



Institute for Safety,
Compensation and
Recovery Research

A joint initiative of WorkSafe Victoria and Monash University

ANNUAL REPORT

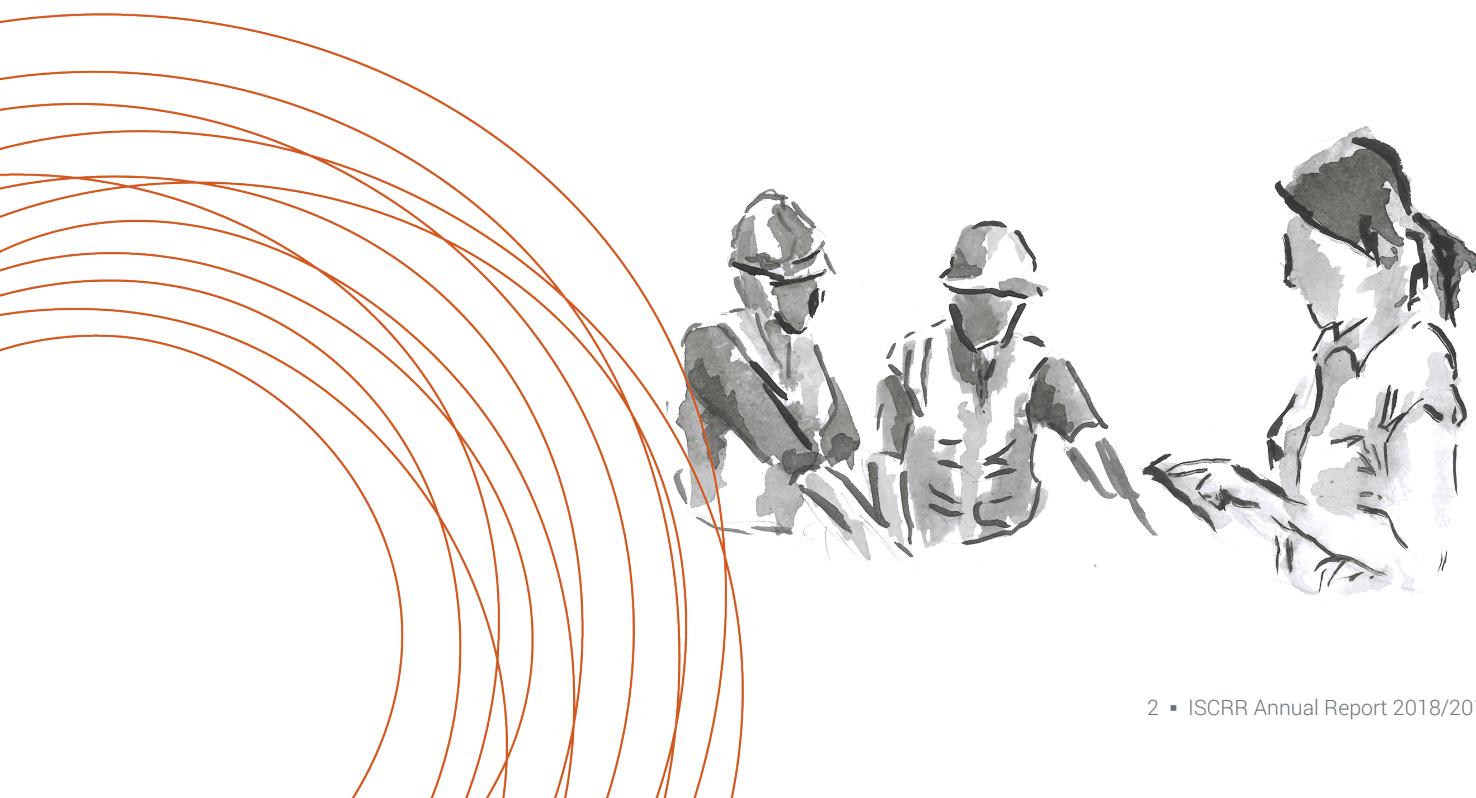
2018-2019

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Celebrating 10 years of research impact

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From the Director



This report marks the end of a productive, successful and special year for ISCRR, and I am proud of what we have achieved

In April this year, ISCRR celebrated 10 years of operation. This milestone provided opportunity to reflect on our substantial achievements and the contributions we have made to the fields of safety, compensation and recovery. To date, ISCRR has delivered around 1790 research outputs which include research reports, peer-review journal articles, conference and workshop presentations, and a range of insight summaries. These outputs have been generated from over 250 research projects that have enhanced our partners' knowledge, and significantly improved the lives of millions of Victorians.

In 2018/19 we set ourselves three aspirational targets for the future. The first was to ensure ISCRR continues to operate beyond 2019. This was achieved, and we are delighted that the WorkSafe Board committed to continuing to partner with ISCRR in December 2018. This was formalised in June 2019 with the signing of the RICA 2019 agreement, which supports our operations until June 2024. This five-year agreement gives us the opportunity to collaborate with WorkSafe on longer-term objectives and the scope to further develop research expertise and capacity both in Victoria, and nationally.

