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MENTAL HEALTH IN THE WORKPLACE

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Introduction: Depression and simple phobia are the most prevalent mental illnesses among employees leading to an increased number of sick days, decreased social and professional function, job satisfaction, quality of life and increased risk of loss of work.

Around 25% of the working population is affected by psychiatric symptoms in a way that is painful to the individual, but not of such severity that it qualifies as a genuine disease.

Untreated and not early identified these cases could lead to actual mental illness.

Moreover, less than half of those currently suffering from depression are provided with the correct diagnosis in general practice, and less than half, diagnosed correctly, receive the proper medical treatment.

Objectives: To identify, treat and thereby interrupt pre-existing cases of mental illness in the workplace. To prevent worsening of minor cases of psychiatric illness and symptomatic cases not considered a genuine disease.

Aims: To develop models for early tracing and treatment of mental illness in the workplace with consequent improved health status and quality of life for the individual and improved economy for the workplace and the public.

Methods: This intervention study includes larger companies with more than 100 employees in the Region of North Denmark.

The study design is a before-after study using self-reporting questionnaires as a basis for identification of cases of mental illness and follow-up of treatment. The study uses clinical interview and examination for determining the need for treatment.

Results: Results not yet available.