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Introduction: The COVID-19 pandemic has changed the practices of occupational health in many aspects. Due to heavy caseloads, the traditional approach of contact tracing may not be implemented comprehensively, impeding the determination of causality of workplace exposure on COVID-19. The current study examines measures adopted by selected countries for recognizing work-related COVID-19.

Material and Methods: Regulation and rules of recognition of work-related COVID-19 in various countries were obtained through a systematic review of published literature and official government websites. The US, France, Germany, South Korea, Taiwan were among the fifty countries included in the comparative analysis. Data on approved and total claims cases were obtained through open data of national Workers’ Compensation systems and analyzed by types of regulation.

Results: Some countries stuck to the case-by-case investigation of causality, while others introduced unique measures, including the rebuttable presumption of compensability. In the latter cases, the work-relatedness of patients from certain high-risk occupations was automatically recognized unless the dominant evidence proved the contrary. As with traditional understandings, health care professionals and first responders were defined as high-risk in most presumption rules. However, in the context of substantial community transmission, occupations with frequent public contact, like aircrews, customs personnel, and store clerks, were also included in some countries.

Conclusions: The presumption rules had an active role in facilitating the compensation of work-related COVID-19.

312 Oil and Gas Industry in the Era of COVID-19: Work Culture Adjustment and Its Challenges

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Introduction: The global pandemic COVID-19 has greatly affected all industries, including oil and gas. This study aims to provide lessons learned from oil and gas industry on how the pandemic COVID-19 has changed the work culture and how the employers faced the challenges from these adjustments.

Material and Methods: The study used qualitative approach using online focus group discussions (FGDs) with employer’s representatives from Health, Safety, and Environmental division. The groups were categorized based on the characteristics of the companies, e.g., number of employees, type of ownership.

Results and Conclusions: Six online FGDs with 20 companies were conducted. All companies abide the protocols as regulated from the Government. Nevertheless, there were variation in setting up screening and quarantine protocols for workers. The following areas were identified as common issues: authority of COVID-19 task force team, communication, risk assessment for workers, quarantine protocols, work environment management, and contact tracing in workers’ families. Several companies had innovation by holding routine health seminars for workers and their families, providing health information related to COVID-19 from and to workers, and giving rewards for those who need to work on the site.

This study provides insights into the multiple ways that employers can adjust in their work culture in the era of COVID-19.

313 Can we monitor and contain health professionals’ work-related stress in an emergency? The experience acquired during the COVID-19 pandemic at the Local Health Unit Cuneo1 (Northern Italy)

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Introduction: COVID-19 pandemic has a big impact on health professionals’ work load, at organizational/psychological level. The Local Health Unit Cuneo1 adopted a strategy to monitor its staff on work-related stress and to return specific alerts.

Material and Methods: A survey was approved by the Direction as institutional task of personnel’s risk assessment.

Step1-sept2020: a validated questionnaire to detect requests/resources imbalance. Data analysis assessed distress in specific groups (at % significance level), by an Analysis of Variance model with distress as outcome (>value, >pressure) and sex, age, profession as predictors.

Step2-ongoing: structured interviews to managers of COVID-19 front-line structures, then descriptively analyzed.

Results: Respondents were 1/3 of staff (1373/4155). General distress (range: -40; +92) reached a mean of 1.2, that was adverse being a positive value but slight. The model highlighted significant alerts. Women had more worries than men (mean: -3.0 vs -6.8; p=0.006).

Older staff showed higher distress than 21-30yrs (-10.8): 41-50yrs (-3.1; p=0.006); 51-60yrs (-4.1; p=0.024); >60yrs (-1.5; p=0.004). Nurses had high distress (1.8): 7 points higher (p=0.006) than physicians’ (-5.1); administrative staff (-2.0) and technicians (-3.0) had moderate distress; psychologists had the minor one (-12.6).

A total of 9 interviews were done in step2: all showed a medium pressure level.

Conclusions: These data allowed implementing focus groups and training to overcome organizational and psychological matters related to COVID-19 and to building robust readiness to face possible future health emergencies.

314 One year facing Covid. Systematic evaluation of factors associated with mental distress among hospital workers in Italy

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Introduction: Covid-19 pandemic is a severe challenge for healthcare workers (HCW) mental health. Several studies reported frequent adverse psychological outcomes in HCW. To identify risk factors of psychological impairment (Psi), we systematically examine workers in a University Hospital in Milan (Italy), using psychometric scales in the context of the occupational health surveillance.

