policy makers and gives insight into the requirements of how to realise them. A report will be published end of the year 2017.

Discussion The study has identified gaps concerning the performance of empowerment and participation in the area of vocational education and training. There is a need for innovative learning environments especially for young workers and professionals to improve their health-competence.

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OCCUPATIONAL PSYCHOLOGY AND THERAPEUTIC YOGA -TOOLS FOR CRACKING HSE INTERNATIONAL CERTIFICATION EXAMS

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Introduction Occupational Psychology is a Science of measuring psychological variables, such as knowledge, Self esteem, skills and abilities of an employee Understanding human behaviour in the workplace with respect to organisations principle and policies. A field that is concerned with the safety, physical and mental well being of an employee. Therapeutic Yoga – is an initiative which can be implemented by the Employer appointed competent Occupational yoga therapist and can be followed by the worker includes breath control, simple meditation, adoption of a specific bodily postures practiced for health and relaxation so as to perform well in the assigned tasks especially in high risk activities. It can be applied to maintain worker fitness in high risk activities like Work at Height and Confined Space and to remove their respective phobias i.e., Acrophobia and Claustrophobia and Mnemophobia for the aspirants who are undertaking International HSE competitive exams like NEBSOH, CSP etc.,. The Employee well being is a very important factor to control accidents in the workplace. Individual behaviour like Attitude, Competence, Perception, will play a vital role in Work Place Safety. This Individual behaviour and the mental well being can be highly improved if the employer applies the idea of Occupational Psychology and Therapeutic yoga. ILO 161 and ILO 1959 R112 defines ‘occupational health services’ states that safe and healthy working environment which will facilitate optimal physical and mental health in relation to work and the adaptation of work to the capabilities of workers

Methods

- Counselling Therapy: Counselling aims to help individual/ Employees to manage their accident prone psychological difficulties and converting them to contribute for Organisation Safety Occupational Psychologist has to understand the types of psychological issues exist in the workplace and has to decide the counselling method as follows, Psychoanalytic therapy or talk therapy can be done by listening to Employees talk about their lives will release their personal stress.
- Therapeutic Yoga blends postures, breath work, hands-on healing, meditation techniques which will improve the memory level for the aspirants who undergoing HSE training and preparing for competitive international HSE certification exams.

Results By applying counselling therapies and meditation stress control methods it has observed that the class test performance and the confidence level have improved very positively. Out of 6 aspirants, 60% improvement in terms of confidence and performance has achieved.

Conclusion The human mind and the individual factors are very challenging for the HSE Professionals. Continuous HSE trainings and knowledge updating is must for Safety Professionals. In between their work commitment, aspirants are emphasised by the organisation to take international HSE Certifications like IDIP NEBOSH, NEBOSH IGC, CSP. The aspirants greatly affected by mental stress with Mnemophobia. By adopting counselling therapies and therapeutic yoga to my aspirants, I found lot of improvement in their confidence as well as performance level. I recommend this method can be applied for other high risk activities like work at height, confined space to improve the physical and mental fitness of the workers.

Discussions Counselling aims to help individual/Employees to manage their accident prone psychological difficulties, builds confidence and converting them to contribute for Organisation Safety. Occupational Psychologist has to understand the types of psychological issues exist in the workplace and has to decide the counselling method as follows, Psychoanalytic therapy or talk therapy can be done by listening to Employees talk about their lives will release their personal stress. In Behavioural therapy, employees encouraged to gradually face their fear of heights by explaining about the safety precautions adapted in Work at heights. Group therapy is a form of psychotherapy where two or more employees will insist to play a game with their superiors will pave the way healthy dignified relationship. Art therapy involves the use of artistic means to work through difficult emotions. It helps individuals who are having trouble discussing their problems verbally. in the same way, therapeutic yoga postures will boost the mental as well as, physical fitness.

Being a HSE Tutor handling HSE Professionals of different industrial background and tutoring them to take up international HSE certifications like IOSH MS, NEBOSH IGC etc., I identified they are undergoing severe stress and psychological issues due to so many reasons. So, I applied this concept of Counselling therapies, therapeutic yoga and found improvement as follows: Absenteeism rate reduced, Motivation and self confidence increased, Considerable amount of optimistic changes observed in Daily test performance. I suggest, the safety professionals has to implement this techniques to improve the resilience, fitness of the employees so as to create good safety culture and competent work group for high hazardous activities like work at height, confined space safety.

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THE EFFECTS OF TRAINING MANAGERS ON MANAGEMENT COMPETENCIES ON WORK ENGAGEMENT OF THEIR SUBORDINATES: A SINGLE-GROUP PRE- AND POST-TEST STUDY

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Introduction The UK Health and Safety Executive (HSE) developed the concept and measure called ‘Stress management competency indicator tool’ of management competencies to prevent and reduce stress at work, and has shown some beneficial effect of training managers for these competencies (Yarker, *et al*, 2008). The purpose of this study was to examine the effect of a training program for managers developed

based on the concept and measure on work engagement of their subordinate workers in Japan.

