

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 research, professional practice and education in occupational health psychology

Volume 2, Issue 1

February 2005

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Editorial

Welcome to the first 2005 edition of the Occupational Health Psychologist. We bring you this issue off the back of the largest ever Academy conference, which was held in Oporto, Portugal in November 2004. We have therefore included a number of articles that reflect the success of that event. First, Jonathan Houdmont provides us with a brief review of the conference. Following this, we have an interview with Annet de Lange, who received the first Andre Bussing Memorial award for young researchers. Also, Scott McIntyre (our host in Oporto) reports on an Action Group that was formed to help promote OHP in Europe. Finally, we have included updates from the education, research, and practice forums, along with our regular *OHP World* section that provides information on up and coming events for your diary.

During the Oporto conference, the Occupational Health Psychologist editorial team took the opportunity to consult with a number of the Academy's members on our plans for future issues. Our biggest challenge is to encourage you, our readers, to provide us with short articles about your work. If you have not submitted an article to the OHPist, why not consider doing so this year? We welcome many different types of articles, including reviews of your own and/or your institutions work, specific case studies, practical issues, brief research reports or reviews, and conference or book reviews (submission guidelines can be found on the last

page of this issue). In our 2005 and 2006 issues (3 issues per year), we are hoping to build up a picture of OHP research, education and professional practice as it exists across Europe. We already have plans to publish articles from occupational health psychologists in Holland, Denmark, and Finland. Many thanks go to John Klein Hesselink (TNO), Thomas Rasmussen (University of Aarhus), and Kari Lindstrom (Finnish Institute of Occupational Health) for helping us to raise the profile of the OHPist in their respective countries.

In future issues we will also present a series of *OHP Practice* articles, which will discuss the issues faced by OHPs who are embedded within large organisations. We are also hoping to conduct interviews with prominent OHPs, and provide you with brief summaries of informative research articles. In the meantime, please do not hesitate to contact us if you have any ideas, suggestions, or questions regarding submission.

Best wishes

Paul Flaxman

On behalf of the Editorial team

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Academy President, Tom Cox, addresses delegates at the EA-OHP's 6th Annual conference in Oporto

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)
Back copies can be download at www.ea-ohp.org

Work & Stress

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

Annual Conference Proceedings

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 £125 for the entire back catalogue. The catalogue consists of Lund (1999), Nottingham (2000), Barcelona (2001), Vienna (2002), Berlin (2003) and Oporto (2004).
Copies may be ordered from Jonathan Houdmont at jonathan.houdmont@nottingham.ac.uk

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Scott McIntyre and Michiel Kompier peruse the conference posters

6th Annual Conference - Oporto, 24-26 November

First and foremost, thanks are extended on behalf of the Academy to the conference sponsors including the Engineering Employers' Federation, Taylor & Francis, Air Portugal and the City of Maia which donated the Maia Forum conference venue. Special thanks go to ISMAI for hosting the conference and going far beyond contractual obligations to produce a spectacular event. None of this could have been possible without the tireless dedication, patience and organisational efforts of Scott McIntyre of ISMAI.

In addition to being the largest EA-OHP conference to date, the 2004 conference was notable for the great strides made in the debate regarding the development of OHP and the Academy in parts of Europe where an impression remains to be made. OHP steadily established itself throughout the 1990s, supported and directed in Europe by the endeavours of the Academy. Both now face novel challenges as a new phase of maturation is entered. Not least among these are the opportunities awaiting in Eastern and Southern Europe; areas that thus far have, on the whole, not benefited by exposure to the skills and knowledge pertinent to OHP. A number of initiatives were introduced in Oporto to support education, research and professional practice both where the discipline is well established and also where it is less so.



Scott McIntyre, Tom Cox & Jonathan Houdmont at the conference dinner

One of the major initiatives to arise from the Annual General Meeting held during conference was the passing of a resolution to adopt a new conference model that will involve the full Academy conference taking place on alternate years rather than annually as has thus far been the pattern. The next full conference will therefore take place in 2006. The rationale for this radical departure is that in the 'fallow' year members will be encouraged and supported in collaborating at a regional level to organise small conferences, workshops or symposia on themes pertinent to local needs. The Academy's Executive Committee will fully support local endeavours operated under Academy auspices and members interested in organising events designed to enhance OHP communities at a local level are encouraged to contact me to discuss their ideas.

To further stimulate regional Academy development the meeting also passed a motion to introduce five new offices within the Executive Committee. These are reserved for Member Representatives tasked with operating as key contact points in their regions and responsible for the promotion of Academy activities at a local level. Four of these offices have been filled; should any members be interested in informally discussing taking up the remaining position please do get in touch with me.

