

most workers (80.9%) were aware of a sun protection policy, only few (6%) were aware of incentives encouraging sun safety. Workers had received training on using personal protective equipment (65%), while less reported having received education on sun safety/skin cancer prevention (54%), or a skin examination at work (17%). Workers attitudes, beliefs, and knowledge and willingness to engage in sun protection differed depending on workplace characteristics and support. These results informed individualised action plans implemented with each workplace.

**Friday April 5, 2013 1.30-3.00pm**

Paper Session 6: OCCUPATIONAL HEALTH II

CHAIR: L. Ricciardelli

Location: Rosser

**"Debuzzing the buzz" for the day: Work engagement and its diminishment**

C. Timms & D. Graham  
James Cook University

Work engagement is an important concept because it is associated with optimum worker well-being and productivity. Theoretical linkages with work burnout and consequent associations with the psycho-social work environment have been influential in the development of assumptions that its antecedents are extrinsic in nature. This qualitative analysis of ten interview responses of professional people, who reported ambivalent scores on the Utrecht Work Engagement Scale (UWES) and disagreement with items of the Oldenburg Burnout Inventory (OLBI), reveals that work engagement can be diminished by intrinsic as well as psycho-social factors. The study examined individual stories within three thematic frameworks. Some respondents reported having to adjust their expectations (formed during training or early career experience) to realities encountered in their careers. The second theme focused on local management contributing to untenable work environments whereby respondents reported that their integrity was compromised. The third theme in the current research investigated the impact of decisions made at 'arms length' by distant management or government legislation that created a heavy burden effectively changing the nature of people's work and affecting their ability to do their job.

**The influence of receiving and providing social support on retiree wellbeing: A longitudinal study**

P. Obst, J. Shakespeare-Finch & J. Oxtoby  
Queensland University of Technology

The aging of the general public in many Western countries has led to a burgeoning interest in factors that influence the health of the elderly. Two such factors are the levels of social support the elderly give and receive. This study assessed the relationship between receiving and providing social support, and retiree level of stress and wellbeing. Retirees (initial N = 168) were assessed on these variables on two occasions, with a three month gap between measurements. Regression analyses showed that receiving social support and having lower stress predicted better wellbeing at baseline. These baseline predictors also predicted