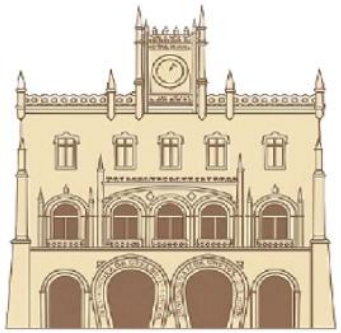


International Union of Railway Medical Services

Lisbon Conference 2026

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Beyond Fitness-for-Work Medical Assessment:
The Role of Psychology in the Portuguese Public Railway Sector

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30/09/2026

Beyond Fitness-for-Work Medical Assessment:

The Role of Psychology in the Portuguese Public Railway Sector

01 — Psychosocial Risks

The Railway Context

02 — Clinical Psychology in Occupational Health Services

Experience at CP – Comboios de Portugal

03 — Intervention

Pre-Employment Clinical Psychology Assessment • Mental Health Screening • Workplace Accidents • Psychological Support Helpline

04 — Outcomes and Good Practices

2025 Indicators

What Do These Figures Reveal About European Workers?

European Agency for Safety and Health at Work

2007: 20% of EU-27 workers reported stress, anxiety or depression.

2014: 53% considered stress the main risk to health and safety at work.

2025: 29% reported stress, depression or anxiety caused or aggravated by work.

Key Psychosocial Risks in the EU-27 (2025):
Time pressure • Lack of recognition • Communication and cooperation difficulties

What About European Railway Workers?

Exposure to high **Psychosocial Risks (PRS):** potentially traumatic events and others

↓

PRS: Characteristics or conditions of how work is organised and performed that may result in elevated stress levels and adversely affect mental and physical health

↓

Potential impact on the determination of fitness for work in the short, medium and long term



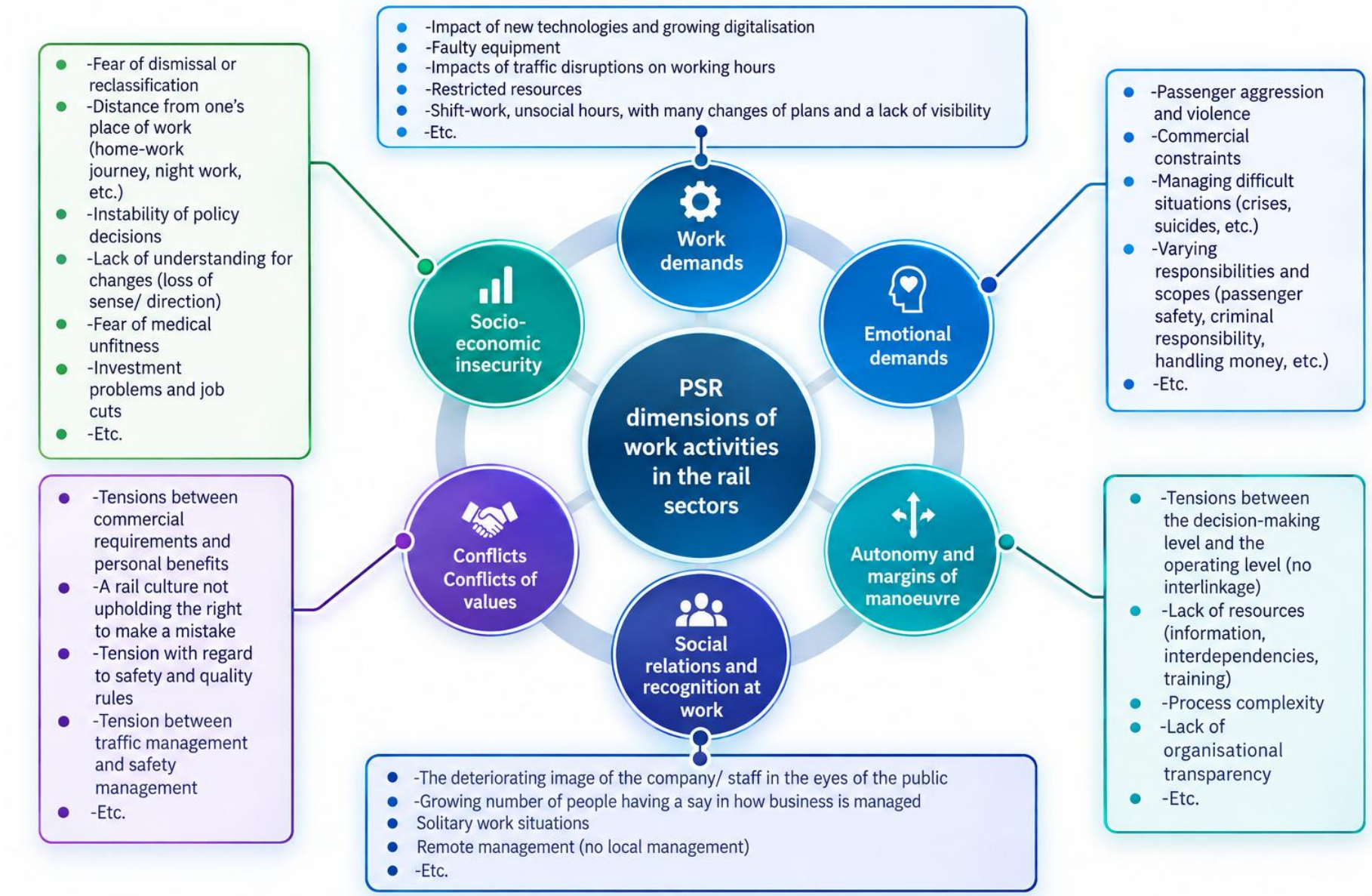
European Agency for Safety and Health at Work