In recognition of the importance of developing OHP education in parts of Europe where the message of OHP is yet to be widely received, the 2004 conference broke new ground by introducing a pre-conference student conference. Local students were fortunate enough to watch presentations on the nature and remit of OHP from Michiel Kompier, Peter Chen and Tom Cox and had many questions for each! In countries such as Portugal where, at present, opportunities for postgraduate education in OHP do not exist, student conferences provide an important vehicle for highlighting the various available e-learning OHP e-courses and it is envisioned that the student conference will become a regular fixture at future Academy conferences.

The 2004 conference was a tremendous success. Attracting delegates from almost thirty countries, the quality and breadth of presentations was truly impressive. The challenge now is to produce regional events throughout 2005 and the first half of 2006 with a view to preparing the ground for a full conference of the Academy at the close of 2006 that is wholly European in its constituency and that succeeds in attracting the next generation of occupational health psychologists. Should you wish to be involved in any of these exciting endeavours, please don't hesitate to make contact with the Academy.

Jonathan Houdmont
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Andre Bussing Memorial Prize

The Andre Bussing Memorial Prize was introduced following the untimely death of the Academy Vice-President in late 2003. In order to recognise Andre's contribution to the Academy, the Executive Committee decided to introduce an annual prize in his honour. The prize seeks to recognise high quality research by an individual early into his or her career.

Researchers under the age of 35 who submitted a paper to the 6th Annual conference were invited to apply for the prize, which consists of free attendance at the next EA-OHP conference, plus 250 Euros in cash. Three candidates were short-listed for the 2004 prize: Annet de Lange, Cong Liu, and Glenn Williams. Members of the Academy's Executive Committee attended the presentations given by each of these candidates at the Oporto conference and provided a score based on the quality of their methodology, the extent of insight provided by the research, and presentation style. While all three candidates received excellent ratings from the committee members, the prize was awarded to Annet de Lange for her research into the link between work characteristics and activation-related health outcomes. **Annet spoke to the *OHPist* about her background, and her interest in OHP.....**

Q. When did you first become interested in psychology?

A. My real interest in the study Psychology started when I was 16. A friend of mine persuaded me to come along to an introduction course to the study Psychology at the University of Groningen (in the Netherlands). I got so inspired by this lecture that I wanted to know more about, especially, developmental and health psychology. I wanted to know what motivates, inspires or drives people during different stages of their lives. When I started studying psychology at the University of Utrecht I knew I had made the right decision.

Q. And when/how did this interest become focused on occupational health psychology?

A. As an undergraduate student I wrote a paper about the prevalence of burnout among Dutch high school teachers and realised the need for more occupational health research. At the same time I was working and writing for a journal organized by (PhD-) students and started reading more and more about occupational health research. Especially the implications of job design for worker (mental) health fascinated me. I participated as a student-assistant at the Dutch conference for Psychology and Health (1999) and met Robert Karasek during one of the workshops. He told me more about the development of his Demand-Control model and I wanted to examine this model in greater detail. I was able to do this in my PhD-research, titled: "the Demand-Control-Support model in longitudinal perspective" (at the department of work and organisational psychology of the Radboud University of Nijmegen in the Netherlands). Many EA-OHP members may already know that mental health problems constitute one of

the three leading causes of work disability worldwide and have negative consequences for the individual as well as the companies they work for. The Netherlands reports one of the highest and also growing percentages (38%) of work incapacitation due to mental health disorders. In 2003 the annual costs for sickness absence duration and work disability due to mental health problems has been estimated at € 3 billion. Against the background of this growing problem, I wanted to examine in my PhD-thesis¹ whether job characteristics may be regarded as causes of mental health problems or vice versa. I used the strain hypothesis of the Demand-Control-(Support; DC/S) model to examine the cross-lagged relations between the psychosocial work characteristics and mental health in more detail. Although the DC/S model had already been examined in numerous studies, our understanding of the possible causal linkage between the DC/S dimensions and mental health appeared to be limited, due to several unresolved issues of the earlier (mostly cross-sectional) research. I addressed these issues by: a) systematically reviewing the methodologically best longitudinal studies examining the DC/S model, b) examining the relation between work and mental health within the framework of a prospective Dutch 4-wave cohort study on musculoskeletal disorders, absenteeism, stress and health (SMASH), and c) elaborating on the possible mechanisms that may account for normal as well as reversed cross-lagged relations. After writing different articles on these topics, I have reason to argue that the relation between the DC/S dimensions and mental health is more dynamic than most workstress models convey. Furthermore, I think that different normal and reversed causation mechanisms can account for the reciprocal nature of the relation between work and mental health.

Q. Could you briefly describe the main projects you have worked on over the last couple of years?

A. After completing the aforementioned PhD-study, I realised that I wanted to know more about specific subgroups of workers. For example, I want to know what motivates or drives older workers. I am currently working on a new (large-scale) longitudinal study examining age effects in the relation between psychosocial work characteristics and activation-related health outcomes. Furthermore, I am involved in different Dutch research studies focusing on the older worker.

