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# Establishing the areas of intervention from the questionnaire results

Juan Pérez Franco

Department of Occupational Security and Health / SUSESO

Department of Psychiatry and Mental Health/ University of Chile

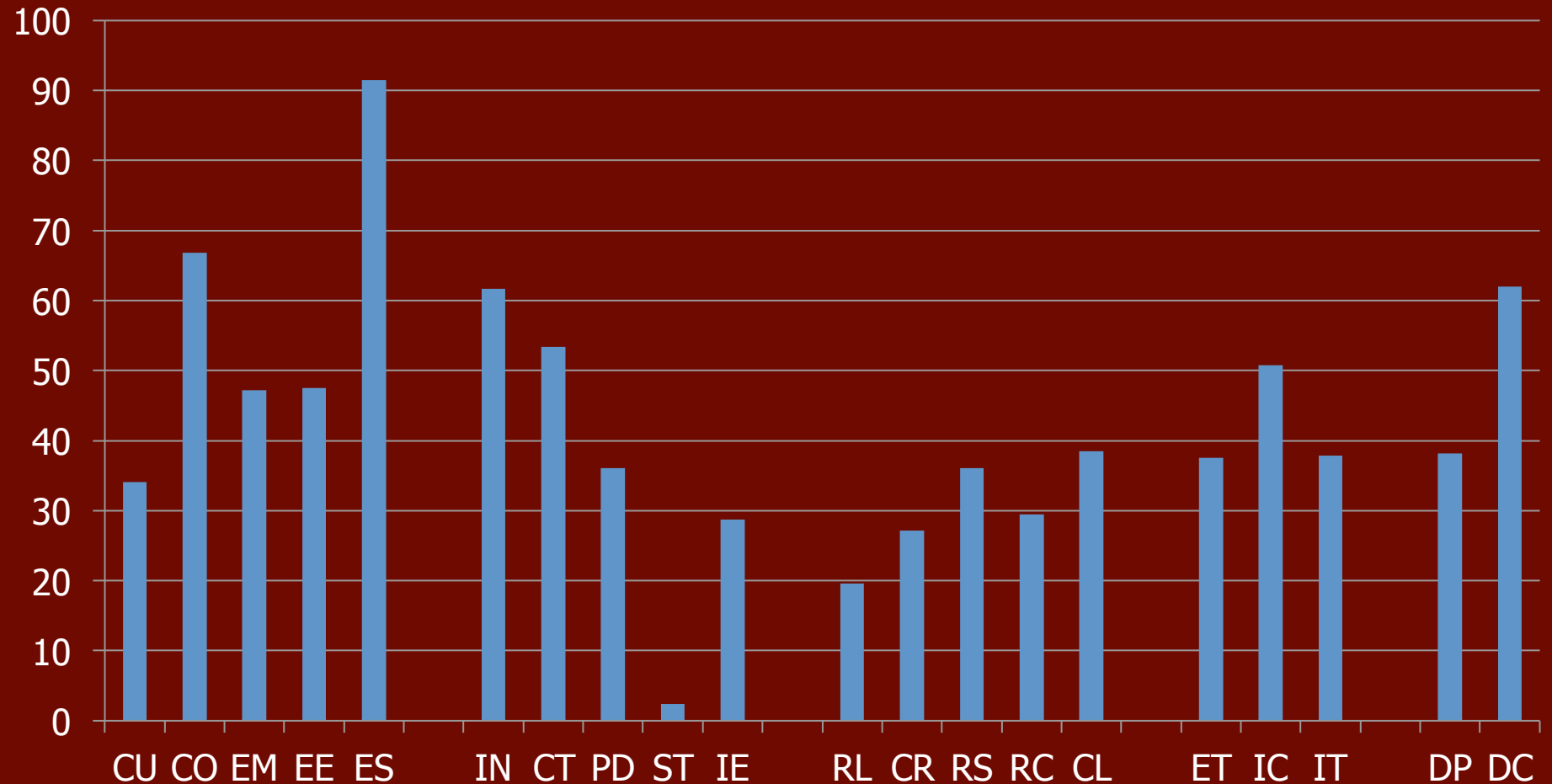
# We have figures. What next?

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- COPSQQ is a valid and reliable tool; we have figures of risk.
- Where do we start an intervention?
- Are all dimensions equally important for workers? For managers? Supervisors?
- Is there a reliable way for selecting dimensions and starting an intervention?

