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=0.03). 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 (γ=0.05, p=0.03 for the crude analysis; γ=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.

**Abstracts**

**1349 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 Clinicas 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.