Q. What do you enjoy most about OHP?

A. The practical as well as theoretical relevance of occupational health research. I would not like to conduct research that has no practical value. Furthermore, I am working as an assistant professor at the Department of Business Administration of the Vrije Universiteit (of Amsterdam) and teach bachelor and master students organisational behaviour and business research methods. I love to teach about occupational health topics and about the relevance of conducting well-designed research studies.

Q. Do you have any advice for other young OHP researchers?

A. Yes, go to the EA-OHP conference and other relevant international conferences! Not only is it very important to share your work with international colleagues, but it is also very inspiring to listen to the presentations of others. Furthermore, become an active member of a research or relevant professional group.



Annet de Lange – the recipient of the first Andre Bussing award

Annet recently received her PhD from the University of Nijmegen. She has published research articles in a number of peer reviewed journals, including *Journal of Occupational Health Psychology*, *Scandinavian Journal of Work, Environment and Health*, and *Work and Stress*. She is now Assistant Professor at the Vrije University of Amsterdam. See Annet's webpage for more information on her research (<http://staff.feweb.vu.nl/alange>).

Forum Updates

In this section we bring you updates from the Education, Research, and Practice forums which took place during the Oporto conference. Thanks go to Stavroula Leka (Education), Phil Dewe (Research), and Andrew Arthur (Practice) for chairing these important debates.

Education Forum

By Stavroula Leka (Chair)

The 2004 Education Forum of the European Academy of Occupational Health Psychology took place on Wednesday 24th November at the Academy's Annual Conference. The Forum reviewed progress since 2003. Following that, the main barriers to OHP course development across Europe were discussed and priorities for action to expand OHP education were identified. These are presented in more detail below.

Developments since 2003

At the 2003 Forum the objective was made of obtaining a clear picture of European and international OHP education and training provision. A second objective was set of developing the Education Forum pages of the EA-OHP website into a definitive resource for education and training in the discipline. To these ends, a survey of all Academy members was conducted seeking information of available education and training courses in occupational health psychology. The survey also asked members what type of resources the Education Forum pages of the EA-OHP website should offer to support education and training in the discipline. A limited number of responses was received to the survey.

Three types of education provision in occupational health psychology were identified. These are listed below and have already been uploaded on the Forum's webpage.

Occupational Health Psychology Postgraduate Courses

MSc/Dip in Occupational Health Psychology, Institute of Work, Health & Organisations, University of Nottingham, UK
http://www.nottingham.ac.uk/iwho/study/pg_education/OHP.HTM

MSc/Dip in Occupational Health Psychology by e-Learning, Institute of Work, Health & Organisations, University of Nottingham, UK
http://www.nottingham.ac.uk/iwho/study/pg_education/occupe.htm

Online Occupational Health Psychology Certificate Program, Kansas State University, USA
http://www.ksu.edu/psych/graduate_health.htm

Occupational Health Psychology postgraduate course for occupational health physicians, Institute of Occupational Health in Ljubljana and Medical Faculty in Ljubljana, Slovenia

Occupational Health Psychology Modules

Occupational Health Psychology, Goldsmiths College, University of London, UK

Organisational Behaviour and Health, Goldsmiths College, University of London, UK

Occupational Health Psychology, University of Luton, UK

Occupational Health Psychology and Stress at Work, Department of Psychology, University of Zagreb, Croatia

Occupational Health Psychology Training Courses

Occupational Health Psychology, Institute of Occupational Health in Ljubljana, Slovenia

If there are additional courses and modules that you are aware of, please email their details to Forum Chair, Dr Stavroula Leka, stavroula.leka@nottingham.ac.uk

In addition, survey respondents indicated that they would like links to examples of good practice and key OHP publications to be provided through the Forum's webpages. The Forum will be updated with more relevant information in due time.

It was also noted that an OHP student seminar was organised alongside the Oporto conference for the first time. Prof Scott McIntyre organised the seminar that was a big success and included presentations from Prof Tom Cox, Prof Michiel Kompier and Prof Peter Chen.

OHP Education and Course Development

Following a review of activities since 2003, two main issues were discussed by the Forum participants: barriers to OHP course development in Europe and priorities for action to expand OHP education provision. It was noted that the main barriers to OHP course development are the availability of funding, the demand for such courses and the issue of accreditation. However, it was reported that accreditation might not present a big problem in some European countries (such as Finland). Positive developments were noted in the emergence of new 'blended learning' or 'e-learning' programmes both in Europe and in the US.

