

Finnish Institute of
Occupational Health

Mental Health Promotion at Social and Health Care Workplaces

Risto Nikunlaakso
Senior Specialist, FIOH
Doctoral Researcher, UEF

risto.nikunlaakso@ttl.fi

Mental health issues

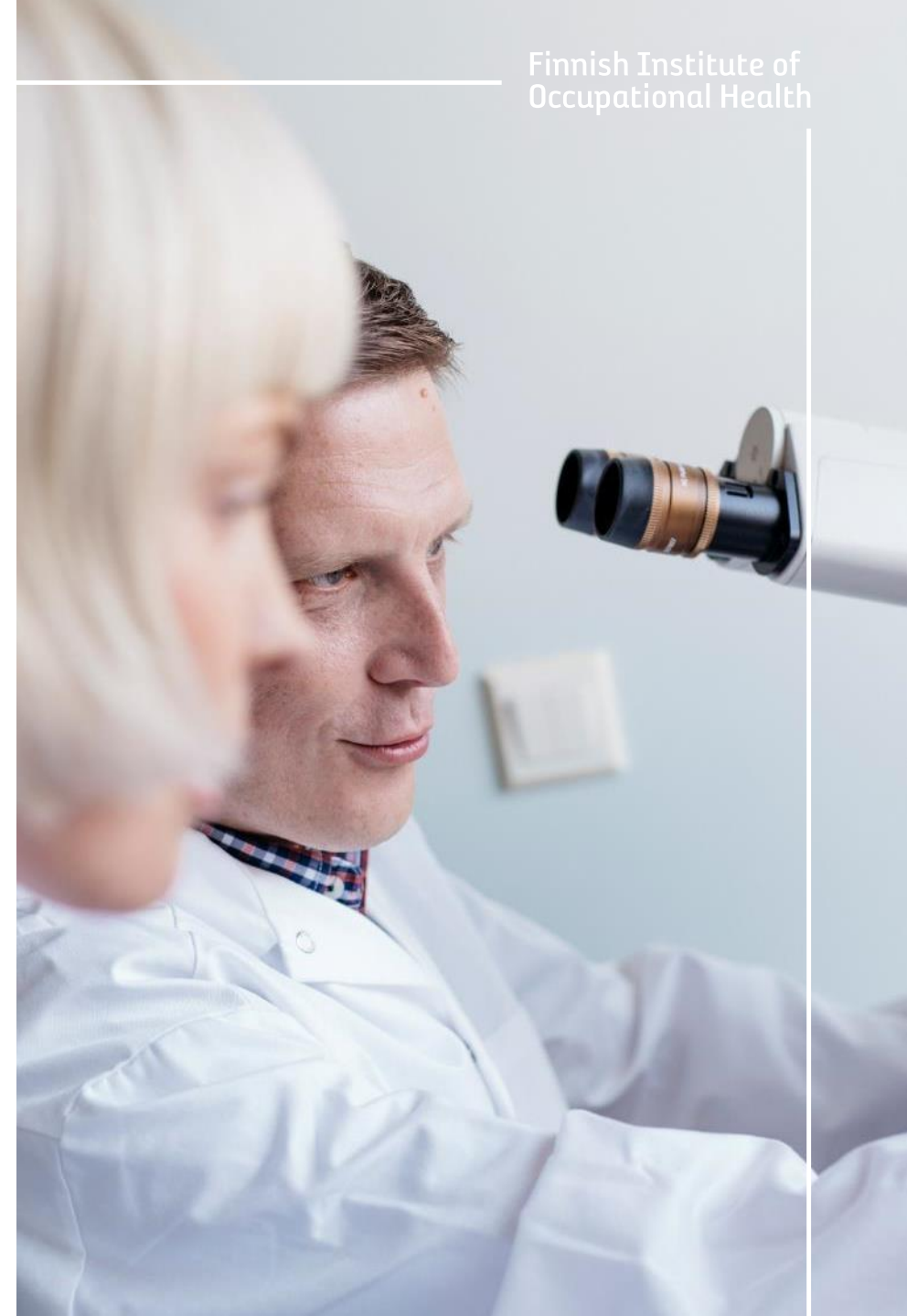
- Sickness allowances
- Early retirement
- COVID-19 impact
- Lack of social and health care workers

