



Finnish Institute of
Occupational Health

Actors and activities in the field of mental health, well-being and teaching practice in Finland

Presentation by *Tiina Saarelma-Thiel*,
Head of Training and Education,

Organizational Psychologist, FIOH, Helsinki

TEACHING MANAGEMENT OF MENTAL HEALTH PROBLEMS
7th EASOM Summer School
in Zaragoza, 6 – 8 September 2007

outline

1. New **policies**, genre
2. Key actors in **well-being** at worklife in Finland
3. Key actors and activities in health care sector (includes OHS) among **mental health**
4. Mental health **topics** in curriculums
5. Conclusions
6. Work Health Psychology -book

1. The Finnish policy

New genre in Finland is "a **Health Promoting Workplace**"

The prevention concept of OHS is shifting from the health hazard/risk model towards **workplace health promotion**

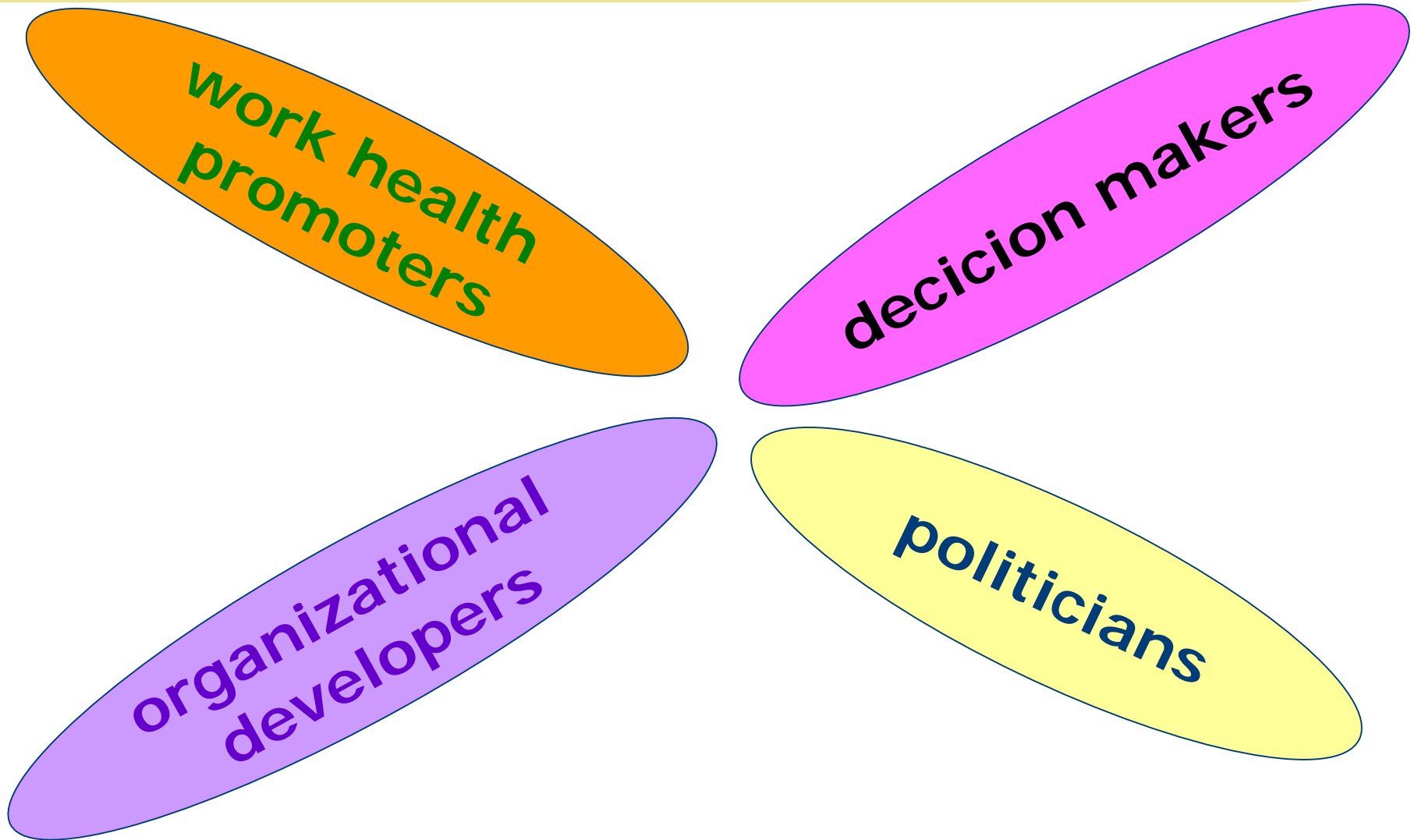
Direction is from mental health problems/disorders to **mental health promotion/well-being/good functioning**

