

following RA completion. Farmers who completed half-day training specified 40% more controls. Farmers who implemented the controls they specified had a significantly higher percentage of farms with satisfactory OSH standards (92.1%) compared to those who did not implement controls (56.5%).

**Conclusion** The study concluded that completion of the RA in association with training led to more specification of controls. It also concluded that while the RA has positive utility among adopter farmers, more comprehensive approaches are needed to support its use among farmers challenged to implement OHS control measures.

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#### DEVELOPMENT OF HUMAN RESOURCES FOR THE PREVENTION OF NEGATIVE EFFECTS OF OVERWORK ON HEALTH IN JAPAN

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**Introduction** Karoshi (death from overwork) has been a difficult challenge in Japanese society for a long time. In July 2015, the cabinet of Japan approved a guideline required by the Act on Promotion of Preventive Measures against Karoshi and other Overwork. In response to the guideline, the University of Occupational and Environmental Health, Japan (UOEH) launched a project to develop human resources to prevent harmful health effects from overwork. This report summarises the programmes for human resources development provided by UOEH

**Methods** The Centre for Stress-related Disease Control and Prevention (CSDC) was established at UOEH to perform development of human resources in April 2016. At first, the CSDC created a special training programme for 35 experienced occupational physicians who are certificated by the Japan Society for Occupational Health, to improve their understandings of health issues arising from overwork. Those physicians who completed this programme were appointed as on-site lecturers of UOEH. Then, the CSDC delivered various seminars together with the on-site lecturers, targeting occupational physicians, nurses, hygienists and human resource personnel around Japan to let them prevent and overcome the adverse health effects from overwork. Questionnaires were provided to the participants in the seminars for their improvement.

**Results** All except for one occupational physicians completed the special training programme in 2016. Regarding the seminars, the total number of participants by July 2017 was counted as 355. All together 69% of the participants responded to the questionnaires and 93.4% of the responders were satisfied with the seminars. Furthermore, 86.7% of them thought the skills and knowledge provided through the seminars were applicable to their work.

**Conclusion** The CSDC, an organisation at UOEH, was established to rise on-site lecturers and to deliver seminars with them for the prevention of the adverse health effects from overwork.

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#### PHYSICAL EXERCISE DURING WORKING HOURS FOR EMPLOYEES AT A HOSPITAL LAUNDRY – A QUALITATIVE PROCESS EVALUATION

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**Introduction** The present study is to provide an understanding of the motivational factors and barriers that influence compliance with physical exercise during working hours that are aimed at reducing musculoskeletal disorders, for employees at a hospital laundry.

**Methods** This study used a semiductive, thematic, and structured in-depth interview that was nested in an ongoing project with 140 laundry employees at a hospital laundry with 3 different geographic locations, that have been physical active at work since January 2015. The interviews was conducted 72 weeks within the main project among 22 informants with diverse field of laundry work, where the majority participated in the resistance band training at the workplace for 5 min, three times per week. The following factors, organisational, implementational, and individual motives and barriers were explored.

**Result** The results indicates that there should be attention to the interaction between management, the employees and the aim of the intervention, since the main barrier for compliance in this study is internal working culture. The results emphasised a certain need of clear connexion between the management's intentions of the implementation of physical exercise at work and the actual implementation. There was also a strong correlation between the employee's motivation and participation in relation to the manager's participation at the daily physical exercise at the workplace. Additionally the results emphasise the importance of ensuring the cooperation among manager's, participants and colleagues in order to ensure compliance regarding the intervention.

**Discussion** Our recommendations from this study suggest a thorough pre-evaluation in order to analyse the organisational and implementation factors before the implementation of physical exercise at work.

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#### SUFFERING AT WORK AMONG MEDICAL STUDENTS: QUALITATIVE STUDY USING SEMI-STRUCTURED INTERVIEWS

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**Introduction** Suffering at work among health professionals is a hot topic. Medical students, doctors of tomorrow, are far from being spared. Prevalence of anxiety and mood disorders range from 20.3% to 69% for the former and from 12% to