Since January 2020 Elsevier has created a COVID-19 resource centre with free information in English and Mandarin on the novel coronavirus COVID-19. The COVID-19 resource centre is hosted on Elsevier Connect, the company's public news and information website.

Elsevier hereby grants permission to make all its COVID-19-related research that is available on the COVID-19 resource centre - including this research content - immediately available in PubMed Central and other publicly funded repositories, such as the WHO COVID database with rights for unrestricted research re-use and analyses in any form or by any means with acknowledgement of the original source. These permissions are granted for free by Elsevier for as long as the COVID-19 resource centre remains active.
Results: An overview of the MENTUPP project will be provided, followed by outcomes of the online survey. Stakeholders across different countries and sectors agreed that COVID-19 pandemic has increased clinical and non-clinical mental health issues in SMEs. Experts in Central and Western Europe reported that the capacity of workplaces to promote wellbeing decreased due to COVID-19, and experts from Eastern and Central Europe thought that this did not change much. Mental health stigma has reportedly remained the same, however, mental health awareness may have increased. Conclusions: This study observed that the COVID-19 pandemic has negatively impacted employee mental health indicating the timeliness to introduce a targeted intervention, such as MENTUPP.

**Sp1-3**

**People sustainability and Covid-19: challenges, lessons learnt and the future of health, safety & wellbeing in a VUCA world. A L'Oréal case study**

Malcolm Staves

**Health & Safety, L’Oréal, Paris, France**

Introduction: In 2020, L’Oréal, as with many other companies saw the value of its shares fall as Covid-19 traversed the world. However, as many parts of the world eased lockdowns and entered their “new normal” L’Oréal is recognised as one of the most successful companies to survive the pandemic. The author believes this is as a result of L’Oréal putting its people and their health, safety and wellbeing firmly in the center of its values.

Materials and Methods: A case study

Results: The author provides insights into how L’Oréal adapted globally, and continues to do so, to address the challenges posed by the Covid-19 pandemic and describes how their approach to the pre-covid volatile, uncertain, complex and ambiguous (VUCA) world helped them be “ready” and agile for the unthinkable. From his unique position within the Global Crisis Management committee, the author will give an overview of the critical and central role of the Occupational Health and Safety network to the deployment of internal and external resources to keep their people healthy and safe, both at work and at home.

Conclusion: The author shares practical experience and lessons learnt from covid management across a multinational organisation, and explores what this means for the future of health and safety and the profession.

**Special session 2 Working towards a healthy longer working life?**

Chair: Jodi Oakman

**Session introduction**

In most developed countries, there is an aging population and life expectancy is increasing. Together with the pressure on the social security system, this has led to a rise in the retirement age. This however raises the question on the impact on health. This special session focusses on the topic of retirement age and the impact on health. The presentations are about studies that used a variety of methodologies, including a meta-analysis, epidemiological analyses and forecasting models to investigate the health effects of retirement age.

**Sp2-1**

**Designing interventions to maintain work ability**

Paul Rothmore and Susan Williams

School of Allied Health Science and Practice, The University of Adelaide, Adelaide, Australia

Introduction: The working population is ageing and people are now encouraged to work for longer. As a result many workers are extending their exposure to musculoskeletal risk factors when their work capacity is declining. This study aimed to examine the outcomes, over 3-years, in Work Ability Index (WAI) scores in a cohort of outdoor workers following application of the APHIRM (A Participative Hazard Identification and Risk Management) toolkit.

Materials and Methods: The APHIRM toolkit and WAI were administered to 155 Council workers. Based on responses, action plans were developed and workplace changes implemented. Three-years post-implementation, workers were resurveyed.

Results: In the primary analysis we used linear mixed-effects models to examine associations between WAI scores at baseline and follow-up. Analysis was undertaken for all workers who completed pre- and post-surveys (matched and unmatched) and those who were ≥50 years old (matched and unmatched). No significant differences were seen. We undertook secondary analysis, using bivariate linear regressions, to examine associations between risk factors and WAI scores. This identified that six of the 18 psychosocial risk factors and 3 of the 8 physical risk factors which were associated with reduced work ability at baseline, were no longer significant.

Conclusions: Significant declines in mean work ability scores over time have been previously reported in the literature but not seen in our study. Our results indicate that the APHIRM toolkit may be effective in identifying hazards which, if addressed, could contribute the maintenance of work ability over time.

**Sp2-2**

**Effect of a workplace factors and intervention on retirement pathways**

Subas Neupane¹, Saille Kyrölähti¹, Jodi Oakman² and Clas-Håkan Nygård³

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Introduction: The study examined the effect of workplace interventions on the different retirement types and which work-related factors predicted disability pension.

Materials and Methods: A quasi-experimental study among Finnish food industry employees was conducted between 2003 and 2009. Data from 265 individuals who participated in the questionnaire surveys and had information on their pension type were analyzed in this study. In total 110 participated in the senior program and 155 were the controls. The intervention, so called “senior program” aiming to maintain and promote work wellbeing and work ability among employees aged 55+ years was implemented as voluntary program in the company in 2004 and continued as a normal