The workplaces should actively "**produce**" health instead of only trying to find out the risks

Well-being and productivity are going hand-in-hand

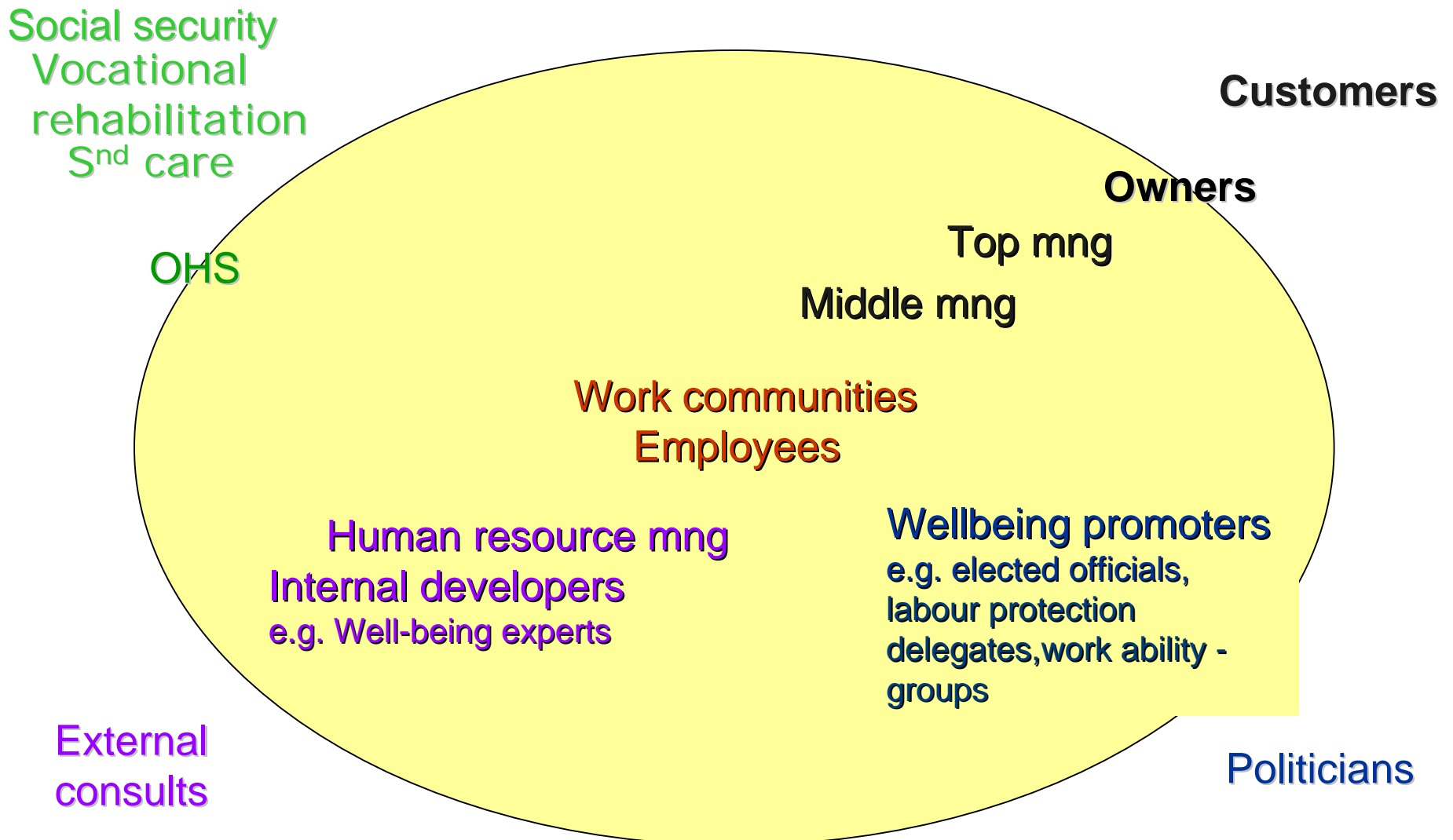
The target group is the whole **working population (citizens)**, not only these, who are in the working market

2. Well-being Actors in worklife in F



Key actors in promoting well-being at worklife in Finland

Tiina Saarelma-Thiel 2005,2006



Actors in well-being and their roles and interests -who is acting with well-being and why?