A number of suggestions were made to expand OHP education provision that include the organisation of international, or regional student workshops with e-learning support, the agreement and use of a core OHP curriculum both in Europe and internationally (notably through the International Co-ordinating Group of OHP) and the development of training courses for employers and professionals. It was also suggested that in the future a virtual campus could be created that would support OHP education on an international basis and would be supported by a number of education institutions throughout the world.

The Next Steps

The Forum will work towards the attainment of the following goals ahead of the 2006 Conference:

Education Forum Website Development

The Forum website will continue to be updated to include more information of use to professionals, including best practice examples and a list of Forum members to whom relevant queries could be directed. Additional information on existing and new OHP courses will be added as appropriate when the Forum Chair has been notified of them (to do so, please email Dr Stavroula Leka, stavroula.leka@nottingham.ac.uk).

International Collaboration for the Promotion of Education in Occupational Health Psychology

It has been recognised that with the new development of the US Society of Occupational Health Psychology (SOHP), it is now more important than ever to co-ordinate collaboration with the Academy to expand and promote OHP education. At least 2 meetings of the ICG-OHP will be organised to this end ahead of the 2006 Conference.

International Masters in OHP

After reviewing the legal status of the Academy, the Forum will work with SOHP representatives for the development of an international masters in OHP. The development of professional training courses will also be explored alongside this initiative.

OHP Workshops

Following the successful organisation of the student OHP seminar in Portugal, the Forum will continue to support and organise local/regional workshops targeted to students and/or professionals in conjunction to future conferences. Additional events to the conference will be organised if possible.

Forum Publications

Forum members will work towards one or more Forum publications to professional journals of relevant occupational groups.

All Academy members are requested to provide comments and suggestions for further development of the Forum's activities and its website.

This article serves as a Call for Information.

Research Forum

*Phil Dewe (Chair)
(Report by Paul Flaxman)*

The 2004 research forum took place at the 6th Annual conference in Oporto. The forum was chaired by Prof. Philip Dewe (Birkbeck College), and included a presentation by Dr Clemens Weikert (Lund University).

The research forum began with a thought-provoking introductory presentation from Phil Dewe, which raised a number of key issues relating to OHP research methodologies. Specific questions were put to the forum participants, including "*Where are our current methodologies taking us?*" and "*What can other methodologies provide?*" Phil paid particular attention to the measurement issues that face OHP researchers. Forum participants were asked to consider the extent to which our existing measurement tools (e.g., self-report questionnaires) are able to capture the reality of our research participants. Are we drawn between reliability and relevance?

Phil discussed two ways of addressing these measurement concerns. First, we could continue refining the measures that exist. We could, for example, spend more time deconstructing mean scores that are obtained from self-report instruments. Different workers may obtain the same mean score on a questionnaire, but this could have resulted from a very different scoring pattern across the questionnaire items. A careful consideration of this issue may help us to obtain more precise information from our measurement tools.

Another way of addressing methodological issues would be to learn from other domains of psychology (e.g., clinical and social psychology) and from the other social sciences. Are there other methodologies out there that could help us to capture the reality of the modern workforce?

Following this useful overview of the key challenges that face OHP researchers, Clemens Weikert described how his research team has made use of the *experience sampling method*. One approach described by Clemens involves participants using small hand-held computers to record responses at various intervals throughout the day. Clemens also discussed the potential of using this method for recording critical incidents (e.g., when something stressful happens). Clemens was particularly supportive of using methodologies from other areas of psychology. For example, he went on to discuss an approach that makes use of the repertory grid technique, which stems from Kelly's personal construct theory. This provided a useful illustration of the potential benefit of looking beyond OHP for ways to develop meaningful measurement tools.

The remainder of the forum was taken up with a group discussion that focused on the issues raised by Phil and Clemens. Contributors to this discussion included Tom Cox, Maria Karanika, Lois Tetrick, Peter Kelly, and Michiel Kompier.

One of the themes that emerged from this discussion was whether we have become too focused on methodologies, at the expense of making use of the research findings that have been built up over a number of years. Are we making use of the knowledge that already exists? There were also a number of points raised regarding measurement issues in OHP. There was clearly a general desire to find the best ways to capture the true realities of our research participants. There was some concern as to the relevance of some of the existing self-report measures for the 21st century workforce. It was noted that some measures that were developed in the 1970's and 1980's are still in use, even though the nature of work has changed dramatically.

There was also a certain amount of optimism expressed by the group! It was generally agreed that we have more knowledge about occupational health than we did 10 years ago; progress is being made.

Many thanks to Phil and Clemens, and to all of you who participated in the 2004 research forum.