Recommends the **integration of clinical psychologists** into occupational medicine teams within the railway sector

Psychosocial Risks in the Railway Sector (2012–2013)

EUROPEAN TRANSPORT WORKERS' FEDERATION

CER
The Voice of European Railways



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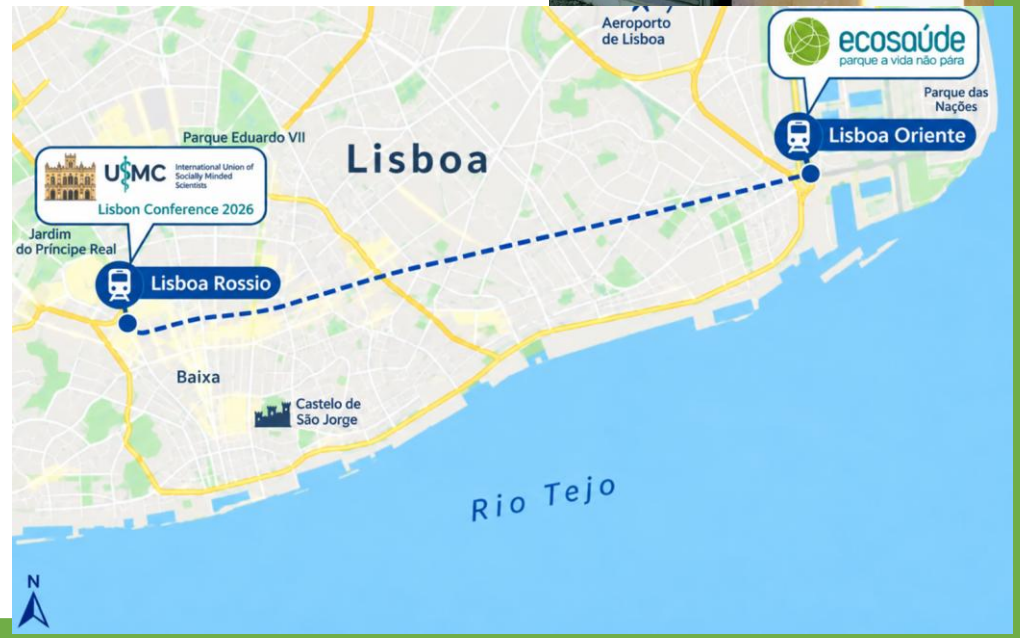
Its origins date back to **1856**, when the first railway section in Portugal was opened; it became a **public company in 1975**.