1. Top management
2. Middle mng
3. Work community/
employees
4. Human Resource
Management
5. Internal developers
6. Well-being
promoters
7. OHS
8. External consults
9. Owners
10. Customers
11. Social security
12. Politicians

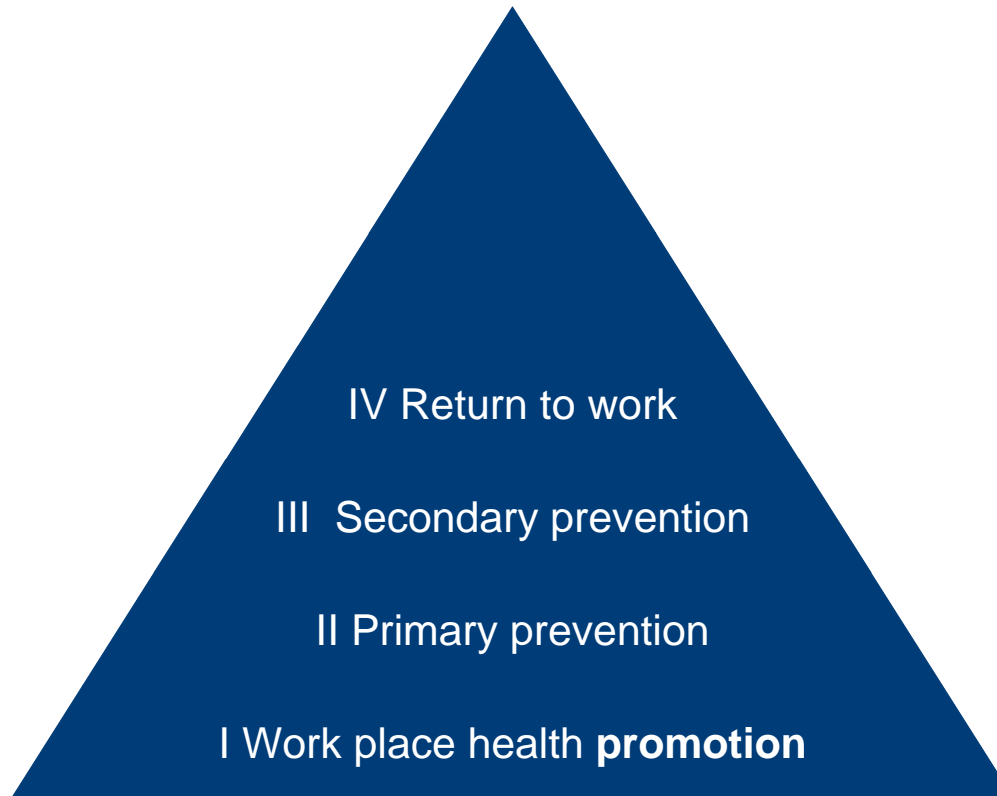
1. To reach financial performances or impact aims, to realize the social responsibility of the company
2. To create a good psychosocial environment
3. To be responsible of own work ability
4. To keep and develop a competent personnel and follow –up the state of well-being
5. To open eyes in transition phases
6. To keep the wellbeing angle in discussions
7. To be experts in relationship between work and health
8. to bring external view and good practices to workplace
9. To keep the a good reputation and value of the company e.g. human capital
10. Good service requires satisfied and healthy employees, ethical persuading decisions
11. To give financial support to maintain work ability
12. To enact laws/legislative work



Finnish Institute of
Occupational Health

3. Activities and key actors in health care sector among mental health in F.

ACTIVITIES among mental health



ACTIVITIES among mental health

I Work place health **promotion** for everybody

II Primary prevention

a) **Recognition** of mental symptoms by screening

b) Work stress **prevention** and management methods used at individual level in OHS in Finland

c) Group **interventions**

d) Organizational **screening**

III Secondary prevention

- **Early recognition and treatment** of common mental disorders
- Diagnosis & treatment
- Differential diagnosis
- Assessment and maintenance of **work ability**
- **Sick leave** practices