Professional Practice Forum

By Dr Andrew R. Arthur (Chair), Consultant Clinical Psychologist, West Kent NHS & Social Care Trust, United Kingdom. andrew@aarthur.fsnet.co.uk

Introduction

This year's (2004) Professional Practice Forum at the 6th Annual Conference in Oporto was asked to provide a road map towards professional recognition for OHPs in Europe; we had an hour and a half - oh, and by the way, if there was time leftover could we also find the purpose of life and discuss the future of Western civilisation! The ten brave and unsuspecting souls that gathered that afternoon confronted the first task with great interest, commitment, and vigour, but were unsurprisingly unable to complete their assignment. Delegates at the Forum realised that with such a huge variety of different professional pathways across Europe it would be difficult to discern one that could unify all practitioners, satisfy their respective professional psychology organisations, be acceptable to employers and organisations, and meet any state legal or registration bodies. Nevertheless, the process threw up important issues for those practising OHP in Europe. This is a personal report and reflection from the Chair of the Forum on our attempt to make that roadmap.

Two types of registration

We realised from discussion that there appears to be two types of registration and recognition that currently exist. What I shall call generic and specialist pathways. The generic pathway allows the title psychologist to be recognised and registered, then practitioners specialise by establishing competence with further training, experience and practice. The generic pathway allows psychologists to practice whatever kind of psychology they are interested in, as long as they have recognised and acceptable evidence to demonstrate that they are competent to practice in their special area. The specialist registration pathway means there is no registration as a psychologist but only by specialist title (e.g. clinical, occupational, educational, counselling, health, and sports in the UK).

Currently, it is clearly easier for OHPs to develop a specialist career that leads to recognition under a generic type system. After gaining an initial base training in psychology at the undergraduate level, they specialise in occupational and/or health psychology through further training and supervision. At some point, they begin to practice and identify themselves as OHPs but remain within their generic psychologist designation. In other words, they are psychologists who practice OHP. However, it is much more difficult where specialist registration schemes exist and there is no specialist registered title for OHP. In this case, the psychologist must first train and register as one of the specialist types before they can legitimately practice OHP. From the discussion, it appears this is the case in some countries (e.g. United States and UK) but not others; Hong Kong as Xu Yanwen pointed out. It seems when a specialist psychologist registration system exists, none have a specialist designation for OHP and therefore the title becomes an additional specialised description that carries no official recognition.

Solution?

What is the way out of the dilemma? Where there is a specialist pathway to registration the EA-OHP, or its local representatives, could negotiate with each country's psychological authority for a specialist OHP title to be established, but this is likely to be a complex and time consuming business with an uncertain outcome. An alternative proposal offered for discussion was that the EA-OHP itself establish a register of professionals through training, experience, and supervision but there are implications; for example, should there be a code of ethics, a complaints & disciplinary procedure, how would practitioners be deregistered and who should be included and excluded? This has implications for litigation and insurance. The risk with this approach is that it may bring the EA-OHP into conflict with the professional organisations within each country. A variation on this model is the 'professional club' idea. In other words, people would become members of the EA-OHP 'club' by meeting certain criteria (much as it is now) but that would not offer any professional practice recognition and subsequently not require a code of ethics, professional practice guidelines, and disciplinary procedure. Practitioners could seek their own registration through their relevant national professional body, as they do now, and use EA-OHP membership as a self-certification of their professional interest in this specialist area. However, such an approach is unlikely to lead to respected and authoritative professional status. Part of the problem is that OHP is a new profession cutting across different specialisms within psychology – (e.g. occupational, organisational, health, clinical, counselling) and outside psychology (e.g. psychiatry, nursing, medicine, social work).

Perhaps the easiest and quickest solution is to introduce a practitioner membership of the EA-OHP defined through qualifications, experience, supervision and training, but bearing in mind it would have no real recognised professional weight or legal status - therefore could not protect the public or employers. Would it lead to confusion and misunderstanding or even be illegal? One member of the forum informed us that the British Psychological Society has expressly forbidden the title OHP as 'too close' to the new protected titles of

occupational and health psychology - thus putting professionals who use the designation OHP at risk of prosecution in the UK. As the discussion continued, it became apparent how complex an issue this is and that we were not going to be able to provide a clear solution. We realised there is a further complication to all this. Not all OHPs are psychologists. Some come from other backgrounds and professional groups.

Implications

To summarise, the Forum has drawn a roadmap of the obstacles to professional recognition but not a clear path to it. Before that can be achieved there are some questions that require answers; what does professional recognition mean, should it involve legal statutory registration, or merely professional membership of the EA-OHP 'club', who would be included or excluded, and would national psychology organisations be involved? The Practice Forum needs to receive comments and feedback about these matters and the direction EA-OHP members wish to take; it may then be possible to find a solution.

