

**Impacts of accidents on the mental and physical health of professionals: some data
in anesthesia
or
“Does organisational resilience is maintained at the expense of individual
resilience?”**

Nyssen A.S. & Blavier A.

Work Psychology, University of Liège,
B32, Bld du Rectorat , 4000 Liège, Belgium
Tel +3243664666
Email: asnyssen@ulg.ac.be

Both, at the system and individual levels, resilience is defined as the capability to rebound from stressful events. This definition raises the issue of what is a stressful event for a system and for an individual. In the literature, the term stress has been used in different ways: as a stimulus and as a response (Nyssen & Hansez 2008). Many studies viewed stress as a job demand, a characteristic of the work environment that causes stress. It can be a sudden encounter with an unexpected event (acute stressor) that demand immediate attention and don't last a long time or, more often, an exposure to repetitive adverse work conditions (chronic stressor) that requires repetitive and chronic adaptation. As a response, stress has first been conceived as a body of physiological, behavioural and psychological responses to some external or internal demands. Although short term activation has short term benefits, chronic activation enhance vulnerability to stress diseases on a longer term such as burnout both at the individual and organisational levels.

Today, it is well recognized that the ingredients of many accidents are present long before a specific accident occurs, as latent, chronic work conditions to which the worker must adapt every days. In this context, accident can be seen, at the organisational level, as a symptom of non adaptation and, at the individual level, as an acute stressful event that will have consequences on the health of the staff.

Classically, researches on stress and on accidents are conducted by two different researchers' communities using different methods: stress/burnout measures versus accident analyses. In this presentation, we will present the results of two studies conducted in anesthesia. First, we will show the impact of accidents on anesthetist's mental and physical health. Secondly, we will show that accidents and stress have similar associated factors. These two studies will allow us to discuss the idea that organisational resilience is maintained at the expense of individual resilience.

Reference

Nyssen AS, Hansez I. (2008). Stress and burnout in anaesthesia. *Current opinion in Anesthesiology*, 21, 3: 406-411.