Methods The study sample was all managers and employees of a financial enterprise in Japan. The study design was a single-group pre-and post-test study. We developed a one-session 150 min workshop-based training program based on the HSE management competencies framework, including lectures, group works, and homework. Work engagement of subordinate workers was measured at baseline and 1 year follow-up by the short version of new Brief Job Stress Questionnaire (BJSQ). Improvement of 12 areas of sub-competencies among managers was also assessed by using the HSE competency indicator tool.

Results 94 managers (92 men and 2 women) and 1187 subordinate workers (590 men and 597 women) participated in the study. The scores of work engagement did not increase significantly from baseline to 1 year follow-up among subordinate workers as a whole, with a small effect size (Cohen's $d=0.05$). However, multilevel analyses revealed that improvements of 6 sub-competency areas of managers was significantly associated with increase in work engagement of subordinate workers, particularly for the integrity ($\gamma=0.05$, $p=0.03$ for the crude analysis; $\gamma=0.05$, $p=0.03$ after adjusting for the covariates).

Conclusion The training program for managers failed to show its effect on improving work engagement of subordinate workers, possibly because of the low intensity of the program. However, it is suggested that the integrity might be a key management competency to improve work engagement of subordinate workers.

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RESIDENCY PROGRAM IN OCCUPATIONAL MEDICINE GUIDED BY THE COMPETENCES REQUIRED TO PRACTICE THE SPECIALTY IN BRAZIL

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Introduction The professional training in Occupational Medicine in Brazil is guided by the list of competences defined by the National Association of Occupational Medicine (ANAMT) in 2003 and updated in 2016, covering 6 domains and 28 essential competencies headed by the competence of moral judgment. This work presents the results of a study carried out with the objective of elaborating a residency program in Occupational Medicine at the Hospital das Clínicas of the Federal University of Minas Gerais, with a duration of 2 years, distributed in 5760 hours, with emphasis on detailing the essential competences of the Professionalism and Study and Intervention on the Health Situation of Workers.

Methods The quantitative-qualitative study took as reference the competences defined by ANAMT and the norms that regulate the medical residency programs in the country, with the construction of matrices that were successively submitted to the appreciation of residents, graduates of the program and professionals specialised in the area. At the end, a Seminar was held to validate the results.

Result A preliminary document was produced where the main technical knowledge, skills and attitudes expected for each general competence contained in the fields of Professionalism

and Study and Intervention on the Health Situation of Workers were defined and listed.

Discussion This study detailed the general competences of the first two domains of the competency matrix prepared in 2016 by ANAMT with the aim of making their use easy and practical. This detail can serve as a platform for the development and orientation of Medical Residency Programs in Occupational Medicine.

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VIOLENCE AGAINST STUDENT NURSES BY PATIENTS AND THEIR RELATIVES IN PUBLIC HOSPITALS IN KWAZULU-NATAL, SOUTH AFRICA

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Introduction Workplace violence in the healthcare setting is increasing and poses a danger to healthcare professionals. It is reported that nurses are at three times greater risk of being exposed to violence in the workplace than any other professional group.

Methods A quantitative, descriptive, cross-sectional survey was conducted at four randomly selected campuses of the KwaZulu Natal College of Nursing. A non-probability convenience sample of 421 student nurses was realised. A validated and reliable instrument was used to collect data which was statistically analysed using SPSS 23. Tests included Pearson's correlation, t-tests, Anova and chi-square.

Result Majority of those sampled were female and Black with more female victims of workplace violence than males. Male patients and their relatives were most often the perpetrators. Male students reported depression and negative effects on personal relationships more often than females. Males felt that it was not important for them to report any workplace violence and more males saw it as part of the job.

The wards were the most likely site to experience violence with the operating theatres the least likely.

The senior students reported more abuse in the workplace than the junior students. There were no significant relationships between the year of study and reporting of violence and the awareness of any policy in the hospital addressing workplace violence.

Violence in the workplace was not, for the majority of those sampled, a reason to consider leaving the profession.

Discussion Student nurses are victims of workplace violence, perpetrated by patients and their relatives, in the public hospitals of KZN. They call in absent at work and feel angry and depressed. Many of these victims do not report the incidences of abuse that take place during their clinical placement and many are not even aware of the policies that exist in their institutions.

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ASYNCHRONOUS, ONLINE TRAINING OF HEALTHCARE WORKERS AND HYGIENE/SAFETY MANAGERS IN OCCUPATIONAL HEALTH AND HYGIENE

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