

Global Roundtable on National Policy Approaches for Work-Related Mental Health Facilitators, Supporters & Presenters



Dr Rachael Potter

Rachael Potter is a Research Fellow at the Psychosocial Safety Climate Global Observatory (PSC-GO) at the University of South Australia. Her research focuses on improving the psychological health of Australian and international workers, particularly focusing on policy level approaches that can influence broad stakeholder action. Rachael has expertise in qualitative research and public policy analysis, and has worked across multiple disciplines including psychology, public health and law/regulation. Rachael has worked with a variety of different stakeholders to provide clear and meaningful recommendations to policy and practice for improved work-related psychological health and reduced injury.



Dipl.-Soz. Michael Ertel

Michael Ertel is a sociologist and currently works at the Division of Work and Health at the Federal Institute for Occupational Safety and Health in Berlin, with a focus on qualitative research methods. His research interests lie in the management and regulation of policies on work-related stress and psychosocial risks at the national, European and international level. Currently, he is conducting research on Psychosocial Safety Climate (PSC) using a culturally comparative perspective. Michael is the Co-Chair of the ICOH Scientific Committee 'Work Organization & Psychosocial Factors' (ICOH-WOPS) and Associate Editor of the International Journal of Workplace Health Management.



Professor Maureen Dollard

Professor Maureen Dollard is an Australian Research Council Laureate Fellow, Director of the Psychosocial Safety Climate Global Observatory, University of South Australia, and Honorary Professor at the University of Nottingham. She is the recipient of the 2020 ARC Kathleen Fitzpatrick Award. Her applied research concerns workplace psychosocial factors and she has published six edited books and 200 papers/book chapters and has been cited over 19,000 times.

Maureen is a board member of the International Commission on Occupational Health and is on the editorial board for *Work and Stress*, the *Journal of Organizational Behaviour*, and the *European Journal of Work & Organisational Psychology*, and is past foundation president of the Asia Pacific Academy for Psychosocial Factors at Work. She is the founder of the Psychosocial Safety Climate (PSC) theory, revolutionising how the root cause of work stress and related health and productivity issues is viewed in the field. Prof Dollard co-created a 12-item survey to measure PSC which has been translated and used internationally by academics in 16 countries.



Professor Stavroula Leka

Stavroula Leka is a Professor of Organizations, Work & Health and Director of the Centre for Organizational Health & Well-being at Lancaster University in the UK. She is also an Emeritus Professor of Work & Health Policy at the University of Nottingham. She is Chartered Psychologist, Fellow of the Academy of Social Sciences, Associate Fellow of the British Psychological Society, President of the European Academy of Occupational Health Psychology (EAOHP) and Board member of the International Commission on Occupational Health (ICOH).

Her research has focused on work organisation and the management of the psychosocial work environment for business and societal sustainability, regulation and policy on work-related psychosocial risks, and the promotion of mental health and well-being in the workplace. She led the development of ISO 45003 and has authored numerous pieces of guidance on work-related psychosocial risks and mental health at work at international and national level. Stavroula is also an expert advisor to the European Commission, the WHO, the ILO, the European Agency for Safety & Health at Work, and the European Parliament.



Professor Aditya Jain

Professor Aditya Jain is the Director of Strategy and Planning at the University of Nottingham, and Professor of Sustainable Work and Development at the Nottingham University Business School. His research has focused on maximising organisational productivity, quality, innovation, and workers' wellbeing, with expertise in the management of psychosocial factors at work and the translation of occupational health and safety knowledge into policy and practice.

His work has also focused on examining the role of softer forms of policy, such as voluntary standards and social dialogue, in the management of working conditions, the promotion of decent work, and more recently, on lifelong learning and the future of work. Aditya has worked on several projects funded by the European Commission, its agencies and charities, such as the British Council and the Institution of Occupational Safety and Health, which have focused on the management of psychosocial risks and work-related stress as well as the promotion of wellbeing and mental health at the workplace.