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Organisation established in 1995 by the CP Group:
Occupational Medicine
Health and Safety at Work



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Integration of a Clinical and Occupational Health Psychologist in 2017



UIMC International Union of Railway Medical Services

Lisbon Conference 2026

Clinical Psychology in Occupational Health Services

Promoting the mental health, safety, and well-being of CP railway workers

OCCUPATIONAL MEDICINE

Pre-Employment Exams
General assessment prior to entry into the railway sector.

Periodic Exams
Mental health screening and identification of potential risk conditions.

Occasional Exams
Psychological assessment, clinical intervention, and follow-up.

WORKPLACE ACCIDENTS

Assaults
Psychological support and intervention following workplace violence.

Railway-Related Pedestrian Fatalities
Psychological support and intervention following exposure to railway-related pedestrian fatalities.

PSYCHOLOGICAL SUPPORT HELPLINE

Counselling and support for all workers throughout their professional journey.

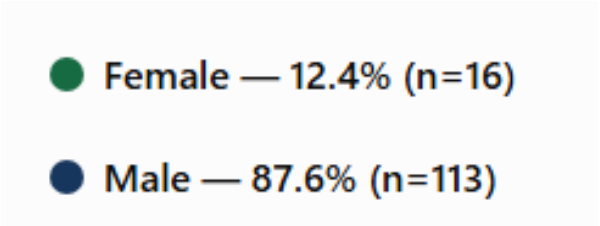
Psychological Case Follow-Up

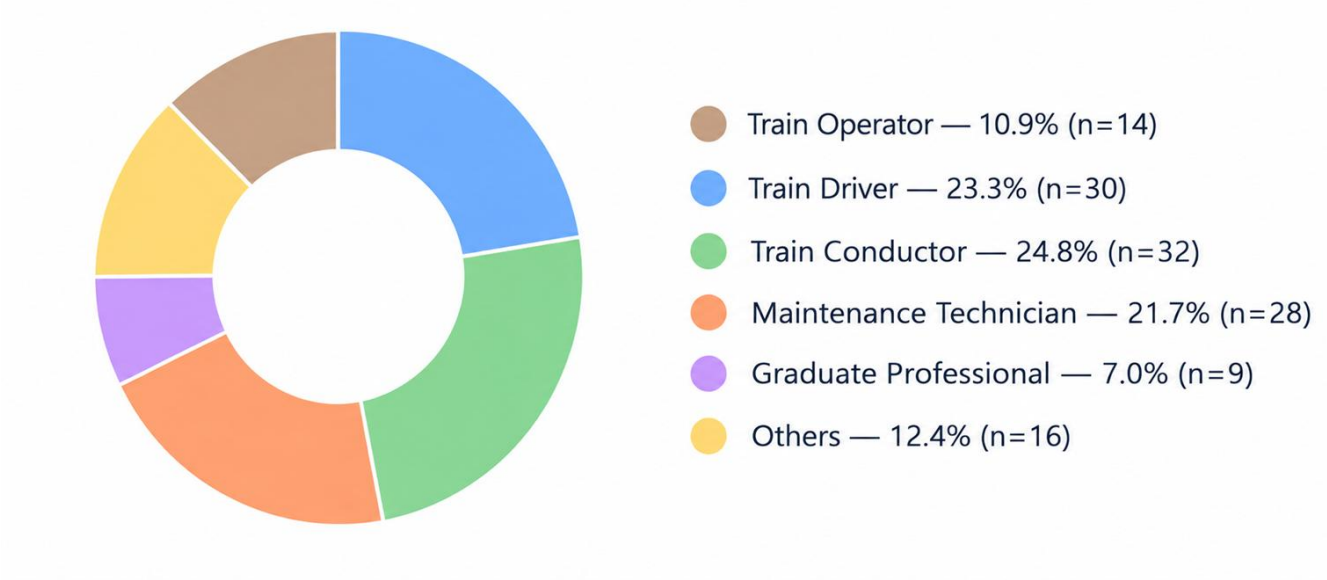
Pre-Employment Clinical Psychology Assessment