IV Return to work

• after sick leave due to depression or other mental disorders

I Work place health promotion for everybody

- "Workplace health management" (OHS =health and safety)
- "Mental health promotion at workplaces"

II Primary prevention

a) **Recognition** of stress factors, symptoms and treatment activities in a multiprofessional team (physicians, nurses and psychologists)

b) To **screen mental symptoms**

such as work stress, burnout, depressive symptoms

e.g. using TSK=work stress inquiry; The one question related to stress; MBQ
Maslach; Beck´s Depr. Inventory,

Work **stress prevention and management/coping methods** used at individual level in OHS in Finland, e.g.

- Biofeedback
- Applied relaxation
- CPT=cognitive behaviour method
- IPT=Interpersonal Therapy
- PST =Problem -solving therapy
- Physical activity
- Bernier modell (1998) is for treatment of burnout and depression - based on qualitative reasearch, stepped care modell; physician uses with psychologist, includes both indiv. support and development of work)

II Primary....

c) Group interventions:

- e.g. CWD courses= depression schools

d) Organizational level

Assessing work load factors and making suggestion for measures (what should be repaired)

by using work-place surveys (core process in OHS) –
this must be done according the OHS act 2002

e.g. by using TIKKA -method

III Secondary prevention

Early recognition of common mental disorders:

1. mood disorders such as depression
2. anxiety disorders as panic disorder and
3. alcohol misuse or alcohol dependence

Diagnosis of mental disorders

Differential diagnosis

Treatment of depression and other mental disorders

Stepped care model: primary and secondary care

Assessment and maintenance of **work ability**

Sick leave at work practices/absence

IV Return to work...

...after sick leave due to depression or
other mental disorders
Return to work -practices

The treatment of mental disorders is premised on the basis of Practice guidelines in Finland (Käypä hoito-suositus)

examples

1. Scientific evidence based practice guidelines in **depression** in Finland (ready)
1. Scientific evidence based practice guidelines **for OHS** in depression in Finland (coming soon 2007, made by FIOH, Teija Honkonen et al.)

Key ACTORS among mental health

- I Workplaces, managers, OHS
- II OHS, Workplaces
- III OHS , primary and secondary care
- IV Rehabilitation treatments (snd care)& patient's workplace,
OHS as link

Key ACTORS among mental health

- I Workplaces, managers, OHS
- II OHS, Workplaces
- III OHS , primary and secondary care
- IV Rehabilitation treatments (snd care)& patient's workplace,
OHS as link

Key ACTORS and ACTIVITIES among mental health

I Workplaces, managers, OHS	I Work place health promotion
II OHS, Workplaces	II Primary prevention
III OHS , primary and secondary care	III Secondary prevention
IV Rehabilitation specialists(s nd care)& patient's workplace, OHS as link	IV Rehabilitation treatments. Return to workplace -practices

OHS should be the co-ordinator in co-operation with

managers/work communities



inside own &
other primary care

secondary care



Finnish Institute of
Occupational Health

4. Typical mental health topics in curriculums of physicians, nurses and psychologists in Finland

Some common contents in the curriculum of qualification training for physicians, nurses and psychologists related to mental health in Finland

OHS-legislation, operational environment in OHS & control system

Promotion of health and well-being,
co-operation with individual, group, organizational levels

Stress theories, includes also approach of "Positive psychology" e.g

- Job strain model by Karasek & Theorell
- Effort –reward imbalance model by prof. Johannes Siegrist
- Organizational injustice model by Elovainio (procedural and relational injustice)
- Work demands-work resources-model by Schaufeli@Bakker, relationship with burnout and job engagement
- Burnout by Maslach
- Work engagement
- 2-path model = energetic and motivational path by Jari Hakanen
- Conservation of resources by Hobfoll

...topics

How to assess physical, psychological and social **work load** and other **risk factors** related to work