Reflecting on the discussion after the Forum I began to think that this question of professional recognition is throwing up an important issue for the EA-OHP. There is a life cycle to organisations, and ours is no exception - they begin small with a group of motivated pioneers, employ informal organisation, rely on goodwill of members, and then, if they are successful, are faced with an option to grow and develop more formal and comprehensive management and regulatory systems. Their mission and vision becomes larger with a desire to expand and enlarge roles and responsibilities. The EA-OHP is probably at this point now and seeks professional recognition, but in doing so it has highlighted the need to clarify its role - does it want to be a special interest club, a professional association, a training certification organisation, a registration body with policing powers, or some combination? We must clarify this first. Then we can examine how and what kind of registration the EA-OHP should offer.

*I would like to thank the following participants who contributed so much from their different professional and national perspectives. The views presented in this article are not necessarily theirs.
Dr Elizabeth Campbell (UK), Jonathan Houdmont (UK), Teresa Jennings (UK), Sirkku Kivisto (Finland), Prof Lois Tetrick (USA), Xu Yanwen (Hong Kong), Barbara Wren (UK), Dr Anthony Schwartz (UK), Dr Carol Schober (USA).*



Stavroula Leka, the Chair of the education forum



Phil Dewe discusses methodology with research forum participants



Andrew Arthur (far right) chairs the 2004 practice forum

Promoting Occupational Health Psychology in Europe

Scott McIntyre convened a symposium during the Oporto conference on the topic of promoting OHP in Europe. Scott has provided us with a review of this important symposium, which led to the formation of an OHP Action Group.

Introduction

Because of the growing interest in OHP now is a good opportunity to step back and reflect on goals for the future. In spite of being a young discipline a number of developments have occurred in Occupational Health Psychology (OHP) both in the United States and in Europe.

- *Scientific and Professional Organizations:* Two scientific and professional societies have been created, the European Academy of Occupational Health Psychology and the recently created Society of Occupational Health Psychology in the U.S.
- *Conferences:* One of the most important activities of EA-OHP is the organization of an annual (now bi-annual) conference which promotes OHP. These conferences are an integral part of establishing a European network in OHP and encouraging the development of young researchers. The upcoming 2006 conference will be held in Estonia.
- *Professional Forums:* the EA-OHP has had a number of initiatives to help create a space for discussion and collaboration, such as the founding of three groups or forums in education, professional practice and research, and the website discussion boards, which include the Education Forum and General OHP discussion boards.
- *Specialty Journals:* The field of OHP is well-served by having two excellent journals, *Work & Stress*, and the *Journal of Occupational Health Psychology*. A new journal will begin this year, the *European Review of Occupational Health Psychology* which will be associated with EA-OHP.
- *Regulation and Training:*

Despite the developments outlined above Occupational Health Psychology in Europe is not as well established in Southern and former Eastern European countries as in Northern and Central Europe. At the moment most of the advances and development of OHP occurs in a few highly industrialized countries where either Psychology is well implanted or there is a tradition of interest in psychosocial workplace factors. This is not the case for many of the newer and/or poorer countries in Europe. In these countries, Psychology is still very young, fragmented and not at all regulated. As a result, this impacts the potential development of new disciplines, such as OHP. In order to determine how to further expand the influence and impact of OHP in Europe, more information concerning research, training and implementation at the European level, for each country, is needed.

- *Regional Expansion*

Although the EA-OHP annual conferences have been successful in promoting OHP, the attendance at the conference reveals some of the weaknesses that currently exist. The representation of the countries at the conference is poorly distributed. The Oporto conference was the most successful EA-OHP conference ever, yet, only 16 of the 25 EU members were represented at this conference. Of these 16 countries 3 countries provided 67% of European representatives those being the United Kingdom, Sweden, and Norway. It is safe to say that developing countries, such as those in Southern Europe and the new EU members, are at a disadvantage in developing OHP as

they have few or no members and no mechanisms or funding with which to implement OHP. For the future development of OHP there is a need for local representation: direct or indirect. EA-OHP could begin to develop local contacts with the goal being to help organize and establish local societies in OHP.

Funding is essential to attracting new researchers and that could be done through the Action Research model of Kurt Lewin where the issues to be investigated are more applied than theoretical. These countries face new organizational and health challenges with the globalization of markets and economies, experiencing massive changes to be able to compete and reach EU standards. Therefore, OHP applications are particularly relevant for these populations. Local groups can be useful in bringing to the regional level the knowledge and expertise, adapted to the local situation, necessary to promote OHP.

Another way to promote regional development is through activities directed at target groups, such as students and young researchers or professionals. This can be done through undergraduate courses, conferences that are more active locally, and a more effective professional and research networking.



Scott McIntyre presents the symposium on promoting OHP in Europe

Education and Training: Targeting key groups for the Future

In order to motivate future workers in the field, they must have some kind of exposure early on in their education. Psychology is a very popular subject all over the world, but not all aspects of Psychology are given equal treatment. Being exposed to what is OHP early on in undergraduate programs, pointing out its potential to impact everyday life and improve the well being of workers and organizations, could help to generate interest in the field.