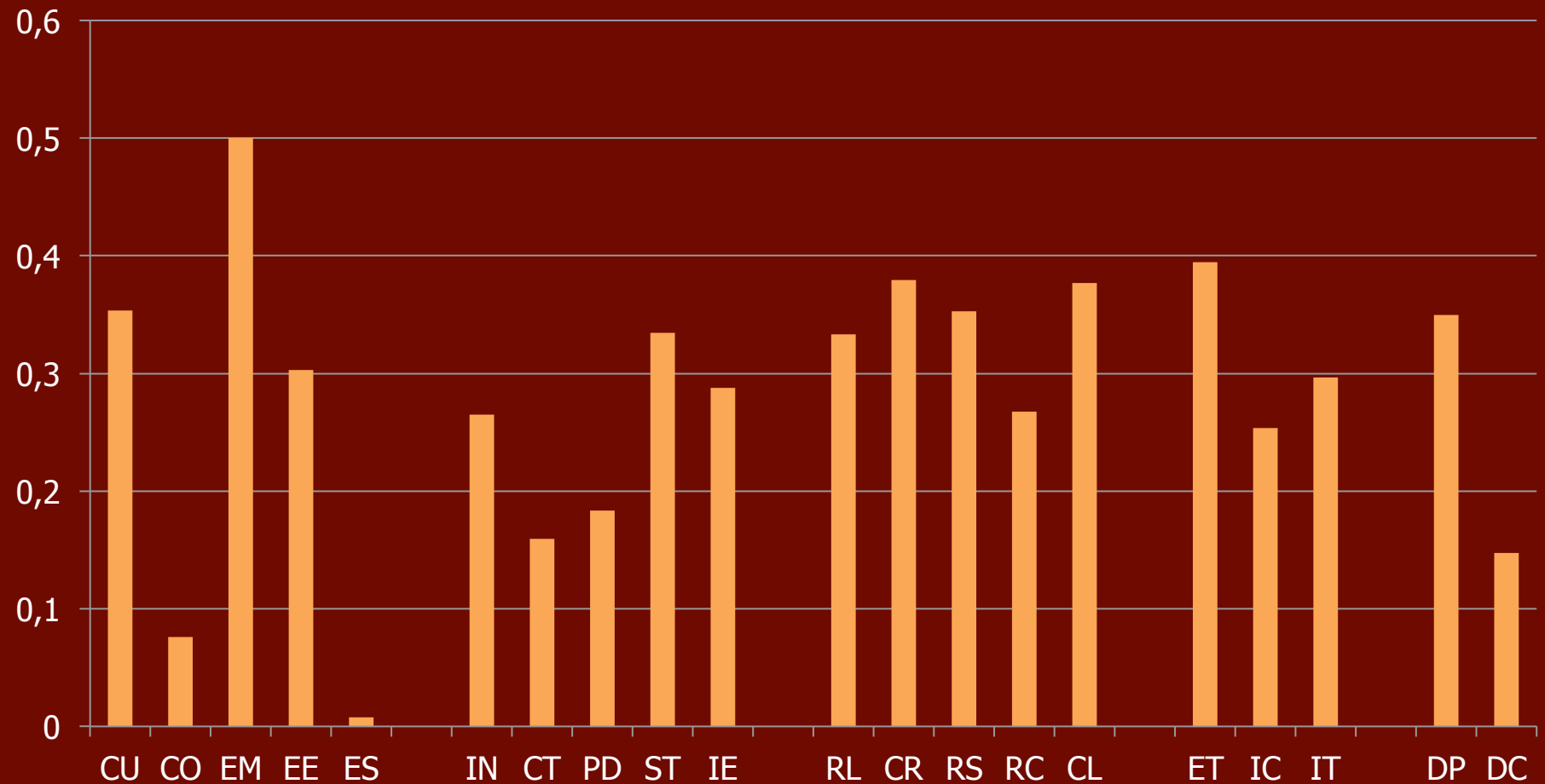
# Means of psychosocial risk in a workplace.

SUSESO database (2015). Civil servants. n = 958.



