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The Role of Psychosocial Safety Climate in the Relationship between Work-Family Interference to Work-Related Burnout and Work Engagement among Teachers: A Multilevel Longitudinal Study

Ika Zenita Ratnaningsih, Mohd Awang Idris

University of Malaya, Faculty of Arts and Social Sciences, Department Anthropology/Sociology, Kuala Lumpur, Malaysia

The present study aimed to examine the role of psychosocial safety climate (PSC) as an organizational factor in the relationship between work-family interferences to work-related burnout and work engagement. In this study, work-family interfaces consist of work interfere family (WIF), and family interfere work (FIW). There were three hypotheses included in this study. First, this study proposed that WIF in Time 1 predict increased work-related burnout in Time 2 and reduced work engagement in Time 2. Second, FIW predicts increased work-related burnout in Time 2 and reduced work engagement in Time 2. Third, PSC would moderate the impact of WIF and FIW on work-related burnout and work engagement. This multilevel longitudinal design involved 309 teachers from 35 schools (both Time 1 and Time 2) in Indonesia. Based on the hierarchical linear modelling, the results show the interaction between WIF (time-based, strain-based) and PSC predicted work-related burnout, and interaction between FIW (strain-based) and PSC predicted work-related burnout. In conclusion, this study has contributed by using the “time effect” consequences to the effect of work-family interference on work-related burnout and confirming PSC’s moderation function to improve psychological health.

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Work-Related Stress and Posttraumatic Stress Disorder in South African Emergency Call-takers and Dispatchers – a cross-sectional study

Itumeleng Ntamatamala, Shahieda Adams

University of Cape Town, Division of Occupational Medicine, Cape Town, South Africa

Introduction: Emergency call-takers and dispatchers (ECDs) encounter various work-related psychosocial hazards including traumatic calls and verbal abuse which may lead to work related stress (WRS), substance use and post-traumatic stress disorder (PTSD). This study evaluated the prevalence of and factors associated with increased risk for PTSD in ECDs of an ambulance service in the Western Cape Province, South Africa.

Material and Methods: WRS and PTSD risk factors, were investigated in N = 79 ECDs using self-administered questionnaires: Impact of Event Scale-Revised, EMS Critical Incident Inventory, EMS Chronic Stress Questionnaire, SF-36 Quality of Life questionnaire.

Results: The ECDs were predominantly female (65%), median age 35 (IQR; 30 - 40) years with a higher certificate/diploma (66%). A PTSD prevalence of 33% was found. A third (39%) were current smokers, alcohol (58%) and 4% illicit drug users. A third (28%) felt the need smoke to manage WRS while, 15% felt the need to use alcohol, prescription drugs (22%), and illicit drugs (9%) to manage WRS. Current smoking (OR=3.4, 95% CI: 1.05 – 11.16), chronic organisational (OR= 1.1, 1.05- 1.17) and operational (OR=1.1, 1.05 - 1.17) stress and critical incident stress (OR=1.05, 1.01 - 1.10)

exposure were positively associated with PTSD risk. The majority (73%) reported receiving no training on managing WRS.

Conclusions: ECDs in this study experience high levels of PTSD, acute and chronic WRS with associated high levels of substance use. Early workplace interventions should be aimed at addressing these identified risk factors for improved psychological wellbeing.

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TElework-RelAted Stress (TERRA) as an emerging problem during the Covid-19 Pandemic: a Systematic Review

Maria Rosaria Gualano¹, Paolo Emilio Santoro², Ivan Borrelli¹, Maria Francesca Rossi¹, Carlotta Amantea¹, Alessandra Daniele¹, Umberto Moscato³

¹Università Cattolica del Sacro Cuore, Section of Occupational Medicine, Department of Health Sciences and Public Health, Rome, Italy, ²Fondazione Policlinico Universitario A. Gemelli IRCCS, Department of Woman and Child Health and Public Health, Rome, Italy, ³Università Cattolica del Sacro Cuore, Fondazione Policlinico Universitario A. Gemelli IRCCS, Department of Health Sciences and Public Health, Section of Hygiene and Occupational Health, Rome, Italy

Introduction: In recent years, due to the COVID-19 Pandemic, an increasing number of people were forced to stay at home. Working from home seems to have resulted in an increase of TELEwork-RelAted stress (TERRA), defined as physical and mental stress due to telework, including the inability to cope with new information and communication technologies in a healthy manner, recognized as technostress. TERRA is a primary concern for Occupational Health worldwide, affecting psychophysical health and productivity. The aim of this systematic review is to determine if and how telework has actually increased TERRA levels in workers and its impacts, during the COVID-19 Pandemic.

Materials and methods: Following the PRISMA statements, a systematic review was performed across three scientific databases (Pubmed, ISI Web of Knowledge and Scopus), using “telework”, “technostress” and “COVID-19” (and relative MeSH terms) as keywords. The research was restricted to articles in Italian and English, published up to August 2021.

Results: As results, 518 articles were found; after removing duplicates, and exclusion based on title, abstract, and full text, 36 articles were included in the review. Most of articles demonstrate that women and who work at distance in full time mode show higher TERRA levels.

Conclusions: This systematic review highlights some of the emerging psychophysical health issues related to TERRA, and offers an overview into the modern challenges workers have to face, in order to improve Total Worker Health through Occupational Medicine.

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The Impact of Telework on Mental Health during the COVID-19 Pandemic: A Four-Wave Cohort Study among Belgian Workers in the First Wave

Tinne Vander Elst¹, Sofie Vandenbroeck², Isabelle Boets², Lode Godderis²

¹IDewe, Knowledge, Information and Research Center, Leuven, Belgium, ²KU Leuven, Environment and Health, Leuven, Belgium