

composing an intervention programme will be planned in joint effort by a constructive dialogue between employee and supervisor. The aim of this qualitative study was to assess the needs of employees and supervisors towards the aforementioned approach to improve sustainable employability of nurses.

Method A structured needs assessment was performed to answer the question of what are the realistic, attainable and useful characteristics of an intervention, in which nurses and their supervisors have a constructive dialogue on sustainable employability. The so-called Vitality Scan is filled out beforehand and used as a starting point of the dialogue, during which customised follow-up actions are arranged if appropriate. We performed six focusgroup interviews, three amongst employees (n=13) and three amongst supervisors (n=15). Qualitative data analysis was performed using Atlas.ti.

Results Both employees and supervisors perceived a safe *psychosocial working environment* as most essential. We found a positive *attitude* and *intention* towards the characteristics of the Vitality Scan and dialogue. The (time) effort and amount of *self-efficacy* amongst supervisors were considered potential barriers as well as facilitators. Thorough training of the supervisors was considered necessary.

Conclusion Nurses and supervisors are positive towards working on sustainable employability of nursing staff using the designed intervention. Several existing facilitators and barriers in the organisation were addressed and practical improvements were suggested.

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PSYCHOSOCIAL RISKS IN TRADE UNION REPRESENTATIVES

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10.1136/oemed-2018-ICOHabstracts.1725

Introduction Quantitative studies reveal that trade union representatives are dealing with a number of *specific* psychosocial risk factors. The existing literature leaves many questions unanswered on the underlying reasons for these psychosocial risks and on difficulties in addressing them. A qualitative research could offer an opportunity to tackle this knowledge gap and to provide deeper understanding of this subject.

Methods Eight semi-structured in-depth interviews were conducted with trade union representatives from the 2 largest Belgian unions: ACV (*Confederation of Christian Trade Unions*) and ABVV (*General Federation of Belgian Labour*). A purposeful sample of participants was recruited from a wide range of sectors and types of work organisation. Template analysis was used to examine their unique job demands and job resources.

Results Using the job demands-resources model as a conceptual framework it was possible to map the unique psychosocial risk factors experienced by trade union representatives. Quantitative, qualitative and emotional overload, role conflict, role ambiguity and a conflictual relationship with their employers were found to be the major job demands. Social support from the workers, other representatives and the trade union were found to be the most important job resources, as well as having the knowledge and skills, experiencing success and having

strong trade union beliefs. The findings of this study also suggest that workplace restructuring could profoundly impact the job demands and job resources experienced by trade union representatives.

Conclusions A rich and complex account of the experiences of the participants could be created. In general the results fit the existing literature but they add a deeper understanding of *how* and *why* trade union representatives are experiencing certain job demands and job resources. The study resulted in a wide range of propositions to improve the prevention of psychosocial risks in trade union representatives.

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EFFICIENCY OF VOCATIONAL REHABILITATION PROGRAMS FOR WORKERS WITH SCHIZOPHRENIA: A SYSTEMATIC LITERATURE REVIEW ACCORDING TO THE PRISMA GUIDELINES

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10.1136/oemed-2018-ICOHabstracts.1726

Introduction Unemployment is common among people with schizophrenia and contributes most to the economic cost of the condition. This study was aimed at (1) reviewing the available tools to facilitate the vocational rehabilitation of workers with schizophrenia and (2) describing their specific opportunities.

Methods A search of PubMed for original, peer-reviewed articles published from 2006 until January 31, 2016, yielded 643 citations. Exclusion criteria were patients less than 18 years or older than 65 years of age, patients with additional diagnoses, studies conducted in developing countries, lack of an adequate study design, systematic reviews or case studies, no work related studies, and other major analytic inadequacies. The remaining 24 articles were assessed in qualitative synthesis using the Scottish Intercollegiate Guidelines Network (score $\geq 2+$), Critical Appraisal Skills Program or Prediction Model Risk of Bias Assessment Tool checklists.

Results

- Only seven quantitative and one qualitative study could be included. The number of study participants with schizophrenia varied substantially (n=7 in the qualitative study, n=100 in the largest quantitative study). Most studies were conducted in the United States (n=5), as well as two in Canada and one in Japan.
- Cognitive remediation programs (Neurocognitive Enhancement Therapy) combined with supported employment were significantly more effective ($p < 0.005$) than supported employment by itself. Next, Individual Placement and Support (the manual version of supported employment) and cognitive behavioural therapy (Indianapolis Vocational Intervention Program) were, by themselves, more effective than conventional vocational rehabilitation, regardless of whether it was for competitive employment.

Discussion Combining cognitive remediation programs with supported employment programs significantly improved the vocational outcomes of workers with schizophrenia, especially