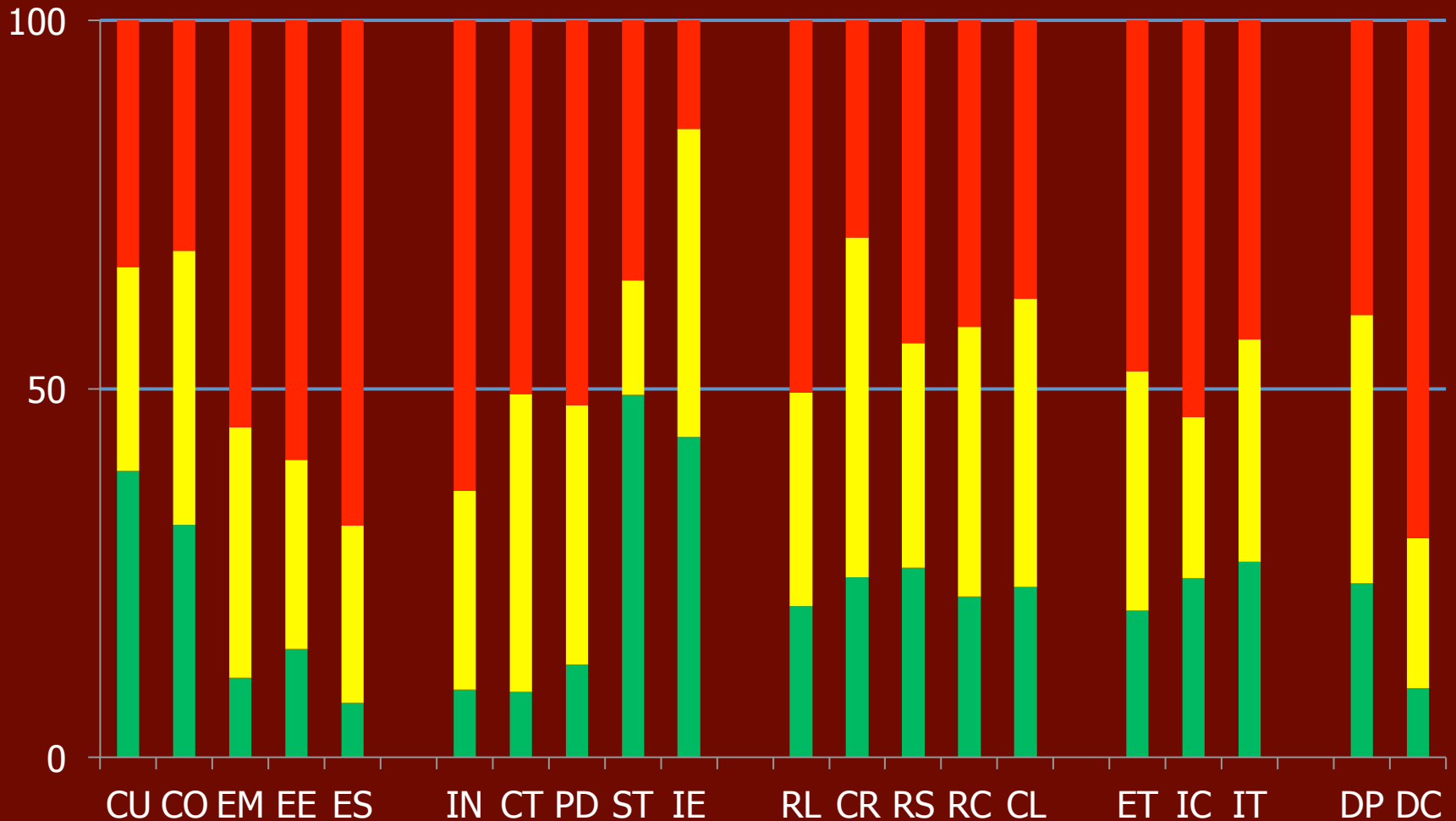
# Correlation (Pearson) PSRW / Mental health SF-36.

SUSESO data base (2015). Civil servants. n = 958.



# Prevalence of workers in three levels of PSRW.

SUSESO data base (2015). Civil servants. n = 958.



- To solve a problem first you have to have a problem...

# We have figures.

# Then ask the workers what to do.

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- Workers “live” figures.
- They know what to do if they are asked.
- So, ask the workers.
- Set up discussion groups.
- They validate outcomes (sometimes they don't!!).
- Figures are not necessary problems.
- But: this is **not** an easy job.

# Participatory methodology

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- It requires commitment and involvement of both managers and staff workers.
- And supervisors!!
- The formation of an Implementation Committee (IC) is a key element.
- IC decides all crucial issues.
- Make sure that the IC has real power of decision.
- It monitors the whole process, in particular the implementation of the measures decided.
- It is a cyclic process without a definite end.



# COPSOQ participatory methodology. Risk management.

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# Choosing areas of intervention

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- In our experience it is a *dynamical process* where everybody is involved:
  - Managers
  - Staff workers
  - Supervisors
  - Technicians
- It is not a problem of just statistical calculations, nor of opinions without foundation.

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- The selection of an area of intervention emerges at the crossroads of all elements.
  - This means getting to talk
  - A participatory methodology
  - Our job: setting the stage for a conversation

Thank you

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