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Results: Quarterly review should show increased healthy behaviours and decline in infection rate among employees.  
Conclusion: HRBC program is the future of workplace measure for control of COVID-19 and other infectious diseases.

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**Health Impact and Psychosocial Perceptions of SARS-CoV-2 exposure among French hospital workers: A Cross-Sectional Survey**

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Introduction: In 2020, the COVID-19 pandemic had an important effect on healthcare systems, including their healthcare workers (HCW). Studies on HCW well-being and mental health have regularly reported problems associated with their occupational activities during epidemics. The aim of this study is to describe the mental health impact and psychosocial perception of hospital workers one year after the first peak of the COVID-19 outbreak in France.

Methods: The validated SATIN questionnaire was used to collect data on health and psychosocial factors. It was sent and self-administered online in July 2021. In a multinomial regression model we included covariates: HCW status, age, gender, frontline worker, SARS-CoV-2 status.

Results: Data from a total of 830 participants were included (64% were HCW). We found that worries about infection for oneself is a risk factor for negative perception of global health (OR 1,5 95% CI [1,029-2,199]), work demand (OR 1,8 [1,2-2,5]), work environment (OR 1,8 [1,3-2,5]), organizational context (OR 1,9 [1,1-3,3]), for psychosomatic symptoms (OR 2,1 CI [1,1-3,9]) and stress (OR 1,8 [2,1-1,3]).

Conclusion: We have shown that uncertainty about SARS-CoV-2 infection has an high mental health impact in hospital' workers. Actions on information, training, organizational context and appropriate protective equipment are useful and needed.

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**Work Engagement, Job Demands and Burnout among Croatian Health Care Workers during the Coronavirus Disease 2019 Pandemic**

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Introduction: As the world is fighting COVID-19 pandemic, health care workers (HCWs) keep struggling with increased stress at work and consequential mental health disorders. The aim of our study was to assess workplace characteristics and the development of burnout in HCWs during COVID-19 pandemic.

Materials and Methods: This study was designed, developed and ethically approved by the South East European (SEE) Network on Workers' Health in cooperation with SEE Health Network. During the autumn of 2020, an online anonymous survey was conducted among HCWs in Croatia. A total sample of 300 HCWs answered the

Maslach Burnout Inventory, Utrecht Work Engagement Scale and Job Demands and Resources Questionnaires.

Results: Hospital nurses made up the majority (68.0%) of participants. The highest level of job demands (3.92±0.63) was at physical level: excessive workload at a hospital or unit, time pressure, and lack of staff and supplies. No significant correlations were found between physical job demands and age, gender, work tenure and working hours. The highest significant positive correlation was found between organisational job demands and emotional exhaustion (r=0.455, P<0.001). Emotional job demands moderately and positively correlated with depersonalization (r=0.373, P<0.001).

Conclusions: HCWs' workplaces have significantly changed during the COVID-19 pandemic and become substantially hazardous for mental health. Preventive measures need to be implemented urgently and should be primarily focused on excessive workload reduction with additional emotional support to reduce burnout rates and preserve HCW's work ability.

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**Respiratory And Non-Respiratory Symptoms In Health Care Professionals Infected With Sars-Cov-2 – Reported Cases In The First Wave Of Covid-19 In A Portuguese Occupational Health Service**

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INTRODUCTION: Healthcare professionals are among the main risk groups for COVID-19 and can also be a source of transmission to patients to whom they provide care. The identification of symptoms is important in the clinical presumption of COVID-19. However, the infection may be asymptomatic or paucysymptomatic.

MATERIAL AND METHODS: Cross-sectional study, with retrospective analysis of the clinical records of health professionals who went by self-initiative to the Occupational Health Service of a University Hospital Center, between March and August 2020, for presenting symptoms, risk contact with a confirmed case of COVID-19, or by both and, who in this context, performed the RT PCR SARS-CoV-2 test.

RESULTS: 613 professionals were evaluated. Of the 420 symptomatic professionals, in 27 COVID-19 was confirmed, while only 3 of the 193 asymptomatic professionals being positive (95% CI, p = 0,009). In turn, of the 371 who had respiratory symptoms, 19 were positive for COVID-19, versus 11 among the 242 who had no respiratory symptoms, not being difference statistically significant (95% CI; p = 0,75). Nasal congestion and rhinorrhea were the respiratory symptoms with the highest proportion of positive cases (11,43% and 8,97%, respectively).

CONCLUSIONS: Although COVID-19 is typically associated with respiratory symptoms, not all these symptoms were predictive of disease. It becomes crucial to value mild symptoms among healthcare professionals, even in the absence of risk contact.

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**Teleworking, Work Engagement and Intention to Quit During the COVID-19 Pandemic: A Study Examining the Effects of Individual and Organizational Characteristics**

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