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| **Workplace stress, mental health and resilience of healthcare workers** |
| **Background/Objectives**Workplace stress increases the risk of mental health problems. In early 2015, a major healthcare reform was undertaken in Quebec (Canada). It reorganized the clinical and administrative structures, resulting in higher stress for workers, with many recourses to sick leaves and early retirements. A better understanding of the associations between stress, psychological distress, and adaptive capacities among healthcare workers at the beginning of the reform is thus relevant. **Methods** In summer 2015, the Public Health Department of Eastern Townships (Quebec, Canada) undertook a representative regional survey in which 1008 healthcare workers participated. We examined the level of resilience in this subsample, its distribution according to occupational categories, and investigated whether it moderates associations between daily stress and psychological distress, using regression models.**Results**Resilience of healthcare workers was higher than in the population. One third of workers reported their work as quite or extremely stressful, 56.2% rated it as their 1st source of stress, and 25.7% showed psychological distress (vs. 28.7, 51.2%, 23.3% in the population). Despite higher stress, administrators had higher resilience and lower psychological distress. Nursing- and teaching-related workers were around the mean for psychological distress and resilience. Support staff had higher psychological distress and lower resilience. For social staff, technicians, and professionals, psychological distress was higher despite a lower stress. Resilience moderates the association between daily stress and psychological distress. The OR of psychological distress for workers with resilience under the mean is 2.81 (95%CI:1.91-4.14) whereas this association is non-significant when resilience is higher than the mean (OR=0.84, 95%CI:0.50-1.51).**Discussion**Our findings show high resilience among healthcare workers. However, 33.3% of them reported daily stress, and 25.7% psychological distress. A gradient emerges in the distribution of resilience as a function of workplace position hierarchy, with higher resilience and lower psychological distress (despite equal or higher stress) among higher positions. A higher resilience cancels the negative associations between daily stress and psychological distress. These results support the need for workplace health promotion, especially in a post-reform context and in the lower spectrum of hierarchy to reduce health inequalities.**Keywords:** Resilience; Health asset, Workplace stress; Psychological distress |