Although there are few, most of the education and training programs focus on postgraduate training. It would be key to encourage OHP undergraduate courses or modules. To support these courses, it would be helpful to provide sample curricula on subjects of OHP available for those universities which do not offer courses in OHP. These instructors' guides could be made available on the internet and would help newer members put together a consistent teaching on the subject. These summaries could include sample "powerpoint" slides as well as text, and would be available for anyone to download and use in their presentations.

Going beyond the journals is also necessary in order to promote and advance OHP among professionals and non-psychologists. An example would be having publication series with short books on timely issues; basic knowledge as well as a more advanced knowledge is fundamental to giving access to OHP to a wider audience.

Doctoral students are another important target group for OHP development. Having conferences with accessible prices, which are well publicized locally and provide training and practical application of key concepts in a workshop environment, with leading researchers

(including the “how to’s”, statistics, mentors, cutting edge research, etc.) is likely to attract doctoral students and young professionals.

Conclusion

An Action Group was formed as a result of the symposium and will begin developing a working paper on establishing priorities for developing OHP. Some of the strategies for strategic development that were discussed in the symposium are summarized below:

1. EA-OHP has been an integral part of the expansion of OHP but it is time to reflect on the current model and reexamine the role of conferences, developing local organizations and having EA-OHP serve as an umbrella organization to promote OHP throughout Europe. The definition of what is EA-OHP needs to be discussed with the members. Do we want a small, cozy society or one that is much larger? Looking at other models could be helpful in establishing the pros and cons of a large/small society.
2. The annual (now bi-annual) EA-OHP conferences are an excellent opportunity for attracting students, establishing networks and being a catalyst for the development of OHP at a local level. The creation of a nationally representative network of OHP professionals and researchers who may be able to build on these initiatives locally, is a key step in moving OHP forward in Europe. The application of this goal should be analyzed and create new objectives to be implemented at the next conference in 2006.
3. Promoting the regional expansion of OHP, which takes into consideration each country's specific needs and profile in the development of Psychology as a discipline. The promotion of regional/local expansion of OHP by could also be accomplished by targeting key groups. The goal should be established of having local representation in each of the 25 EU countries.
4. Targeting key groups in terms of the development of education and training programs and curricula, such as undergraduate and doctoral students and young researchers. The idea of “giving away” OHP through the Internet was discussed as well as initiating an OHP publication series.
5. Promoting OHP to research funding entities and policy makers in order to foster support for research networking and applications of OHP. In order to be the most effective, EA-OHP will need to have a critical mass of members and, therefore, will need to grow as an organization.
6. Work with the Academy's Education Forum to develop a core curriculum for OHP that could serve as a basis for OHP training.

In conclusion, it was suggested that an action point for each member of EA-OHP could be to invite 1 person to join this year. It is well known that have shown that the main reason that people are not members of organizations is that they have not been asked to join. If each member were able to persuade 1 person to join, the membership would double during the next year. Many people have expressed enthusiasm to help in these, and many other, areas. It is essential that a close cooperation be established in order to maximize the impact of OHP in Europe.

OHP World

2005

Jan 22-July 10

Manchester, UK
University of Manchester & The People's History Museum
Exhibition: Hazards! Health in the workplace over 200 years
<http://www.coeh.man.ac.uk/news/jubilee/>

10-12 March

Los Angeles, California
4th ICOH International Conference of The Work Environment & Cardiovascular Diseases
Website: <http://www.workhealth.org>

April 5-7

Hatfield Herts, UK
The Ergonomics Society UK
Ergonomics Society Annual Conference 2005
<http://www.ergonomics.org.uk/>

13-16 April

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 27-28

Cardiff, UK
Institution of Occupational Safety and Health (IOSH)
IOSH 2005 International Conference and Exhibition
<http://www.iosh.co.uk/index.cfm?qo=events.details&EventID=1641>

April 27-29

Strasbourg, France
International Commission of Occupational Health (ICOH)
Scientific Committee on Education and Training
7th Congress on Education and Training in Occupational Health
http://www.ulpmmed.u-strasbg.fr/medecine/actualites/Icoh_1/ICOHcongressapril2005.htm

29 April – 6 May

Washington, USA
American Occupational Health Conference (AOHC 2005)
<http://www.acoem.org/>

May 12-15

Istanbul, Turkey
European Association of Work and Organizational Psychology (EAWOP)
XII European Congress of Work & Organizational Psychology
<http://www.eawop2005.org/>

22-26 May

Ystad, Sweden
11th International Conference on Environmental Ergonomics
<http://www.eat.lth.se/ICEE2005/>

