

# Enhancing Competence of OSH and OH Professionals to Address Psychosocial Risk Factors in Finnish Workplaces

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Mental disorder-related sickness absence in Finland reached 5.8 million days in 2023. This highlights urgent capacity gaps in managing psychosocial risks. Co-ordinated efforts from employers, employees, OSH and OH professionals are required to address challenges.

## What We Did

| MentalHealthMatters 2023-2025

- Raised awareness and strengthened expertise in managing workplace psychosocial risk factors in five NDPHS countries from country-specific starting points.
- Established National Communities of Practice with key experts to co-create solutions from policy to practice.



Ecosystem thinking: A strategic foundation driving project success

This first-aid kit transforms mental health at work

Interreg Baltic Sea Region Co-funded by the European Union



Quick help for SMEs to manage psychosocial work environment



Discussion documents on psychosocial work environment improvements in project countries



Regulatory framework overview: Psychosocial work environment in project countries

## National Approach

Workflow design of the Finnish National Community of Practice: Well received and efficient approach to project execution



**EARLY ENGAGEMENT** with tripartite advisory boards and social partners to build legitimacy.

**JOINT CROSS-SECTORAL** workshops to align OSH and OH on shared definitions and evaluation practices.

**DEVELOPED A ROADMAP** for interprofessional education of OH and OSH professionals & OSH authority in Finland.

## Lessons Learned

**CURRENT OSH AND OH TRAINING** does not equip all professionals to identify and assess psychosocial factors consistently.

**PRACTICAL**, hands-on training is essential to close education gaps.

**CROSS-SECTOR COLLABORATION** increases accountability and accelerates policy adoption.

## Takeaway

Grounding transnational project work in country-specific starting points accelerates the spread of social innovations and reinforces sustainable change.

Scalable interprofessional education model can transform national capacity in managing psychosocial work environments.

LEARN MORE ABOUT THE PROJECT



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