→ interventions are needed



Study aims

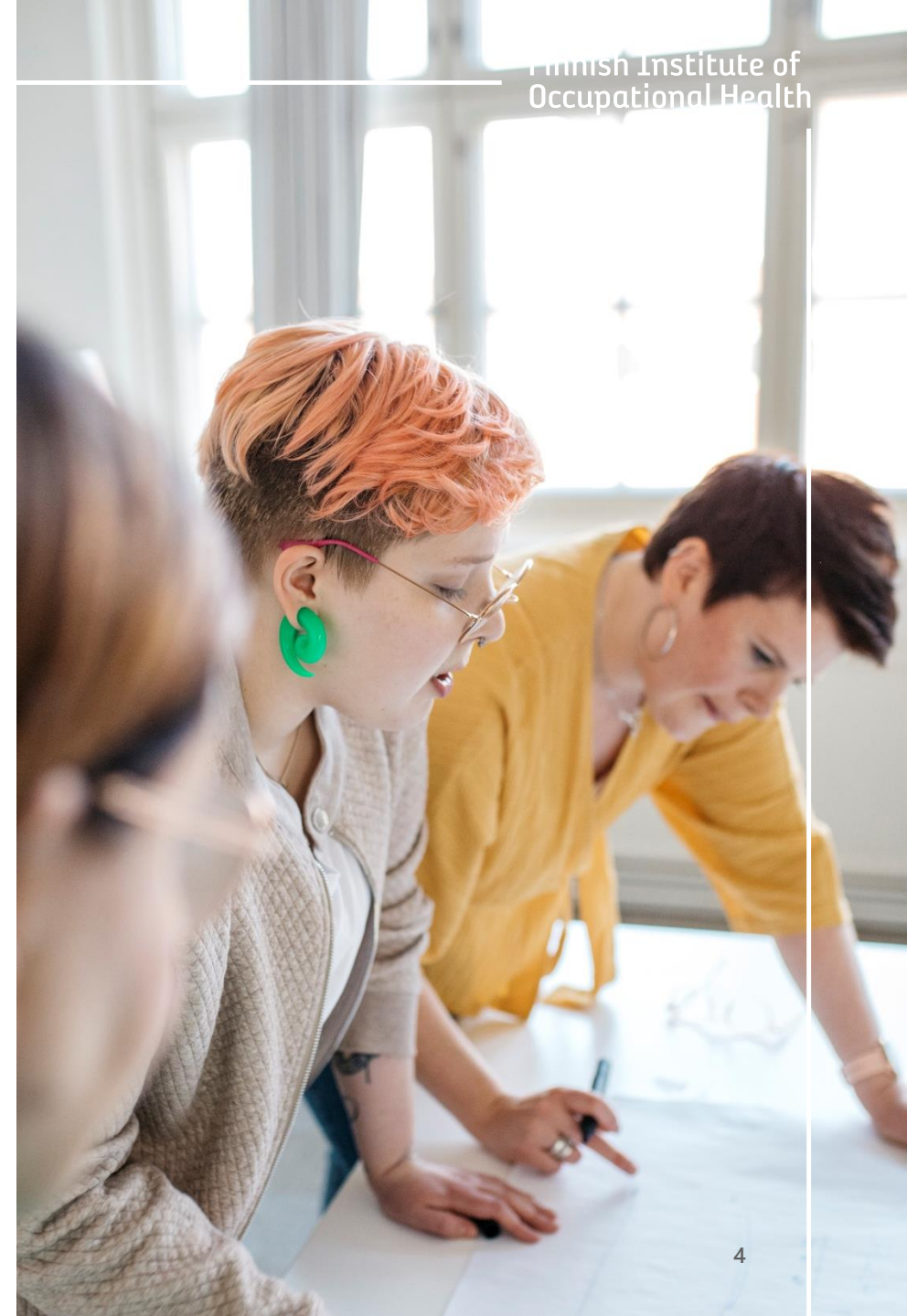
1. Review mental health interventions
 - Organizational-level interventions
2. Generate hypotheses for interventions
 - Psychosocial work stressors



Interventions to Promote Mental Health

- Most interventions focused on individuals
- 6 interventions tackled work stressors
- No consistent evidence of effectiveness

- A scoping review of RCT:s
- 1 518 studies screened, 76 included



Interaction of work stressors



Hypothesis 1: Synergistic Interaction

- Synergistic interaction and psychological distress
 - high demands, low rewards, low social capital
- Excess risk for distress: 6.27 (95% CI 3.14–9.39)

- A cross-sectional study of 9 855 workers
- Survey conducted 2021

Hypothesis 2: Workplace Social Capital

- Synergistic interaction of high demands and low rewards
- Strong association between stressors and distress:
 - Odds ratio 9.27 (95% CI 4.89–17.57)
- Social capital seems to buffer the effect
 - OR 9.27 → 7.16 (95% CI 3.72–13.78)
- 813 work units investigated in 2021