May 30-31

Espoo, Finland
Finnish Institute of Occupational Health (FIOH)
International Symposium of Youth and Work Culture 2005
<http://www.ttl.fi/Internet/English/Information/International+meetings+and+symposia/Youth+and+Work+Culture+2005/default.htm>

22-25 June

Maui, HI, USA
International Ergonomics Society (IEA)
8th International Symposium on Human Factors in Organizational Design and Management
<http://cqpi2.enqr.wisc.edu/odam2005/>

23-26 Aug

Okayama, Japan
The second ICOH International Congress on Psychosocial Factors at Work: <http://eisei.med.okayama-u.ac.jp/WOPS2005/>

31 Aug – Sept 1

Galway, Ireland
Annual Conference of the European Health Psychology Society (EHPS)
www.ehps2005.com

18-22 Sept

Hoofddorp, The Netherlands
International Commission of Occupational Health (ICOH)
17th International Symposium on Shiftwork and Working Time
<http://www.shiftwork2005.atos.nl/>

18-23 Sept

Orlando, Florida, USA
XVIIth World Congress on Safety and Health at Work
www.safety2005.org/#www.safety2005.org

26-30 Sept

Orlando FL, USA
Human Factors and Ergonomics Society 49th Annual Meeting
www.hfes.org

2-5 Nov

Wellington, New Zealand
18th Asian Conference on Occupational Health
www.fmshk.com.hk/hksoem/18acoh.pdf

27-30 Nov

New Delhi, India
The Society for Working Life: Fourth International Congress on Women Work and Health
<http://www.societyforworkinglife.org>

Jan – Nov 2005

University of Manchester, UK
Programme of events to celebrate the 60th anniversary of the foundation of the Chair in Occupational Medicine and the Centre for Occupational and Environmental Health
<http://www.coeh.man.ac.uk/news/jubilee/>

2006

2-4 March 2006

Miami FL, USA
American Psychological Association (APA) & NIOSH
6th Interdisciplinary Conference on Work, Stress, and Health
<http://www.apa.org/pi/work/callforpapers.html>

April 4-6

Hatfield Herts, UK
The Ergonomics Society UK
Ergonomics Society Annual Conference 2006
<http://www.ergonomics.org.uk/events/AC2006call.htm>

June 11-16

Milan, Italy
International Commission of Occupational Health (ICOH) & Department of Occupational Health of Milan & Italian Society of Occupational Health
28th ICOH Congress: Renewing a Century of Commitment to Healthy, Safe and Productive Working Life
<http://www.icoh2006.it/>

July 16-21

Athens
Greece International Association of Applied Psychology (IAAP)
The 26th International Congress of Applied Psychology
<http://www.erasmus.gr/>



19th
Annual Conference of the
European Health Psychology Society,

CALL FOR ABSTRACTS

We would like to invite you to submit an abstract for an oral, poster, symposium or round table presentation for the upcoming EHPS Conference 2005, which is to be held in the National University of Ireland, Galway, Ireland from August 31st to September 3rd.

All abstracts must be submitted online. The final date for submission of abstracts for oral presentations is February 14th 2005. Abstract submissions for poster presentations will take place from January 2nd to April 30th 2005.

This year's theme will focus on 'Enhancing individual, family and community health.' Keynote speakers will include: Prof. Shelley Taylor, UCLA, Prof. James Pennebaker, University of Texas, Prof. Marie Johnston, University of Aberdeen and Prof. Jack James, National University of Ireland, Galway.

Further details of the conference can be obtained from: www.ehps2005.com or alternatively you can contact us at: conference@ehps2005.com



Occupational Health Psychologist

A publication of the European Academy of
Occupational Health Psychology

SUBMISSION GUIDELINES

Please find below general guidelines for submitting articles for future issues of the *Occupational Health Psychologist*. We hope that these proposed sections will encourage all of our members to contribute. We welcome articles from students, new researchers, practitioners, and from long standing members of the Academy. Three issues per year will be published: winter (Jan/Feb), spring (May/June), and autumn (Oct/Nov).

OHP Research / Practice

We welcome short reports of research findings, practice issues, brief literature reviews, and theoretical articles. Articles for this section can be up to 2000 words.

Business Briefings

In this section we would welcome brief overviews of your OHP-related activities, or those of your research group, consultancy, or organisation. This will provide a useful insight into the sort of work that is being undertaken in different parts of Europe. This section could also be used to communicate policy developments that have implications for OHP research, practice, and education in your country. Articles for this section should be about 1500 words.

Up & Coming Research

This section is an outlet for research in progress and short research updates. You can use this section to gain exposure for your work whilst preparing for publication, or for work that may not otherwise be published within the OHP domain. We would welcome articles of approximately 500-1000 words in this section.

**Please email your articles to
Paul Flaxman at P.Flaxman@gold.ac.uk**

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