! See last page of this Newsletter for details.

organise different and less demanding job constraints. Human resources staff could help individuals to cope with their jobs. Preventing conflicts and dealing with difficult or unacceptable behaviour is the job of the team managers, whereas piloting change is more a strategic task devoted to the top management.

Conclusions

In conclusion, workforce players have urgent needs and we try to help them in the following ways:

- To adopt a concerted approach towards the shared issues. That involves admitting that tensions exist, and they just need to be regulated or controlled.
- To improve, experiment with and assess detection and correction methods and tools. It is relevant to use the risk prevention protocol and its firmly established methodology: commitment, agreement, analysis, action protocol, assessment, and follow-up. At the same time we need to take into account psychosocial matters concerning subjective, relational and emotional issues, delayed effects and so on that also need specific and combined abilities, tools and methods – clinical interviews, quantitative questionnaires and surveys, observation and document analysis.

Benjamin Sahler (b.sahler@anact.fr)

Benjamin Sahler is director of ARACT Limousin, a regional office of the ANACT network. He trained in engineering sciences, social sciences and psychoanalysis, wrote the ANACT guide book on psychosocial risk prevention, and has been developing the workplace health promotion project.

Online Membership Facility Goes Live



To facilitate individuals with an interest in occupational health psychology in joining the Academy and benefiting from the various advantages that membership attracts, the Academy has introduced an online membership facility. This allows membership renewals and new applications to be made using a credit card or PayPal within a secure payment facility.

Among the benefits of membership are:

- Personal subscription to the quarterly international journal **Work & Stress**
- Discounts on attendance at Academy events, including the 2010 conference (29-31 March, Rome, Italy)
- Newsletter (three issues per annum)
- Access to an international network of educators, researchers, postgraduate students, and practitioners
- Voting rights to shape the Academy's development (full members only)
- Eligibility to apply for funding to support regional events and activities

Membership is available at four levels:

Full Member €80 per annum: Applicants should possess i) a degree in psychology or closely related subject and ii) at least three years active involvement in occupational health psychology

Associate Member €80 per annum: Applicants should possess at least one requirement of Full Membership. Upon being an Associate Member for a period of no less than two years, an application may be made to upgrade to Full Member.

Student Member €50 per annum: Applicants should currently be engaged in the study of psychology or a closely related subject.

International Affiliate Member €50 per annum: This is a discounted rate for current members of the Society for Occupational Health Psychology who also wish to become members of the European Academy of Occupational Health Psychology.

International Affiliate Student Member €35 per annum: This is a discounted rate for current student members of the Society for Occupational Health Psychology who also wish to become members of the European Academy of Occupational Health Psychology.

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Membership enquiries should be directed to: Birgit Greiner, Membership Officer:
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Working Late: Strategies to enhance productive and healthy environments for the older workforce

By Kate Threapleton, Cheryl Haslam and Aadil Kazi, Work and Health Research Centre, Loughborough University, UK.

