This paper presents the evolution of the laws, norms and programs developed in Mexico for the promotion of welfare in the workplace. In Mexico since the 1990s, the obligation to monitor psychosocial risks at work was included in labour legislation, but without definitions of companies´ responsibilities and a lack of competencies of the labour authorities to surveille and enforce it. This situation resulted in an absence of surveillance and prevention of psychosocial risk factors and wellbeing promotion in most work sites. Subsequently, with the labour law update in 2012, this law included the obligation to promote decent work and the prohibition of mobbing and sexual harassment, the federal regulations on occupational safety and health were updated and included the actions to prevent psychosocial risks and as something new for Mexico, the companies´ obligation to promote favourable organisational environments and health promotion programs. As a result of these changes, a technical standard for the evaluation of psychosocial risks was issued and the Labour Secretary established a National Program for Emotional Well-being and Human Development to promote workers´ wellbeing, this program that has been very successful in its implementation in workplaces. This program follows the ILO SOLVE method, integrating the prevention of psychosocial risks, the improvement of organisational culture of prevention, and activities to promote healthy habits and behaviours.

1672 | **MANAGING PSYCHOSOCIAL WORKING CONDITIONS**

Robert L Kerr. *Ulster University, UK*

This session will explore the recent advancements made in managing psychosocial working conditions within Ireland, the UK and Sweden. The presentations will cover: the benefits of adopting a 'positive' approach to psychosocial risk management, the feasibility of adopting a single-item measure of psychosocial working conditions, intervention approaches used within Ireland, the UK and Sweden to improve working conditions, and rapid methods for evaluating intervention effectiveness.

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1672a | **MANAGING PSYCHOSOCIAL WORKING CONDITIONS WITHIN IRELAND AND THE UK**

[1]R Kerr [2]P Buckley. *[1]Ulster University, UK; [2]Heath and Safety Executive, UK*

The psychosocial domains identified by the Management Standards are essentially bipolar in nature as they carry both pathogenic and salutogenic potential. Consider, for example, the psychosocial hazard of social support at work, where a multitude of studies have shown that low levels of support may have a negative impact on an individual's health; yet, conversely, high levels may protect and enhance it.

Psychosocial work interventions such as the HSE's Management Standards can move beyond an exclusive focus on risk assessment and reducing the number of employees at the bottom end of the mental health spectrum toward embracing the potential to make a positive contribution to the mental health of the workforce as a whole.

This presentation will explore the recent advancements made in managing psychosocial working conditions within Ireland and the UK. We will describe how the Irish Health and Safety Authority and State Claims Agency have recently embraced a 'positive' approach to psychosocial risk management through the Work Positive[CI] online tool. Work Positive[CI] assesses workplace stressors, employee psychological wellbeing and critical incident exposure in the workplace and places a focus on developing clear action plans. We will also present some initial research findings lending further support to a balanced approach.

In addition, we describe the results of a population intervention by the UK's Health and Safety Executive (HSE) to decrease the psychosocial risks in the UK population using the Management Standards approach 2004–2010 and discuss current policy and future HSE interventions on work related stress, in schools in Liverpool, NHS Trusts in Scotland and correctional facilities in the North West of England 2016–2020.

1672b | **VALIDATION OF A SINGLE-ITEM MEASURE OF JOB STRESSFULNESS**

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Single-item measures have become popular for the assessment of job stressfulness among researchers and practitioners keen to limit assessment burden and interruption to work activities, while maximising response rates in psychosocial risk assessment. A typical single-item measure invites respondents to indicate the degree to which they find their job stressful on a 5-point scale of

1. not at all,
2. mildly,
3. moderately,
4. very, and
5. extremely,

with responses of 4 or 5 being indicative of high job stressfulness. Despite the popularity of this measure with practitioners there remains a paucity of validation evidence. This validation study aimed to determine the extent to which a response of 4 or 5 was associated with self-reported cases of common mental disorder (CMD). Police officers from two English county forces completed a self-report questionnaire to report their overall job stressfulness, psychological distress, and burnout. We established associations between high job stressfulness and CMD cases using binary logistic regression to generate odds ratios (ORs) and 95% confidence intervals (CIs). Scores on the three measurement instruments were obtained from 1226 officers (48% response rate). Forty per cent of respondents reported high job stressfulness, 52% high psychological distress (PD), 51% high emotional exhaustion (EE), 47% high depersonalisation (DP), and 68% low personal accomplishment (PA). The ORs for PD (OR 8.84, CI: