

Mental diseases & work in Europe



24 March 2016 - Paris (France)

Programme of the conference

Contributors' profile

Problems of psychological suffering are increasingly frequent in Europe. What is the influence of occupational and extra-occupational factors? Which mental disorders are recognized as occupational diseases? How to act in order to identify and assist the people concerned? These will be the key themes of the EUROGIP Discussions of 24 March 2016.

The EUROGIP Discussions aim to express a European viewpoint regarding a topical issue and to facilitate the exchange of information between stakeholders at the European level: OSH insurance organizations, public authorities, HR Managers, industrial doctors, the social partners, researchers, etc.

They are organized in the form of round table discussions moderated by a journalist, following which time is reserved for a question-and-answer session between the speakers and the participants.

Simultaneous French/English interpretation will be provided.

This European conference is organized by EUROGIP
www.eurogip.fr

Mental diseases & work in Europe

9:00 Opening of the EUROGIP Discussions

- Patrick NÉRON, Chairman of EUROGIP's Board

What are we speaking of?

- **Maxime BELLEGO**, Ph. D in Psychology and Clinical Psychologist, Teacher in the Faculties of Medicine of Paris, Director of the Mediterranean Division at Conseil & Recherche, Co-creator of the "Individu, travail et organisation" (Individual, Work and Organisation) educational programme at Ecole Centrale de Marseille, France
- **Patrick LÉGERON**, Psychiatrist, Founder of Cabinet Stimulus, co-author of the "Nasse / Légeron" Report on psychosocial risks submitted to the French government in 2008 and co-editor of the National Academy of Medicine 's report on job burn-out, France
- **Philippe ZAWIEJA**, Secretary of the ORPEA International Scientific and Ethical Advisory Board, Associate Researcher at the MINES Paris Tech Centre for Research on risks and crises (CRC), Author of a "Que-sais-je?" general knowledge booklet on job burn-out and co-director of a "Dictionnaire des risques psychosociaux" (Dictionary of psychological risks), Laureate of the Academy of Moral and Political Sciences, France

Discussion with the audience

What recognition of work-related mental disorders in Europe?

- Germany: **Stefanie PALFNER**, Head of Division, Occupational Diseases, German Social Accident Insurance (DGUV)
- Denmark: **Jane HANSEN**, Head of Division, Centre for Occupational Diseases, National Board of Industrial Injuries (Arbejdsskadestyrelsen)
- Finland: **Jussi KAUMA**, General Director, Finnish Worker's Compensation Centre (TVK)
- France: **Marine JEANTET**, Occupational Risks Director, National Health Insurance Fund for Employees (CNAMTS)
- Italy: **Marta CLEMENTE**, Chief of the Central Medical Department, National Institute for Insurance against Accidents at Work (INAIL)
- Sweden: **Monica SVANHOLM**, Senior Manager, Swedish Social Insurance Agency (Försäkringskassan)

Discussion with the audience

12:00 Lunch (on the spot)

Community framework for prevention and mental health at work

- **Dr Gregor BREUCKER**, Division Manager, Department of Health Promotion, BKK Federal Association, Germany, Coordinator of the European Joint Action on mental health at work
- **Dr Jorge COSTA-DAVID**, Principal Administrator, Health, Safety and Hygiene at Work Unit, General Directorate Employment, Social Affairs and Inclusion, European Commission
- **Dr Malgorzata MILCZAREK**, Project Manager expert on psychosocial risks, European Agency for Safety and Health at Work (EU-OSHA)

Discussion with the audience

Preventing burn-out

- **Véronique CRUTZEN**, Adviser to the Directorate General on Humanization of Work in the Federal Public Service (SPF) for Employment, Labour and Social Consultation, Belgium
- **Jean-François NATON**, Employee representative (CGT trade union), vice-chairman of the Occupational Injury and Disease Commission (CATMP) and the French national research and safety institute INRS, member of the Economic, Social and Environmental Council (CESE) and the standing committee of the Steering Committee on Working Conditions (COCT), France
- **Dr Pierre THILLAUD**, Employer representative (CGPME), member of the Occupational Injury and Disease Commission (CATMP), member of the Board of Directors of EUROGIP and of French national research and safety institute INRS, and member of the standing committee of the Steering Committee on Working Conditions (COCT), France

Promoting mental health at work

- **Aline BOSLE**, Health and Safety Management - Projects and Organization, SEAT, Spain
- **Andreas TAUTZ**, Chief Medical Officer, Corporate Health Management Germany, Deutsche Post DHL Group, Germany
- **Christine LOOS**, General Director, Psya Asistencia, Spain
- **René MARBACH**, Director, Caisse d'assurance retraite et de la santé au travail (Retirement and Occupational Health Insurance Fund) Alsace-Moselle, France
- **Patrick DUMOULIN**, General Director, Great place to work® Institute, France

Discussion with the audience

Conclusion

- **Raphaël HAEFLINGER**, Director, EUROGIP

16:30 End of the conference

The EUROGIP Discussions will be moderated by **Régis de CLOSETS**, journalist



Maxime BELLEGO is a Doctor of Psychology and clinical psychologist. He also teaches in the faculties of medicine of Paris, is Director of the Mediterranean

Division at Conseil & Recherche, and is co-creator of the "Individual, work and organization" educational programme at Ecole Centrale de Marseille (France). Maxime was trained in Ericksonian hypnosis and certified by the Milton Erickson Foundation of Phoenix, Arizona. He works especially for the Sainte-Anne Psychiatric Hospital in Paris and has practised family therapy at the Sainte-Anne Military Hospital (H.I.A.) in Toulon. The author of numerous articles and a book on psychological issues, he is also a guest speaker at international venues (United States, UK).



Dr Gregor BREUCKER is head of the Division of Health Promotion at the BKK Federal Association (BKK Dachverband) in Berlin (Germany). This Association represents the interests of the company health insurance

funds, one pillar of the German social health insurance system. The division of health promotion co-ordinates activities and programmes in the various fields of prevention with a specific focus on workplace health promotion and re-integration. Since 2011 Gregor is responsible for a national network programme on mental health at work (www.psyga.info) which has been initiated by the Federal Ministry of Labour and Social Affairs in close co-operation with the Federal Ministry of Health. The Joint Action on Mental Health and Wellbeing is a European governmental action programme which since 2013 involves EU 25 Member States, Iceland and Norway. The main objective is to contribute to the promotion of mental health and well-being, the prevention of mental disorders and the improvement of care and social inclusion of people with mental disorders in Europe, and its main purpose is to build a framework for action in mental health policy at the European level. One of the 5 priority fields of action is the world of work. 11 countries including France and Germany set up a consortium of experts representing both health and labour market policies. The workplace consortium implemented a structured exchange of experiences and identified a broad range of good practices in relation to national and regional approaches to stress prevention

at work, mental health promotion programmes and workplace-related support measures for affected employees.



Aline BOSLE has a degree in psychology (University of Mannheim, Germany) and a Master's Degree in Work and Organizational Psychology and Human Resources (University Jaume I, Castellón, Spain). Since October

2011, Aline is working at SEAT Health and Safety Management, leading projects related to psychosocial risks and mental health. Actions at SEAT in the framework of mental health at work are:

- Ongoing Psychosocial Risk Assessment and improvement plans: international instrument (COPSOC21), high participation (9.661 questionnaires; 75,6% of the workforce).
- Annual Health Checkup for all workers (participation: approx. 85% of workforce) which includes mental health surveillance (SF-12) and visit with occupational physician.
- Psychological assistance: On-site Clinical Psychologist for diagnosis, treatment and follow-up.
- Stress management seminars on different hierarchical levels (Managers, staff, blue-collar workers).



Dr Jorge COSTA-DAVID is a European Commission Principal Administrator in Directorate General Employment (DG EMPL), Social Affairs & Inclusion (Unit Health, Safety and Hygiene at Work), with current

responsibility, from an occupational health and safety perspective, for policy development on Occupational Diseases, Asbestos, Nanotechnology, Mental Health and Psychosocial issues at the workplace. This has included, inter alia, responsibility for study reports and/or guidance documents development, from a health and safety at work perspective, on the previously mentioned topics and also the possible extension of the scope of the Carcinogens and Mutagens Directive 2004/37/EC to include category 1A and 1B reprotoxic substances.

He was formerly responsible for: (i) In Enterprise Directorate General, (Promotion of Entrepreneurship and SMEs): 'Business incubators', 'Business Start ups' and 'Business support measures' and contributed to the development

of the Entrepreneurship Green Paper and the Entrepreneurship Action Plan; (ii) In Directorate General Health and Consumer Protection: Scientific Secretary of the Scientific Committee on Toxicity, Ecotoxicity and the Environment; (iii) In Directorate General Environment: various chemicals related files (classification and labelling of dangerous chemical substances, chemicals safety). Experience prior to working for the European Commission includes 9 years of medical practice, 5 years of secondary school teaching and interpreting/translation work. He has degrees on Medicine (MD), Public Health (DipPH), Education (MA), Modern Languages (MIL) and Business Administration (MBA).



Marta CLEMENTE is graduated in Medicine from the Sapienza University in Rome and specialized in occupational medicine and forensic medicine. She joined the INAIL in 1988, where she is now responsible for these specialities in the Central Medical Department. Marta is responsible for analysing et evaluating trends in occupational injuries, in particular in the sector of social insurance, and for elaborating guidance in link of causality et evaluation methods. She manages the international reports about statistics relative to occupational diseases (EODS, Eurostat). Marta is a teacher in occupational medicine and forensic medicine and she is the author of numerous academic publications in national journals.



As an adviser to the Directorate General on Humanization of Work in the Ministry of Employment (SPF), **Véronique CRUTZEN** manages about twenty people specialized in occupational safety and health. She chairs and moderates conferences and awareness raising and information sessions on regulations, working conditions, and good health and safety tools and practices, and for dissemination of the results of research projects entrusted to institutes and universities to document phenomena and develop new knowledge. Recent research covered, in particular, the prevalence of burn-out in Belgium, the abuse of alcohol and psychoactive substances and the role of the industrial doctor, the return to the workplace after a prolonged absence, etc. The role of the SPF is also to evaluate the tools designed in conjunction with players in the field (expert networks, social partners, HRMs, employers, OSH advisers, etc.). The aim is to create a dynamic between research, the le-

gislation and the field players so as to constantly improve working conditions and enhance risk prevention in enterprises. The SPF also carries out campaigns to raise awareness of occupational risks such as PSRs and MSDs.



Patrick DUMOULIN is the Managing Director of the Great Place to Work® France Institute since 2009. A Law graduate of Reims University, with an MBA from Reims Management School and a postgraduate degree (DEA) in marketing from Lille University, he worked in various SMEs before joining L'Oréal. From the start of his professional career, Patrick took an interest in the issue of well-being at work. Therefore, after working in the Institute of Occupational Best Practices (IMPP), he joined the Great Place to Work® France Institute in 2007. Apart from his desire to discover and reveal enterprises in which working conditions are good in France, asserting that they are far more numerous than people think or say, Patrick works in close cooperation with the other institutes of Great Place to Work®; on this account, he has spoken in many countries such as Chile, South Korea and the United States.



Raphaël HAEFLINGER has been Managing Director of Eurogip since 2007. Most of his career experience has been with the French national health insurance fund for employees (CNAMTS), first as manager of relations with the healthcare professions, and then as head of the Director's office and Office Director. In 2003, Raphaël entered the Occupational Risks Department (DRP) of the CNAMTS as special adviser to the Director, before taking charge of the Occupational Risk Insurance Department.



Jane HANSEN has been Head of the Centre for Occupational Diseases in the National Board of Industrial Injuries (Arbejdsskadesstyrelsen) since 1st December 2014 and has mainly been in charge of the legal responsibility for the processing of workers' compensation claims regarding mental disorders. Furthermore she has been responsible for the Veterans Secretariat, which processes claims regarding stationed soldiers who report mental diseases after, and as a consequence of, having been stationed abroad by the Danish Government. Jane Hansen came to the National Board in August 2013. Previously, she worked for a considerable number of years

for the Courts of Denmark (Danmarks Domstole). She is Master of Law (cand.jur.) from Copenhagen University (1993).



Marine JEANTET is a specialist public health doctor who started her career in 2002 with the French Agency for Healthcare Products (Afssaps) before joining the insurance fund Caisse centrale de la Mutualité sociale agricole (CCMSA) as an expert for drugs and medical devices. In 2007, she joined the Social Security Department (DSS) as deputy to the Assistant Director for financing of the healthcare system, notably taking charge of establishing and monitoring the national health insurance spending target ("ONDAM"), and coordinating the health insurance part of the draft law for financing of the Social Security system (PLFSS). In 2010, she became a medical adviser to the Social Security Director and worked on subjects such as the modernization of the healthcare offering and experimenting new systems of remuneration for healthcare professionals in healthcare homes, hubs and centres. In 2011, she joined the Inspectorate General of Social Affairs (IGAS) and carried out various assignments, chiefly in the field of healthcare and social welfare. In early 2015, Marine Jeantet joined the French national health insurance fund for employees (CNAMTS) as Occupational Risk Director.



Jussi KAUMA has been CEO & Managing Director of Finnish Workers' Compensation Center in Finland since 2009. Most of his career he has been with insurance industry. Mr Kauma has carried a senior/leading position in two Finnish insurance companies, in a reinsurance company in New York and in one in London. Also, he has experience of working for the Ministry of Social Affairs and Health and for the Financial Supervision Authority of Finland. Mr Kauma has studied in the Helsinki School of Economics and Business Administration and carries also a MBA from Huron University in London. Had he more time, he would do more outdoors, play more golf, ride more bicycle, eat and drink more and have more fun with the family and friends!



Patrick LÉGERON is a Doctor of Medicine, a consulting psychiatrist in the university hospital department of the Sainte-Anne Hospital Centre (Paris). In 1989 he founded a consultancy on stress and well-being at work, Stimulus. He teaches at the Paris V and Geneva universities and at Sciences Po Paris, where he is in charge of the "Stress, psychosocial risks and well-being at work" module of the Executive Master programme in Human Resources. He is an expert with Clubs APM, the Association pour le progrès du Management (manager training), a speaker on psychosocial risks and mental health at work for the European Commission, and a scientific adviser to the Présage and Promesse think tanks on societal, economic and legal issues. Patrick Légeron is the author of a report for the Minister of Labour on "the determination, measurement and monitoring of psychosocial risks at work" and of several books, including "Stress at work: a health issue" (Ed. Odile Jacob), "What kind of work do we want?" (Ed. Les Arènes), and "Psychosocial risks at work" (Ed. De Boeck). Finally, in the National Academy of Medicine, he is secretary of the working group and co-author of the report on job burn-out.



After graduating from a business school in Paris, **Christine LOOS** moved into a career focused on Corporate Social Responsibility (CSR), with experience of numerous international jobs in the fields of project management, development and CSR, in the Philippines, Argentina and Vietnam. On the back of this experience, she settled in Madrid and joined Psya Asistencia, the Spanish subsidiary of PSYA Group, specialized in psychosocial risk prevention and management and the quality of life at work, shortly after the group set up operations in Spain, with the task of expanding its activities with businesses and insurers. In 2013, she became general manager of Psya Asistencia, assisting Spanish companies in developing solutions to optimize their programmes for well-being at work and quality of working life. Her key values: integrity, goodwill and excellence.



Since 2002, **René MARBACH** has been Director of the Caisse d'assurance retraite et de la santé au travail (CARSAT - Retirement and Health at Work Insurance Fund) for the Alsace-Moselle region (France). He graduated from the IUT (University Institute of Technology) of Mulhouse, option: Managing businesses and ad-

ministrations and from the Ecole nationale supérieure de Sécurité sociale (former CNESS - National Higher School for Social Security) and has pursued his professional career within various Social Security bodies, in the "Health", "Old Age" and "Occupational Risks" Branches but also in training. Due to the various positions he has held – Technical Agent, executive position in Regulation/Communication, Director of Human Resources, etc. -, René knows the ins and outs of the Social security institutions.



Malgorzata MILCZAREK has been working as a project manager in the European Agency for Safety and Health at Work since 2006. In 1998-2006 she worked as a researcher in the Central Institute for Labour Protection - National Research Institute (Poland). She graduated in Psychology from the Warsaw University and received a PhD in work psychology from the University of Silesia. In the Agency, she manages projects on work-related stress and other psychosocial risks such as violence and harassment. She was a content project manager in charge of the EU-OSHA Campaign 'Manage Stress' (2014-15).



Syndicated to the CGT (General Confederation of Labour) since 1981, **Jean-François NATON** has several responsibilities in territory and represents the employees in various organizations and national

authorities. He is particularly Vice-President of the Occupational Injury and Disease Commission (CATMP) and the French National Research and Safety Institute INRS, Member of the Economic, Social and Environmental Council (EESC) and the Steering Committee on Working Conditions (COCT). Professional chef, Jean-François graduated from the University of Aix / Marseille a DESS in multidisciplinary analysis of work situations (APST, 2000/2001).



Patrick NÉRON has been a member of the Eurogip Board of Directors for several years, and its chairman since September 2014. He was also a member of the Occupational Injury and Disease Commission of

the CFTC trade union (Confédération française des travailleurs chrétiens), in which he is the national adviser on "occupational health", and he is a member of the National Technical Committee (CTN) for occupational risk prevention. Patrick Néron is also vice-chairman of the

"Caisse d'assurance retraite et de santé au travail" (Carsat: pension and occupational health insurance fund) for the Midi Pyrénées region (France).



Stefanie PALFNER studied law at the University of Hamburg and obtained her degree in 1998. She then worked for 8 years as Head of a rehabilitation unit at the German Social Accident Insurance Institution

for the administrative sector (VBG) before she joined the DGUV, the umbrella organisation of all German statutory accident insurance and prevention institutions in the private and public sector. Since 2008 she is head of the occupational diseases division within DGUV. The member institutions of DGUV insure more than 70 million people. They are responsible for work safety, medical as well as social and occupational rehabilitation and financial compensation of victims of occupational accidents and diseases. DGUV also comprises of several research centres for work safety and occupational medicine, training centres and 11 specialised clinics for accidents and occupational diseases. The division led by S. Palfner deals with issues of early detection, individual prevention, treatment and rehabilitation as well as compensation for occupational diseases, including related matters of administrative procedures and the medical assessment of ODs. The duties of the department include also the documentation and advice in cases of the complementary system plus the supervision of research projects on occupational diseases.



Monica SVANHOLM is Senior Manager at the Swedish Social Insurance Agency (Försäkringskassan). She has a long and broad experience of working within the Swedish social insurance system, especially the

work injury insurance system. Since a couple of years back her interest she has turned to the field of disability within the Social insurance system. The importance of prevention of mental illness in the workplace is an issue for her in general and concerning her employees. Tasks should be challenging but not to the degree that they are unhealthy. "If all of us working are doing well, this is probably the greatest investment in many respects".



Dr. **Andreas TAUTZ** is as Chief Medical Officer of Deutsche Post DHL Group responsible for the professional guidance of Health Management with a focus on covering health related risks and related preventive activities in the group. Health Management of DP DHL Group was ranked several times on top in rankings of renowned business magazines. After his studies of human medicine, Andreas Tautz gained clinical experience in internal medicine. He specialized in occupational health and received his doctor's degree for investigation on shiftworkers health. In 1997 he joined Deutsche Post DHL and has since then taken several positions in the fields of occupational health and general health management. Andreas is engaged in numerous national and international health-related networks and committees, e.g. in the Business Leadership Forum Target Depression in the Workplace and the network Enterprise for Health. He is member of the board of the German Society for Occupational Health and Environmental Medicine and the advisory board of the Central Association of German Health Insurances. Dr. Andreas Tautz is author of numerous publications on health management. He holds a lectureship for Occupational Health at the Rheinische Friedrich-Wilhelms-University Bonn (Germany).



Pierre THILLAUD has been an industrial doctor since 1975 and Director of the Association Médicale Interentreprises (Paris) since 1981. Since 1982 he has also been the employers' representative of the CGPME (general confederation of employers in small and

medium-sized enterprises) in various organizations working in the area of occupational risk prevention: Steering Committee on Working Conditions (COCT), Occupational Injury and Disease Commission (CATMP), French national research and safety institute INRS, Eurogip, the French agency for Food, Environmental and Occupational Health Safety (ANSES), the early retirement fund for asbestos workers (FCAATA), National Technical Committee (CTN) I for occupational safety and health in service activities, and the regional committee for occupational risk prevention (CRPRP) and regional occupational health observatory (ORSTIF) for the Ile-de-France region.



Philippe ZAWIEJA is an associate researcher at the MINES ParisTech Centre for research on Risks and Crises (CRC). A Doctor of science and engineering in high-risk activities, and a psycho sociologist with a psychoanalytic approach, his research focuses on extreme situations and the anthropology of fatigue. He also coordinates the work of the International Scientific and Ethical Advisory Board of the ORPEA international medico-social and health group. Patrick Zawieja is the author or coordinator of several books, notably on job burn-out and psychosocial risks: "Le Burn out" ("Que sais-je ?" collection, PUF, 2015), "Dictionnaire des risques psychosociaux" (Le Seuil, 2014), "Épuisement professionnel : diagnostic, analyse, prévention" (Armand Colin, 2013). He is currently managing the preparation of a manual on the psychotraumatology of work (Armand Colin, September 2016) and a dictionary of fatigue (Droz, October 2016).

To find out more about the EUROGIP Discussions on 24 March 2016, please write to leleu@eurogip.fr

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