

Mental health management in the specialist training in occupational health in Belgium

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Mental Health and work as a focal point in the aims and objectives of occupational medicine

- The aim of occupational medicine is to protect and to promote the health and the work ability of the workers in and during their work:
(to promote the healthy worker in a healthy work environment)
- Within this general aim the term health (according to WHO definition) includes also mental and social well-being.

Mental Health as a focal point in the aims and objectives of occupational medicine

- The increasing attention for mental health (problems) and mental illnesses
- Mental health policy extended to the domain of work and enterprise
- Mental health as a subject for primary and secondary prevention in the work situation
- Mental Health threads as a subject for acute condition and disaster planning
- Changes in work related risk factors and in work related health effects

Structure and organisation of occupational health in Belgium

Regional government

Department Health and Well-being
Administration preventive health care

*Advisory commission for medical department
Of OH service*

Federal government

Ministry of Labour
Administration Inspection
wellbeing at work

Higher council for prevention and protection

accreditation commission

Employer and workers

ISPP (Internal Service for Prevention prevention and and protection)

- section risk evaluation and management
- section health surveillance

ESPP (External Service for protection)

- department risk evaluation
and management
- department health surveillance

*Plant based Joint Committee for
prevention and protection*

Position of occupational medicine and occupational health physician within Services for Prevention and Protection SPP

- General tasks
 - Health surveillance
 - Participation in risk evaluation and management
 - Prevention of work accidents and occupational diseases
 - Quality assessment
 - Management of medical data
 - Multidisciplinary collaboration

Overview of specialist training in occupational medicine in Belgium

- Basic medical training (7 years) as an entrance condition
- 4 years specialist training:
 - 2 years master training
 - 2 years practice training
- Accreditation as a specialist in occupational medicine by the minister of health
- Access to the professional practice by the Minister of Labour

Position of mental health in the master training in occupational health in Belgium

- Training is given in 5 universities:
 - French speaking part:
 - ULB (Bruxelles), UCL (Louvain), UL (Liège)
 - Dutch speaking part:
 - K.U. Leuven;
 - UG (Ghent) -VUB (Brussels)-UA (Antwerp)
 - Interuniversity training

Different concepts of training on mental health

- Psychological aspects of work (work load, mental work load)
- Psychological aspects of the enterprise and the work organisation (organisational psychology, personnel policy, motivation and work satisfaction, absenteeism, turn-over)
- Psychopathology induced by work and psychosocial work conditions (stress, burnout, PTSS, aggression)
- Occupational Psychiatric diseases (work related psychiatric diseases and rehabilitation in psychiatric patients)

Overview courses in mental health management in training programs

KULeuven	UG-UA-VUB	UCL	ULg	ULB
Psychology of Work and health Occupational Psychiatric pathology	Work psychology (part of work organisation)	Psychopathologie industrielle et psychiatrie professionnelle	Aspects medico-psychologiques du travail	Psychopathologie au travail
4.5 cp	1 cp	3 cp	2 cp	3 cp

Two years Master program in Occupational Medicine K.U. Leuven

- 2 years full-time training divided in 4 semesters of 13 weeks lectures, followed by examinations
- Curriculum construction: courses are divided in 5 groups:
 - work, health and disease:
 - work physiology, ergonomics, industrial toxicology, industrial hygiene, work pathology, radiation protection, organisation and management of occupational health service
 - supporting sciences on quantitative methods:
 - epidemiology, biostatistics, medical data handling in occupational medicine
 - organisation of labour and enterprises:
 - legal, social, psychological and economical aspects, social security, safety science
 - skills training and practical training:
 - problem solving clinics of occupational diseases, seminars, interdisciplinary case discussions, plant visits, practical training in occupational health services
 - scientific project and master thesis

List of topics within K.U. Leuven course

- Psychology of work: concepts and external factors
- Stress at work: different models (Karasek, Warr)
- Outcomes of work and work stress :
 - Positive outcomes:
 - work satisfaction, performance
 - Negative outcomes:
 - Longterm outcomes: burnout,
 - Effects of negative psychosocial work conditions: harassment, aggression, bullying
 - Absenteism, turn over
 - Posttraumatic stress disease
 - Drugs and addiction
- Intervention in stress : individual and organisational
- Psychological aspects of low back pain

Educational methods

- Lecturing (knowlegde)
- Selected literature assignment
- Assessment : paper or oral examination
- Presentation and discussion of cases during problem oriented clinics of occupational diseases (first year) or interdisciplinary seminars (second year)
- In practice training during additional two years training

Conclusive remarks

- Inclusive or exclusive approach of mental health problems?
- Prevention (primary) or screening (secondary prevention) and treatment (and tertiary prevention)?
- What are the expected and required competencies (knowledge, skills and experience) for an occupational health physician dealing with mental health problems and mental illness?
- How to collaborate in a multidisciplinary service (first line versus second line approach, division of tasks and responsibilities)?