Professor Loïc Lerouge

Loïc Lerouge is Research Director at the National Center for Scientific Research (CNRS), member of the Center for Comparative Labor and Social Security Law (COMPTRASEC, UMR 5114 CNRS-University of Bordeaux), specialist in occupational health .

Doctor in private law from the University of Nantes (2004) on the subject of "The recognition of a right to the protection of mental health at work" he holds the "Habilitation to conduct research" (HDR) from the University of Bordeaux (2014). Since October 2021, he has held the International Chair in Comparative Occupational Health Studies (CIECST).

Author of numerous articles and scientific conferences, his research consists of studying how the law deals with occupational health issues in a comparative approach of legal systems. In order to enrich his research, he organizes a dialogue with other disciplines and with stakeholders. His current work is characterized by the objective of a better understanding of the environment in which health and work take place by emphasizing a holistic and ethical approach to occupational health. He is the holder of the International research chair in comparative studies on occupational health (CIECST) at the University of Bordeaux.

Dr Irene Houtman



Irene works with TNO in the area of 'Work and Health' since 1990. Her expertise is particularly on psychosocial risk factors at work, work-related stress and sustainable employment, both on epidemiological research and monitoring research relating to work & health as well as on management of psychosocial risks, return to work (particularly after reporting absent because of mental health problems). Irene uses the employee as well as employer perspective, as well as the one of policy makers, in the Netherlands as well as in Europe, using both various quantitative and qualitative research methods. Irene very much likes the variety of the research in the area of work and health, as well as the variety in research questions, the multidisciplinary aspect of this research, which is often in an applied setting, thus relating to often very urgent societal topics. This 'applied setting' makes research on psychosocial risks in an occupational setting extremely interesting as many psychosocial risks are complex, abstract constructs like job demands and job control or autonomy which work out differently in different organizations, different sectors, for different worker groups as well as in different countries. The 'applied' in applied research refers to Irene's research for policy makers and stakeholders at national and international level, but also at sectoral level (e.g. secondary education, police, shipping industry, health care, transportation, hotels and restaurant sector).

During Irene's career at TNO she has always have retained a strong network with national and international researchers from universities and other well acknowledged and established research institutes. With many of them Irene works on international projects.

Siti Nurani Hassan



Siti Nurani Hassan is currently one of the Technical Experts at the Department of Consultation, Research and Development at the National Institute of Occupational Safety and Health (NIOSH) Malaysia. Her field of specializations are Anthropometric Measurements, Office Ergonomics, Total Wellness and Health Promotion, Back Protection Management, and she is also an advocate for the Psychosocial Risk Management Program in NIOSH. She graduated with a Master of Science (Industrial Engineering) from the Universiti Kebangsaan Malaysia in 2019. She was also approved as a Registered Master Trainer and Competent Person by the Department of Occupational Safety and Health (DOSH) Malaysia for Ergonomics Risk Assessment Training Program since 2021.

Dr Ashley Spetch



Dr Ashley Spetch is the Chief Mental Health Officer at WorkSafe British Columbia – the first position of its kind for any workers' compensation board in Canada. As part of her role, Ashley is devising a broad and innovative evidence-based strategy to support B.C.'s injured workers, and weaving together programs and services to meet their needs – with a goal of ensuring mental injuries don't lead to needless disability. Prior to joining WorkSafeBC, Ashley served as the vice-president of workplace health and research at Homewood Health. Ashley has experience in management, consulting, and organizational development, and has an extensive background in helping employers develop programs to cultivate return to work, employee well-being, and a psychologically healthy and safe workforce and workplace.



Dr Ulrich Stoetzer

Dr Ulrich Stoetzer is a psychologist and former researcher at the Division of Intervention and Implementation research, Institute of Environmental Medicine, Karolinska Institute. His main interest is psychosocial working conditions, mental health, and health promoting factors at an organisational level. Ulrich has worked with organisations across the public and private sector in intervention and implementation research, developing tools to evaluate organizational change, and implementing health promotion programs. He currently works at the Swedish Work Environment Authority as an expert in the psychosocial work environment, and is also a lecturer in education of Doctors in occupational health. Ulrich has expertise in the rules and regulations that exist in Sweden regarding the work environment.



