

Reward could damage health with stress repercussions. A high level of organisational justice has been linked to better mental health (Elovainio, *et al.*, 2002). Results agree with Rodriguez-Martinez (2011) and Rodriguez-Bracho (2013), regarding exposure to emotional demands, predictability and leadership quality. Avendaño, *et al* (2009) found that relationships quality with superiors are important to face daily stressors. This also may indicate that company' leaders lack of teams' surveillance, with insufficient information to carry out the work expressed by Predictability. However, Colleagues/Superiors Social support, Clarity/Conflict roles and group feeling, were in favourable conditions. Factors as work compensation, social capital, emotional demands, leadership and predictability, were with greater consequences in mental health and employers must use important resources to manage daily stressors.

### 80 PSYCHOLOGICAL RISK ASSESSMENT – BRIDGING THE RESEARCH-PRACTITIONER GAP

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10.1136/oemed-2018-ICOHabstracts.1747

**Introduction** Due to the consequences of globalisation and digitalization on working conditions, psychological risk factors at work rise in importance. Prevention strategies for designing working conditions that maintain mental health and work functioning are needed.

Only few companies worldwide have implemented psychological risk management regularly. One reason might be the lack of suitable measurement tools. Although, many researchers developed reliable assessment instruments for psychosocial stress at work, most of them fail in helping redesigning working conditions on the technical or organisational level. With the help of existing measurements mainly personal prevention actions are possible. Therefore an instrument is needed that measures the objective work factor and not the subjective stress of the employees.

The aim of this investigation is to develop and validate a practical online assessment of psychological risk at work according to scientific standards.

**Methods** From November 2015 to March 2016, psychological work factors that have impact on mental health were determined by means of literature searches, workshops and telephone interviews with experts. An online assessment was developed between April 2016 and September 2016. From October 2016 to March 2017 risk analyses were carried out by experts and employees on the basis of 10 pilot companies from the public sector (about 2000 respondents).

**Results** The online assessment provides statements on the work content, work organisation, social relations and the work environment. With 48 items, psychological work factors with regard to the task (not the person) are recorded with value-neutral formulations. The response scale is a 4-step frequency scale. First analyses prove the objectivity, reliability and validity of the instrument.

**Conclusion** The online assessment contains psychological work factors that can be generalised to any work tasks. It might be used across all sectors. The instrument measures psychological risk at work economically and largely independent of the individual response.

### 1011 WORK PROCESSES AND MENTAL SUFFERING: A QUANTITATIVE ANALYSIS FROM THE SAUVI BETIM SURVEY, BRAZIL (2014–2015)

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10.1136/oemed-2018-ICOHabstracts.1748

**Introduction** This study aimed to analyse associations between work processes and suffering in workers of the SAUVI-Betim survey. It is a cross-sectional study, which analysed data from this survey, conducted in the years 2014–2015 in the city of Betim Brazil. **Methods** Initially, general survey information was analysed comparing groups of workers and non-workers. Then, an analysis was made comprising only the group of workers (614 people). The statistical analysis included the application of the chi-square test in the contingency tables and the analysis of correspondences between 'Work' and 'Health' categories.

**Results** Statistical significance ( $p < 0.05$ ) was found, mainly between being female and a higher frequency of depression, anxiety/other psychiatric problem and use of sleeping aids; being male and the positive CAGE result; 'separated/divorced' marital status and self-report of depression and use of sleeping aids; lower family incomes with self-reported depression; and the use of sleeping aids in the 50–59 age group. In addition, the correspondence analysis found the following associations: the consumption of alcoholic beverages was greater for those who carried out extensive journeys; the positive CAGE result was associated with worse working conditions; both the use of sleeping pills and the anxiety/other psychiatric problem was associated with night work; and self-reported depression was associated with overtime work.

**Discussion** This study pointed out that certain characteristics of the work processes were associated with the variables related to suffering in workers of the SAUVI survey. Other research that evaluates causation and investigates other variables should be conducted.

### 1134 DOES OPEN-PLAN OFFICES SUITE STAFF IN A PSYCHIATRIC CARE SETTING?

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10.1136/oemed-2018-ICOHabstracts.1749

**Introduction** In 2013, all psychiatric units (in-and outpatient) in Uppsala, Sweden, were relocated together into a new building at the hospital area. 500 employees moved from mainly cell offices to open design offices without flexible seating. Occupational medicine made an evaluation to investigate how the psychosocial work environment was affected by the change.

**Methods** Semi structured focus groups interviews, with a total of eight group interviews, four months before the relocation and 14 months after. The groups were divided by professional groups such as nurses, physicians, psychologists and in administrative groups such as managers, management team and staff. The participants were randomly invited to the interviews, all together 55 persons participated before, and 46 persons after the relocation. The interviews were transcribed and analysed using qualitative data analysis.

**Results** Overall, the staff experienced difficulties performing their duties in an optimal way in the open workplaces. Both