Support the occupational physician in assessing fitness for work
Prevention and promotion of mental health
Health literacy and well-being strategies

2025 Indicators | Ecosaúde Lisboa | CP

129 Candidates
32 years — Mean age
19–54 years — Age range





100% of candidates underwent pre-employment assessment for admission to CP

Periodic Exam: Mental Health Screening

Test: Mental Health Inventory (MHI-5)

5-item short form

Aim: Identification of potential risk conditions (including possible psychopathological presentations) during the periodic occupational health exam.

Over the past month, how often have you felt...

For each question, please select one option.

	All of the time	Most of the time	A good part of the time	Some of the time	None of the time
1 ..nervous and tense?	○	○	○	○	○
2 ..so down in the dumps that nothing could cheer you up?	○	○	○	○	○
3 ..calm and peaceful?	○	○	○	○	○
4 ..downhearted and blue?	○	○	○	○	○
5 ...happy?	○	○	○	○	○

Results: Interpretation of MHI-5

Mental health risk levels based on the total score

Scoring

- Each item is scored from 1 to 6.
- Total score range: 5–30.
- Higher scores indicate better mental health.

Scores 5–14 Unfavourable

- Higher probability of significant psychological distress
- Indication of potential risk conditions
- Recommend further clinical evaluation and follow-up

Scores 15–18 Reduced

- Intermediate level of risk
- Presence of some signs of psychological distress
- Monitor and consider preventive or supportive interventions

Scores 19–30 Favourable

- Lower probability of significant psychological distress
- No relevant indicators of risk conditions
- Maintain monitoring as part of routine occupational health care

2025 Indicators | Ecosaúde Lisboa | CP

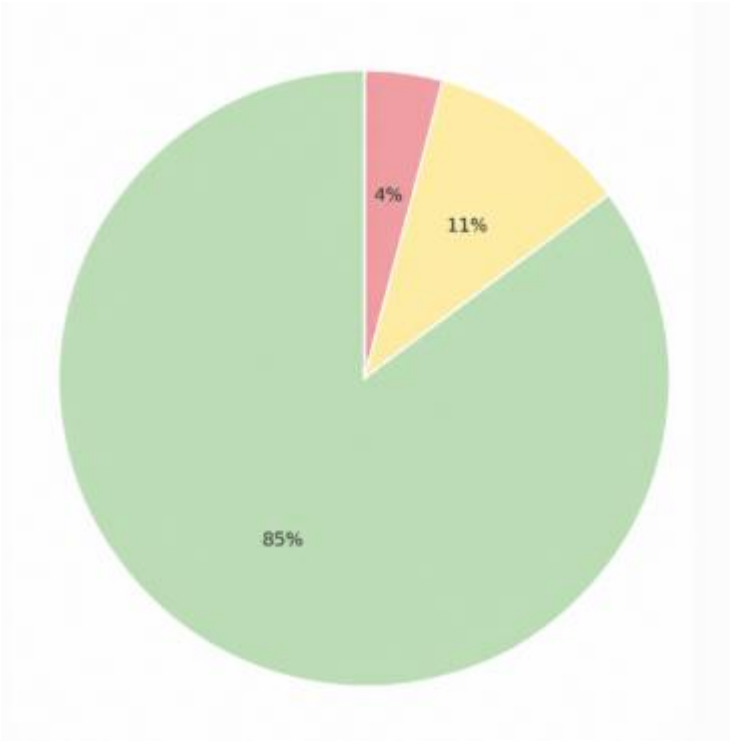
(Mental Health Screening)