Dr Birgit Aust

Dr Birgit Aust is a Senior Researcher at the National Research Centre for the Working Environment in Copenhagen, Denmark, and has been in this position since 2002. Dr Aust has been involved in a number of workplace intervention projects in different branches, and she uses qualitative and quantitative research methods. In her research she focusses on the health effects of different aspects of the psychosocial and physical work environment and on implementation processes. Her main research focus in recent years has been on the prevention of violence at work and on creating mentally healthy workplaces through changes in the working environment.



Associate Professor Andrea Kirk-Brown

Dr Andrea Kirk-Brown is an Associate Professor in the Department of Management at Monash University. In addition to her academic career, Andrea spent ten years working as a clinical psychologist in the Victorian and New South Wales Public Services. Andrea has a particular interest in researching organisational stress and wellbeing, social inclusion at work, and Employee Assistance Programmes (EAPs). Andrea has a track record of conducting successful consultancy projects for both the public and private sector, including Sydney Water, Australasian Police Professional Standards Council, Westmead Children's Hospital, Zoos Victoria, and the Employee Assistance Professionals Association of Australia. Her research interests are centred on the enhancement of employee wellbeing through workplace interventions.



Associate Professor Pieter Van Dijk

Dr Pieter Van Dijk is an Associate Professor at the Department of Management and Course Director of the Bachelor of Business Administration (BBA) at Monash University. Pieter has a particular interest in employee well-being, alongside the evaluation of factors that promote workforce participation and quality of work-life for people with chronic illness and disability. Recent research projects include an examination of psychosocial factors that facilitate the employment retention of people with Multiple Sclerosis, the role of psychological safety for chronically ill employees in predicting organisational citizenship behaviours, which have shown to improve the retention of employees and the psychosocial experiences of employees after the voluntary disclosure of diagnosis of MS to employers. Pieter also has specialised interest and expertise in the evaluation of employment support services for people with a chronic illness or disability, and MS in particular.



Professor Won-Jun Choi

Dr Won-Jun Choi is an Associate Professor at the Gachon University College of Medicine in Incheon, Korea. He is a board-certified Occupational and Environmental Physician. He is also a board member of the Korean Society of Occupational and Environmental Medicine and a General Secretary of the Korean Society of Occupational Stress. He has been interested in the stressors associated with mental disorders, the epidemiology of mental health in workers, and the outcomes of mental disorders in workers. He has practiced preventing mental disorders and promoting mental health in workers.



Dr John Fitzgerald

Dr John Fitzgerald leads the team at WorkSafe New Zealand, focused on promoting Mentally Healthy Work. He is a NZ Registered Psychologist within the Clinical Scope of Practice, and has worked in the areas of adult mental health, alcohol and drug services, and child & family psychological health. He has research interests in suicide prevention and non-suicidal self-injury, and professional ethics and practice. Prior to joining WorkSafe, John was a Senior Lecturer in Clinical Psychology at Massey University (Wellington). He is a Fellow and Immediate Past-President of the New Zealand Psychological Society, a member of the Society's Institute of Clinical Psychology and of the NZ College of Clinical Psychologists, and a member of the Psychology Panel of the Health Practitioners Disciplinary Tribunal.



Professor Takenori Mishiba

Dr Takenori Mishiba is a Professor of Labour Law at the Faculty of Law, Kindai University, Japan. He specializes in labour law, occupational health and safety law. He is also a member of the Labour Policy Council, Ministry of Health, Labour and Welfare in Japan. From 2011 to 2021, he was a public interest representative of the Health and Safety Subcommittee at the Ministry of Health, Labor and Welfare. In 2014, he served as an academic witness of the House of Representatives Health, Labor and Welfare Committee. He is the author of numerous publications on occupational health and safety law. In November 2020, he founded the Japan Society of Occupational Health Law and currently serves as the Vice President.