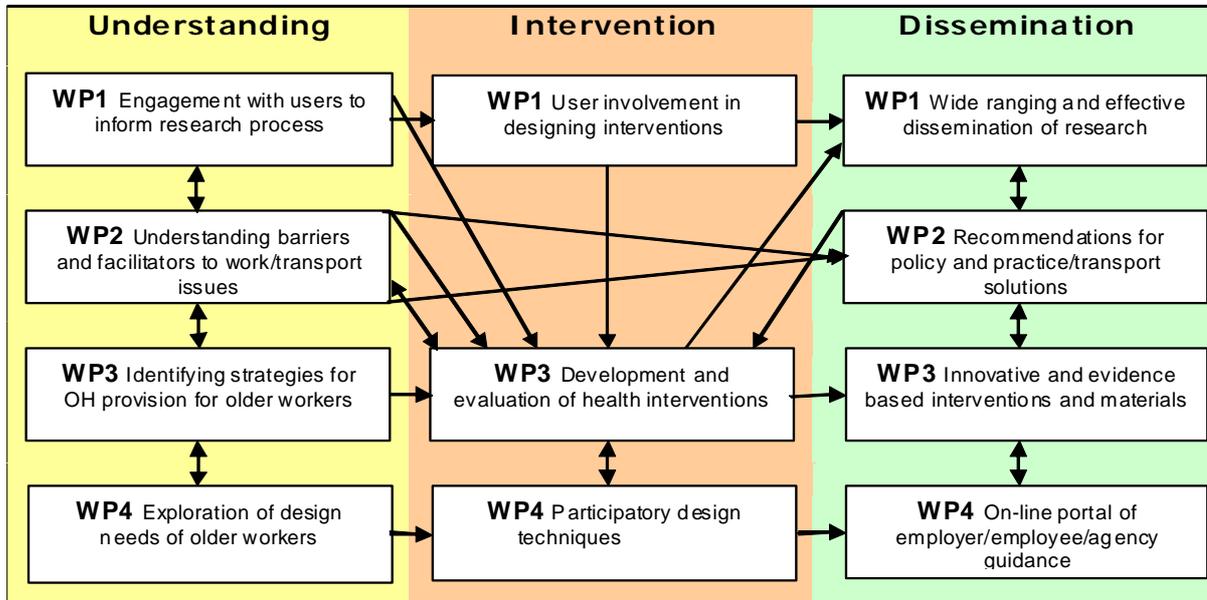
It is predicted that by 2025 there will be twice as many workers aged 50 and over than those aged 25 years and younger in the EU (Ilmarinen, 2001). Demographic changes, together with changes in pension policy, life expectancy and employment practices, are contributing to the increasing age of our workforce. Consequently, improved older worker integration and employment outcomes look set to be the key means through which economies can adjust to the pressures of an ageing population (Banks, 2006). The ageing workforce presents new challenges not only for government, occupational health services, and employers, but also for employees and their families.

A research Team at Loughborough University has embarked on a large research programme on strategies for producing productive and healthy environments for the older workforce.

In response to the many varied challenges associated with ageing, the “New Dynamics of Ageing” (NDA) research programme was created. The programme is a seven-year multidisciplinary research initiative, and is a collaboration between five UK research councils – ESRC, EPSRC, BBSRC, MRC and AHRC. This reflects the largest and most ambitious programme of ageing



The Research Team: Top row (from left to right) Martin Maguire, Kate Threapleton. Middle row (from left to right) Aadil Kazi, Hillary McDermott, Colette Nicolle, Cheryl Haslam, Bejal Parmar, Martin Lindley. Bottom row (from left to right) Diane Gyi, Stacey Clemes, Fehmdah Munir, Roger Haslam, Kevin Morgan



Interconnections between the four packages (WP1 - 4) of the "Working Late" project.

research ever mounted in the UK. In July 2008, Loughborough University was successful in being awarded £1.3 million from the NDA to carry out a new project entitled "Working Late: Strategies to enhance productive and healthy environments for the older workforce".

Working Late is led by Cheryl Haslam, Director of Loughborough University's Work and Health Research Centre within the Department of Human Sciences. This collaborative research project comprises numerous partners with expertise in a wide range of disciplines including psychology, occupational health, gerontology, biology, ergonomics, engineering, sociology, and health economics. Collaborators include Joanne Crawford (Institute of Occupational Medicine, Edinburgh); Paul Miller (Astra Zeneca); Joanne Duberley (University of Birmingham), and Mike Clarke (University of the West England), together with Stacy Clemes, Laurie Cohen, Alistair Gibb, Diane Gyi, Roger Haslam, Aadil Kazi, Martin Lindley, Martin Maguire, Hilary McDermott, Kevin Morgan, Fehmidah Munir, Colette Nicolle, Beejal Parmer and Kate Threapleton (Loughborough);

The *Working Late* project will be undertaken over four years, during which the aim is for it to develop innovative solutions that support all workers, and which respond to the WHO and European Commission's calls for a coherent strategy for healthy active ageing (WHO, 2001; European Commission, 1999; Walker, 2002). The project will focus on

research in the employment context, the occupational health context and the work environment context. These activities will be addressed by the research team in four integrated work packages; the research activities and expected outputs for these are overviewed below, and the figure illustrates how the work packages are inter-linked.

1. User engagement and dissemination

In the first package we aim to continuously and actively engage with agencies, employers, relevant experts and older workers to ensure that our research process is guided and informed by the views and experience of key stakeholders for the duration of the project.