Early recognition of common mental disorders

Diagnosis e.g. depression and differentiating diagnosis

Assessment, maintenance and promoting of **work ability**,

- Sick leave -practices
- Rehabilitation
- Return to work -practices

5. Conclusion

- Mental health is a **broad field**:
 - from "producing" and managing well-being at workplaces to diagnosis and treatment of depression
- Needs **co-operation and multiprofessional approach**:
 - with workplaces, inside OHS teams with physicians, nurses and psychologists, and between health care sectors
- Needs a plan and rules for **work division** between actors
- Needs a flexible possibility for physicians **to consult** with own multiprof. team, other specialists and workplaces
- Needs **training needs analysis and more training** of the mental health topics for all experts



Finnish Institute of
Occupational Health

**Thank you for
your attention**



Finnish Institute of
Occupational Health

NEW BOOK!!

Työterveyspsykologia =

Occupational health psychology (

(unfortunately still only in Finnish language)

Ahola, K., Kivistö, S. & Vartia, M. (ed.) 2006 Helsinki:
FIOH

**"The application of psychological
knowledge to the promotion of
health and well-being at work".**

The 11 writers are all researchers, developers, and trainers in the area of occupational health psychology at the Finnish Institute of Occupational Health.

- Ahola Kirsi (ed.)
- Bergbom Barbara
- Huhtala Hannele
- Kallio Eila
- Kivistö Sirkku (ed.)
- Lahtinen Marjaana
- Lauttio Leena-Maija
- Saarelma-Thiel Tiina
- Suomala Tiina
- Vartia Maarit (ed.)
- Väänänen Ari

Introduction

As a physical, psychological, and social resource, health is more than absence of illnesses. Healthy workers are productive and good for business. The issue of health is relevant also at communal and organizational levels.

The healthiness of organizations is examined in terms of the fluency and continuous development of day-to-day work.

Many good practices that can be used to support well-being at work are reviewed, for example in relation to organizational change, bullying, burnout, problems of indoor air, and multicultural organizations.

The historical roots and future challenges of occupational health psychology in continuously developing working life are also examined.

The primary target group of this book is occupational health psychologists but it also serves other professionals, developers, teachers, and students in occupational health. The material can also benefit managers, supervisors, and personnel in human resource management, occupational safety, work-place health promotion, and trade unions, when they plan future action and solve problematic situations. The essential view in this book is what should be done, and not who is doing it.

TABLE OF CONTENT of Work Health Psychology -book

1. The historical roots of occupational health psychology

What is occupational health psychology?

The nature of work changes from physical work to mental work

Focus on physical work: 1770-1915

Focus shifts to mental work: 1915-1990

From physiology to research on resources

Physiological stress research: 1830-1956

Psychological research on work-related fatigue and health: 1918-1990

Socio-technical research on work organizations: 1910- 1960

Research on humanization and resources at work: 1960-1990

The roots of occupational health psychology in changing working life

Psychology for the needs of Finnish working life

From selection of personnel to occupational health

Psychologists in the occupational health services

2. The theoretical basis of occupational health psychology

Theory-in-practice and theory-in-use

Work-related overload and health

- What causes overload at work?

- The physiological effects of stress

- Socioeconomic position, individual differences, and health

Social relations and interaction in the work community

- Communal interaction

- Social support at work

- Conflicts and bullying at work

Views on organizations and work communities

- Models of organizational behaviour

- Current trends in organizational research

The effects of occupationally and individually focused interventions

- Research evidence on general effects

- Challenges in implementing and evaluating interventions

3. Principles in work-place health promotion

Work-place health promotion

The actors in work-place health promotion

Occupational health services as a partner in work places

An expert in work-place health promotion

How to start co-operation at work places

The models of preventive work

The single risk factor model

The communal psychiatry model

The interaction model

The public health model

The health promotion model

4. The operating field of occupational health psychology

Assessing the healthiness of work and the health of employees

- The assessment of working conditions
- The assessment of psychological and social risk factors at work
- The assessment of work ability

How to promote well-being at work places?

- How to support development of work organizations
- How to support organizational changes
- How to offer psychological insight into indoor air problems
- How to handle conflicts and support the victims of bullying
- How to handle burnout and support the exhausted
- How to support the return to work after a long sickness absence
- How to handle work-place violence
- How to offer psychological insight to international and multi-cultural work communities

5. The future challenges of occupational health psychology

Working life today

Is health an intrinsic or instrumental value?

Sustainable working life

Influential health promotion

References