

HEALTH SERVICES AND PSYCHOSOCIAL RISK FACTORS - ABOUT PREVENTION AND PROMOTION OF RESILIENCE

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Taking into account the existing working conditions in western countries, a high percentage of workers within the European Union is exposed to psychosocial risk factors in the workplace whose consequences are harmful for their own, for the organization and for society in general. We are talking about the aspects of work organization and labour management that have the potential to cause psychological, physical or social harm (e.g. increase of workload and job stress, job insecurity, moral/sexual harassment and other forms of violence, the difficult conciliation family/work).

The impact of exposure to these factors manifest themselves under the most diverse forms, compromising the workers on an organic, emotional, cognitive, social and behavior level (e.g. accidents at work; anxiety/stress, sleep disorders, depression, suicide/suicide attempts, substance abuse, PTSD; cardiovascular diseases, endocrine; absenteeism; deterioration of the social environment at work; decrease in productivity and quality of work).

Health professionals are daily exposed to situations which by their proximity to the sick people and their families, by the specificity of their roles and hopes/expectations associated with them, and by the characteristics of the working environment and of their organization, result in high levels of stress.

We are facing a public health "problem" whose risk factors must be prevented.

In this framework, and in an ecological-systemic perspective, how to think and promote preventive measures at different levels (e.g. individual, healthcare team, organization)? What measures/strategies implement to promote resilience? How to deal with the "problem"?... Taking into account the work we are developing in this area³ since 2015 (e.g. awareness campaigns, research, intervention), we believe that one of the aspects we must bear in mind involves evaluating and quantifying the current situation using structured and directed instruments, with special attention to the protective and risk factors.

In order to contribute to promote healthy and resilient professional environments we take the opportunity that this event gives us, to propose a reflection and subsequent implementation of a research project in this area, in a European dimension/perspective.

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