2. New dynamics of later-life working

Numerous barriers to working in later life have been identified including health conditions, caring responsibilities, lack of relevant work experience and skills, age discrimination and transport difficulties (Crawford, 2005). This second work package will not only explore these barriers, but will also explore the benefits of later life working to inform the development of more inclusive employment policies. From an employees' perspective, we will consider what older workers wish to achieve from work, both on a day-to-day basis and their aims for longer term career development, and what factors impact on the achievement of these goals and career aspirations. From an employer's perspective, we will consider what employers see as the challenges to, and benefits of

employing older workers, and ways to facilitate their career development. We will also identify examples of the UK's recent age discrimination legislation's impact on older workers' opportunities for employment and work experiences, to provide further guidance for employers.

Finally, we will focus on how travelling to and from work affects an older worker's ability to continue working for longer. This will identify and develop the information, support and technology needed to enable an older worker to adapt or change their usual mode of travel to better accommodate their changing needs.

3. Maintaining and improving health across the life course

This largest work package covers the key role of occupational health (OH) services in "healthy ageing management" in the workplace, and importantly this component will adopt a lifespan approach that will be inclusive of workers of all ages. This is important if the health of older workers is to be assured for the future (Ilmarinen, 2006). Firstly, we will identify and evaluate existing OH strategies aimed at health promotion. This will be informed both by OH expert knowledge and by employees' experiences with OH services. This process aims to establish what employees value about current health initiatives and also what they would like to see developed. The results will inform the development of a range of workplace interventions, employing innovative methods to promote the health and workability of all employees. These new interventions will be 'tried and tested' in a range of organisations, and formal cost based analyses of their effectiveness will be carried out.

4. Ageing productively through design

This final work package explores the work environment to identify workplace barriers and opportunities to later life working and how the design of equipment, tools and workspaces impact on these. Key stakeholders will inform this process to produce design models for an inclusive workplace that optimises the health, well being, safety and productivity of workers across the life course. This will result in a web-based design resource that will be provided to encourage employers and designers to understand and respond to the older workforce.

Project outcomes

The Working Late project has the potential to impact on UK policy and practice in the areas of employment, occupational health and workplace design, with the

overall aim of helping to remove the barriers to working later in life. The project will develop design models to facilitate inclusive workplace design and promote the health, wellbeing, safety and productivity of workers of all ages. It is hoped that the adoption of the findings will contribute to improved working practices, support services and work environment, importantly making positive changes to the freedom of access to work, and improving the quality of working life of older people.

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More information about the Working Late project can be found at:

www.workinglate.org

More information about the NDA programme can be found at: <http://www.newdynamics.group.shef.ac.uk/>

More information about the Work and Health Research Centre at Loughborough University can be found at <http://www.lboro.ac.uk/departments/hu/groups/whrc/>

Or please contact:

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CALL FOR NOMINATIONS:

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The European Academy of Occupational Health Psychology seeks a Media Officer to promote its activities and manage its relations with the media. Term of office is four years. Applications are welcomed from members with experience of working with the media in the promotion of science.

The position involves the following:

- Promotion of Academy events to the media and media coordination at such events
- Press release preparation and dissemination
- Identification of public consultations to which the Academy might usefully contribute
- Support for members with media liaison relating to Academy events
- Short report on the year's activities for inclusion in the Academy's annual report
- Attendance at biannual meetings of the Executive Committee. Reasonable expenses will be paid.

Application procedure:

To discuss the position in confidence, please contact the Executive Officer:
Jonathan.houdmont@nottingham.ac.uk

Nominees should submit their CV (resume), plus a 400 word statement that explains why they are suitable for the position, to jonathan.houdmont@nottingham.ac.uk no later than 16:00 GMT, Friday 12th June, 2009. An appointment will be made on the basis of a majority vote of the Academy's Executive Committee.

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the Occupational Health Psychologist

SUBMISSION GUIDELINES

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

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

OHP Research / Practice

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

OHP Briefings

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

Opportunities

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

Other articles

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

To accompany all contributions we welcome appropriate photographs

**Please email your questions, announcements or contributions to
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