

801 **IMPLEMENTATION PROCESS EVALUATION OF A PREVENTIVE INTERVENTION IN A HOSPITAL: ASSESSMENT OF THE ADEQUACY BETWEEN WORKERS' NEEDS AND INTERVENTION**

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Introduction The *Together towards health* program was implemented in a large hospital in Québec, Canada to target psychosocial work factors. An organisational psychologist developed activities to improve team management in several units, based on a participatory implementation process. The aim of this study was to assess the adequacy between workers' needs and activities that were effectively implemented.

Methods We used a longitudinal design with a mixed-method approach. Data were collected in three medical analysis laboratories (n=25, 25, 35) within the hospital. Quantitative data were collected with a questionnaire among all active workers before the intervention implementation. Psychosocial work factors (validated demand-control-support and effort-reward imbalance models), psychological distress (validated Kessler-6), sleep quality (Pittsburg Sleep Quality Index) were measured. Three top priorities for intervention were ranked by workers. Qualitative data through observation (logbooks) during all steps of intervention (8–24 months) were collected in the three units and documented the elaboration of action plan and the nature of activities effectively implemented.

Results

- Two different sources of data for workers needs assessment were compared: the diagnosis of psychosocial work factors resulting from quantitative data analysis and workers' ranking of their 3 top priorities. Results showed a good adequacy between diagnosis and workers' ranking in the three units.
- The correspondence between the action plan (elaborated by workers, managers and the psychologist) and the identified needs was partial in two units and low in one unit.
- The types of implemented activities covered only a part of identified needs in the three units.

Discussion Results show that the discrepancy between needs, action plan and activities may be important. In the three units, implemented activities addressed social support, reward and justice at work, but did not address work organisation issues (psychological demands, decision latitude) although prevalence of exposure was high for these risk factors.

810 **HEALTHY ENTERPRISE STANDARD (HES) EVALUATION: IMPACT ON WORK-LIFE BALANCE AND SELF-RATED HEALTH**

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Introduction Work-life balance (WLB) refers to the harmonisation of one's professional and personal roles. A growing body of research suggests that this conflict may be associated with various mental and physical health problems. An increasing number of organisations are implementing measures to promote WLB, but the effects of these on workers' health are not well known. Implemented in 2008, the voluntary *Healthy Enterprise Standard* (HES) targets four intervention areas, including one to promote WLB. The objective of this study was to evaluate the impact of HES implementation on workers' WLB and their self-rated health.

Methods This was an intervention study with a before-after design derived from secondary data. Organisations adopted the standard of their own initiative and were responsible for implementing interventions. All active employees were solicited to participate before (T1, n=2849) and 24–38 months (T2, n=2560) following the standard's implementation. At both time points, participants completed a questionnaire. WLB was measured using one item evaluating participants' ability to maintain balance in their professional and personal responsibilities. Self-rated health was assessed using a validated self-report item. Exposure to the WLB intervention area was determined by qualitative analyses.

Result The overall results show a deterioration of WLB for both women and men from T1 to T2. Of the two organisations that implemented specific interventions to promote WLB, only one implemented recognised interventions (flexible schedule and telecommute). In this organisation, a slight improvement in WLB was observed for men and especially for women. However, an increase in the prevalence of negative self-rated health was also observed in both sexes.

Discussion These results suggest that workplace interventions implementing recognised and specific measures to promote workers' WLB may be effective. The results of this study illustrate the importance of implementing concrete and recognised interventions in this field.

1681 **CROSS-DISCIPLINARY APPROACHES TO MENTAL HEALTH IN THE WORKPLACE**

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Introduction Changes in the pace of life, stresses at home and the drive to increase productivity and enhance performance in the workplace can all adversely affect the mental health of workers. Anyone suffering mental health issues will either become absent from work on sick leave, attend work but be far less effective, or may even leave their employment. Either way this is a cost to many businesses and one that is being recognised at government levels too. Organisations are now thinking about how mental health can be better managed and how workers can be rehabilitated while at work.

In most countries mental health is still a difficult topic for employees to discuss. They often feel that they may be accused of not being up to the task and are afraid of losing their job.

Session description The session will be delivered as a panel discussion. It will explore and reflect upon raising awareness,