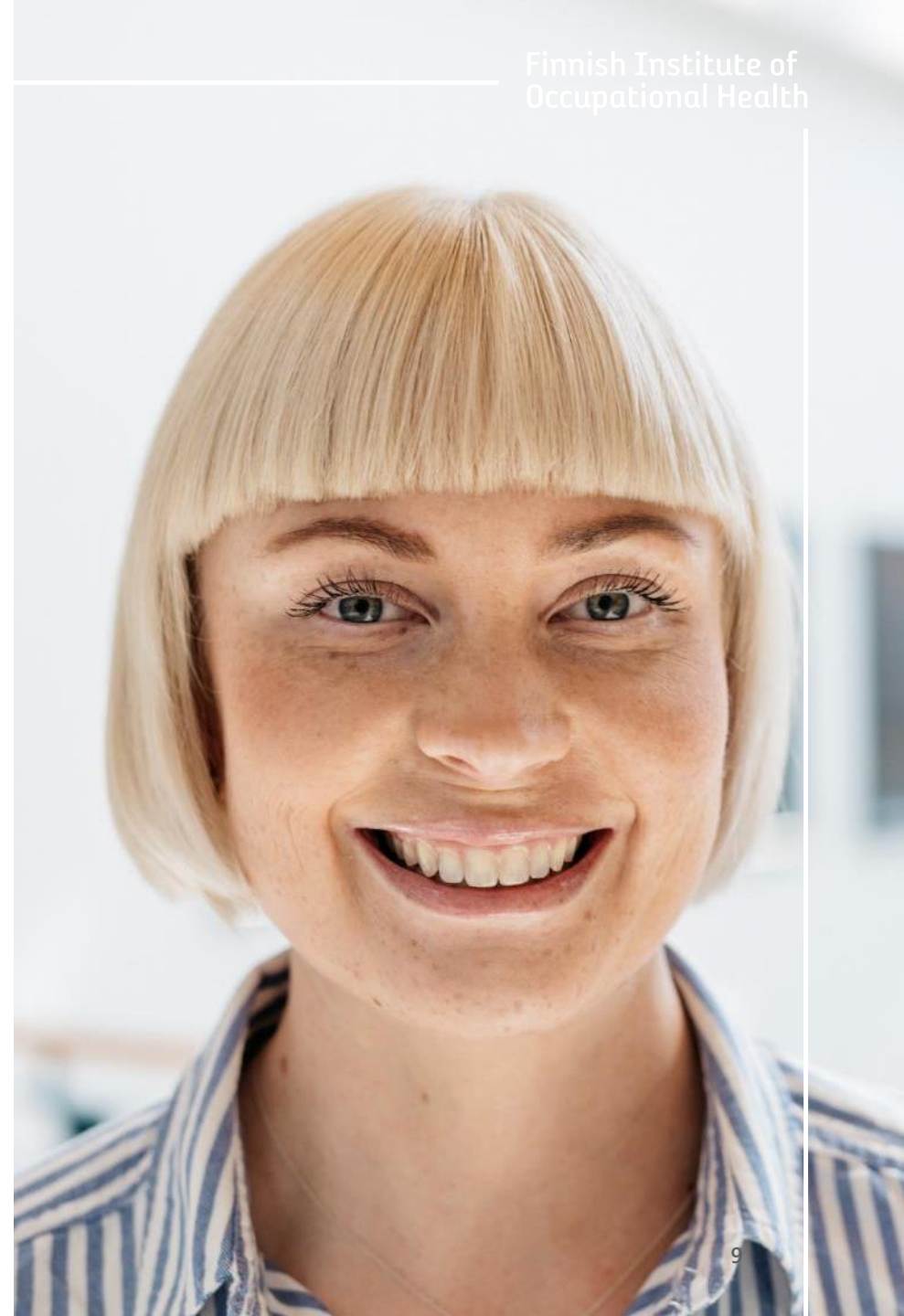
Hypothesis 3: Improving Accumulated Stressors

- Improving stressors had a limited effect
- Workers aged <50: improving 2 or 3 stressors beneficial
- Workers aged 50+: improving job rewards beneficial

- A pseudo-experiment of 3 605 workers
 - Improving work stressors 2019–2020, outcome 2021
 - Propensity score matching

Practical steps and implications

- Future interventions:
 - Organizational- and individual-level
- Prevention of psychosocial stressors
- Tailoring interventions



References

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Thank you!



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