3,123 answers (from approximately 4,000 workers)

85% Favourable (**n=2,661**)

11% Reduced (n=335)

4% Unfavourable (n=127)



Direct access to clinical psychology assessment and/or the psychological support line for workers with unfavourable or reduced results (**n=462; 15%**)

» Multidisciplinary case discussion within the occupational health team and assessment of fitness for work
» Psychological follow-up and/or referral to specialised services

Workplace Accidents



1) Passenger-related violence (assaults)
2) Exposure to railway-related pedestrian fatalities

Aim: To minimise the short-, medium-, and long-term impact of potentially traumatic events on railway workers.

Methodology: Psychological First Aid (PFA), Assessment, Clinical Intervention, Return-to-Work Support and Follow-Up.

2025 Indicators | Ecosaúde Lisboa | CP

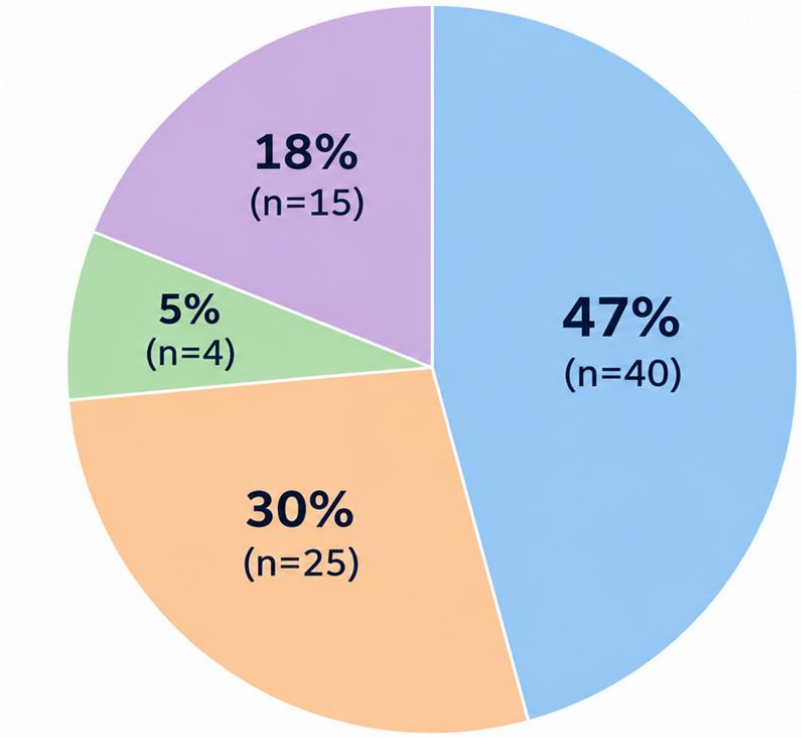
(Workplace Accidents: Railway-Related Pedestrian Fatalities)



Psychological Support Helpline

2025 Indicators | Ecosaúde Lisboa | CP

84 railway workers accessed the service
47.5 years — Mean age
20–67 years — Age range



Resolution during the initial contact
n=40 (47%)

Referral to Clinical Psychology
n=25 (30%)

Referral to Occupational Accident Insurance
n=4 (5%)

Referral to Occupational Health Services
n=15 (18%)

Clinical Psychology Activity in 2025 | Ecosaúde Lisboa | CP



Psychology in the Service of Railway Workers of CP-Comboios de Portugal:

A Continuum of Clinical Psychology Intervention Across the Professional Journey

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9 years of integrating Clinical Psychology into Occupational Health

"What began as an individual initiative has evolved into an integrated approach to psychological assessment, ongoing support and multidisciplinary collaboration in occupational health."

Thank you for your attention.

Obrigado pela vossa atenção.