Methods: We enrolled 990 HCW (Jul20-Jul21), whose psychological wellbeing was screened by a 1st level questionnaire collecting individual/occupational data, personal/familiar/occupational Covid exposure, general psychological discomfort (GHQ-12), post-traumatic stress symptoms (IES-R), anxiety (GAD-7). HCW showing Psi (i.e. > cut-off in at least one among GAD-7, IES-r, GHQ-12) have been further investigated by a 2nd level questionnaire (psychodiagnostic) composed by PHQ-9, DES-II and SCL-90.

Results: 316 workers (32%) showed signs of Psi at the 1st screening. Women, nurses, younger workers, subjects working in Covid area and having an infected family member showed significantly higher Psi risk. Psi prevalence was strongly associated to the pandemic time trends but sensibly decreased after Jan 21, when HCW received vaccination. Only a proportion of subjects with Psi, presented clinically relevant symptoms (2nd level screening). Those symptoms weren’t associated to working in Covid area, with Covid infection in family, with pandemic waves or workers’ vaccination.

Conclusions: To evaluate psychological wellbeing of HCW constitutes a unique condition to detect occupational, and non-occupational risk factors for Psi in high stress contexts.

Combating COVID-19 and workplace safety among non-healthcare workers in Hong Kong, Nanjing and Wuhan, China

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Introduction: We aimed to develop a new tool to measure workplace safety towards infection control and prevention of COVID-19 for non-healthcare workers in China.

Methods and materials: During 07/2020 to 04/2021, 6684 non-healthcare workers were recruited from Hong Kong, Nanjing and Wuhan of China and responded a standard questionnaire of prevention measures towards infectious control. The workplace safety towards SARS-Cov-2 and COVID-19 index (WSSC index) was developed and validated using exploratory factor analysis and confirmatory factor analysis. Robustness of the index was verified by the uptake of SARS-Cov-2 testing.

Results: Fourteen variables were identified in the WSSC index, with three sub-domains of workplace’s implementation of OSH measures, company’s OSH management and worker’s prevention behavior and awareness. The new WSSC index obtained a good internal consistency reliability (Cronbach’s alpha coefficients: 0.76-0.91), good composite reliability (composite reliability: 0.70-0.95) and satisfactory fit of the model (GFI=0.95; SRMR=0.05; RMSEA=0.07). Workers with higher scores of the WSSC index were more likely to uptake virus testing.

Conclusions: This novel index is a validated tool to horizontally measure the performance of workplace safety towards SARS-Cov-2 & COVID-19 among non-healthcare workers across different industries and cities of China. Whether the tool is valid for longitudinally monitoring is under testing.

Employee Assistance Program (EAP) to take care of Psychosocial health of employees of IndianOil during COVID-19 pandemic

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Introduction: COVID-19 pandemic and the abrupt transition to New normal has compounded the stress-related challenges. Anticipating the challenges, Employee assistance program was initiated in IndianOil to take care of psychosocial health of employees during COVID 19 pandemic.

Materials and methods: To provide psychosocial support to the employees, Employee Assistance Program was started. This program aims to help, support, and enhance the mental and psychosocial wellbeing of the employees. The program has been developed to provide support and guidance to employees in dealing with mental and psychosocial issues also be delivering emotional, mental and physical enhancement support to employees during these extraordinary times. Under the above initiative, Emotional Wellness Workshops are periodically conducted by leading psychiatrists & clinical psychologists for the employees and their families. The employees who need further assistance on a one-to-one basis, have the option to contact on a dedicated Toll Free Number to Counsellors for Counselling Sessions. Level 1, Level 2, Level 3 & Level 4 interventions with clinical psychologists and psychiatrists were undertaken to understand and resolve the concerned issues.

Result: EAP helped the employees to discuss and manage day today stress at work and at home under the New normal. It improved the emotional health, building employees resilience and confidence levels, thereby improving the productivity of the organization.

Discussion: EAP served as useful platform for employees to get support for their mental and psychosocial issues which were aggravated during the COVID pandemic.

The second Italian cross-sectional survey on Occupational Health and Safety: the secondary analysis to support the COVID-19 pandemic management

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Introduction: The COVID-19 pandemic has spread worldwide, with considerable impacts on both health and safety of workers. COVID-19 emergency highlighted the importance of risk perception surveys and the availability of data on OSH issues. Since 2014, INAIL (Italian Workers’ Compensation Authority) conducted two editions