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.

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36. WORK ORGANISATION AND PSYCHOSOCIAL FACTORS

Introduction: The French Social Security system is responsible for determining the rate of permanent clinical impairment (PCI) once a claim for an occupational disease has been accepted. Rules for determining the PCI needed revision. Our objective is to present the proposal of the updated rules for determining the PCI for work-related mental diseases.

Material and Methods: Social Security has mandated a group of experts (listed as co-authors) of Occupational Medicine Specialists, Psychiatrists, and Social Security Medical Advisors from 2019 to 2021. We conducted a review of adjudication guides, and a survey sent to ICOH-WOPS members in 2019. Substance-use disorders, traumatic brain injuries, schizophrenia were excluded. Case scenarios have been used to test the new rules.

Results: The group proposed the adjudication of the PCI on a mixed approach, taking into account the diagnosis and the functional capacity. A ceiling rate has been set for each diagnosis: 40% for mood disorders and post-traumatic disorders, 30% for stress-related disorders. This ceiling rate would be multiplied by a functional capacity coefficient (from 0 to 1.2), based on the Global Assessment of Functioning (GAF) scale.

Conclusions: These updated grids aim to help the adjudication be fair and simple. The updated PCI rates are in the same range as the old ones. An additional compensation rate similar for all groups of diseases (mental and physical) will be added to this compensation rate, based on the age and job status of the claimant. The final report has been sent in June 2021 to Social Security who will decide on its implementation.

Contributors to stress and burnout in junior doctors during the COVID-19 pandemic

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Introduction: Junior doctors have reported high levels of burnout and additional stressors emerging from the COVID-19 pandemic may further accelerate burnout. There is a need to identify which stressors are most likely to lead to burnout in order to develop appropriate interventions. This project therefore aims to compile a comprehensive list of stressors relevant to junior doctors and assesses which stressors are most strongly associated with burnout.

Methods: An anonymous online questionnaire was sent in July 2020 to 1000 randomly selected junior doctors in the North West of England. It included 37 questions on general and pandemic specific stressors and the Maslach Burnout Inventory Health Services Survey. Stepwise regression analysis was undertaken to explore associations between stressors and burnout.

Results and Conclusions: In total, 326 responses were received. Six of the 10 highest rated stressors were specific to the pandemic. Fatigue ($\beta=0.43$), pandemic-related workload increase ($\beta=0.33$)
and feeling isolated ($\beta=-0.24$) had the strongest associations with Emotional Exhaustion. Fatigue ($\beta=-0.24$), uncertainty around COVID-19 information ($\beta=-0.22$) and doing unfulfilling tasks ($\beta=-0.22$) had the strongest associations with Depersonalisation. Lacking in ability ($\beta=-0.24$) and not feeling valued ($\beta=-0.20$) had the strongest associations with Personal Accomplishment. In conclusion, junior doctors reported a combination of general and pandemic-specific stressors that significantly impact burnout. Monitoring these stressors and targeting them as part of interventions could help mitigate burnout in junior doctors.

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Precarious work in the care sector in Finland: A matter of collective agreements or local conditions of job quality?

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Introduction: Precarious work refers to insecurity, low pay and problems in worker rights. The study aims to examine the dimensions of precarious work and job quality in the care sector and analyse their association with psychosocial health and work experience.

Material and Methods: Surveys were carried out in 2020 and 2021 among care workers (n = 7925). The first survey used Employment Precariousness Scale EPRES (temporality, wages, agreements on working hours and wages, worker rights and their realization and vulnerability). 2021 survey added working community, professional development options, mental workload and lack of control over working times. Factors negatively associated with psychosocial health were wages, vulnerability and exercise of rights. Vulnerability and exercise of rights, support, mental workload, control over working times, and overtime were negatively associated with work experience.

Conclusions: The results highlight the harmful structures in care work, which hinder the sector's development, are causing labour shortages and lead workers to leave the sector. By targeting these structures, the sector's attractiveness, well-being at work and willingness to continue at work could be increased.

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“IT’s like juggling, constantly trying to keep all balls in the air”: A qualitative study of the support needs of working caregivers taking care of an older adult

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Introduction: Many informal caregivers of older adults combine their caregiving tasks with a paid job. Adequate support is important to enable them to combine paid work with caregiving, while maintaining their health and wellbeing. To date, however, knowledge about working caregivers’ support needs is fragmented. This study therefore aimed to obtain more insight into support needs of working caregivers of older adults.

Materials and methods: We conducted six online semi-structured focus group interviews with in total 25 working caregivers of older adults living at home. Data were complemented with information from seven working caregivers participating in the study’s advisory board. Data were analyzed using inductive and deductive thematic analysis.

Results: Six themes related to working caregivers’ needs were identified: 1) Recognition of caregivers including the challenges they face; 2) Attention for caregivers’ health, wellbeing and ability to cope; 3) Opportunities to share care responsibilities; 4) Help with finding and arranging care and support; 5) Understanding and support from the work environment; and 6) Technological support tailored to the needs and capacities of caregivers and older adults. To address these needs, working caregivers’ suggested several options in multiple domains of life (i.e. work, home life, personal health and wellbeing).

Conclusions: To successfully support working caregivers, a multifaceted approach including actors from multiple settings, is needed.