The second target was to deliver high-quality and high-impact research. In 2018/19, ISCRR delivered a significant amount of work, which is already beginning to demonstrate real world impact. In this report we highlight four research highlights for this financial year investigating bitumen fumes, multidisciplinary case conferencing, the Victorian Government quad bike rebate scheme and models that triage and segment claims.

Our third goal was to ensure that ISCRR is a great place to work. To support this we held two staff planning events and implemented initiatives to recognise the

hard work and contributions of staff going above and beyond. In addition, we have committed to holding more social events, including staff lunches and morning teas. Our staff retention rate during a challenging period was testament to the success of these and other supporting initiatives, with all of our staff remaining at ISCRR during the last financial year. I am proud of the commitment our staff have made to ISCRR's mission and the calibre of people we have on our team.

As we reach the end of the year, I am very excited about ISCRR's future. In addition to our partnership with WorkSafe and Monash University, we are collaborating with CPSU (Community and Public Sector Unit), DHHS (Department of Health and Human Services) and DJR (Department of Justice and Regulation) to develop and evaluate a trauma prevention toolkit. This project is being supported by the WorkWell Mental Health Improvement Fund and exemplifies our focus on continuing to evolve ISCRR by seeking new funding opportunities that align with WorkSafe's key strategic priorities in prevention, compensation and recovery.

Substantial work is already underway for new projects to be delivered in 2019/20. We are focusing on exciting initiatives in the fields of prevention and recovery, implementing a program for research impact assessment, and continuing to expand our research translation activities. We will also be working closely with WorkSafe to increase national research collaboration and develop a register of leading academics in the field.

Finally, I would like to say a big thank you to all of the talented and committed staff that worked so hard during 2018/19 to deliver a high-quality, relevant and actionable program of research.

Samantha Barker
Acting Director, ISCRR

From the Pro Vice-Chancellor



It has been my privilege to support ISCRR since its inception in 2009, and to have witnessed the evolution of the Institute, a testament to the commitment of ISCRR staff, stakeholders and partners.

The last twelve months have been a period of negotiation and agreement as WorkSafe Victoria and Monash University developed a renewed model of working collaboratively on improving workplace health and safety, ensuring that ISCRR can continue this work into the future.

We were delighted that WorkSafe and Monash University have committed to the partnership for another five years. This is strong endorsement of the value both WorkSafe and Monash University sees in ISCRR's research capability.

ISCRR marked ten years of operations in April, which gave us all pause to consider the impressive body of industry-focused research that has emerged from the Institute over that decade. ISCRR has triggered real change in the policy and practice of the partner organisations, and has undoubtedly improved the lives of Victorians injured at work or on the road and also returned financial benefits to partners. The 2018-2019 financial year was no exception, with ISCRR producing exemplary research in the fields of compensation and recovery research.

For example, the Mobile Case Management (MCM) approach was rolled out across all five Victorian Agents then evaluated in late 2018. The approach was found to reduce administrative challenges and improve communication between injured workers, employers and case managers, which have been highlighted as key barriers to recovery, compensation and return to work. MCM was seen as a positive and promising approach to case management that could improve recovery and return to work outcomes for clients and a preferred approach over usual case management.

The work landscape evolves rapidly and ISCRR and their partners recognise that legislation must too. On behalf of WorkSafe, ISCRR commissioned an investigation of national and state OHS and workers' regulation around Australia's On-Demand ('Gig') economy. Global legislation was explored, reflecting on local examples from Airtasker, Uber and Deliveroo. The report provides legal insight and considerations to WorkSafe and the Minister of Industrial Relations, who announced an Inquiry in Victoria's On-Demand Workforce on 29 October 2018.

ISCRR continues to produce evidence that WorkSafe claims data can be linked to hospital and death data. Since 2015, ISCRR has delivered three key reports that have established links, and a fourth project is underway. Data linkage is pivotal to improving research capacity, and achievements in establishing accuracy will be transferrable to systems globally.

I congratulate ISCRR's Acting Director Samantha Barker for her commitment and strong leadership throughout the challenges of the past year. Her dedication to further strengthening the partnership between Monash University and WorkSafe was key to cementing the agreement. I would also like to thank Professor Andrea de Silva from WorkSafe Victoria for her support of ISCRR's work.

Thank you also to ISCRR's management team and staff who demonstrated commitment, loyalty and resilience throughout the year. The next five years presents enormous opportunity for ISCRR to continue to strengthen their position as leaders in compensation research. I look forward to the journey ahead.

Sarah Newton

Deputy Dean (External Relations)
Pro Vice-Chancellor (Enterprise)
Medicine, Nursing and Health Sciences
Monash University

About ISCRR

ISCRR is a joint initiative of WorkSafe Victoria and Monash University

ISCRR is focused on undertaking applied research tailored to the needs of our partners, and translating it to ensure there are positive influences on the relevant services, systems and the Victorian community.

To achieve this ISCRR has developed unique internal expertise and capabilities and leverages the support and expertise of Monash University to deliver outcomes for our partners.

About WorkSafe Victoria

WorkSafe Victoria is a statutory authority of the State Government of Victoria. Its mission is to "actively work with the community to deliver outstanding workplace safety and return to work, together with insurance protection".

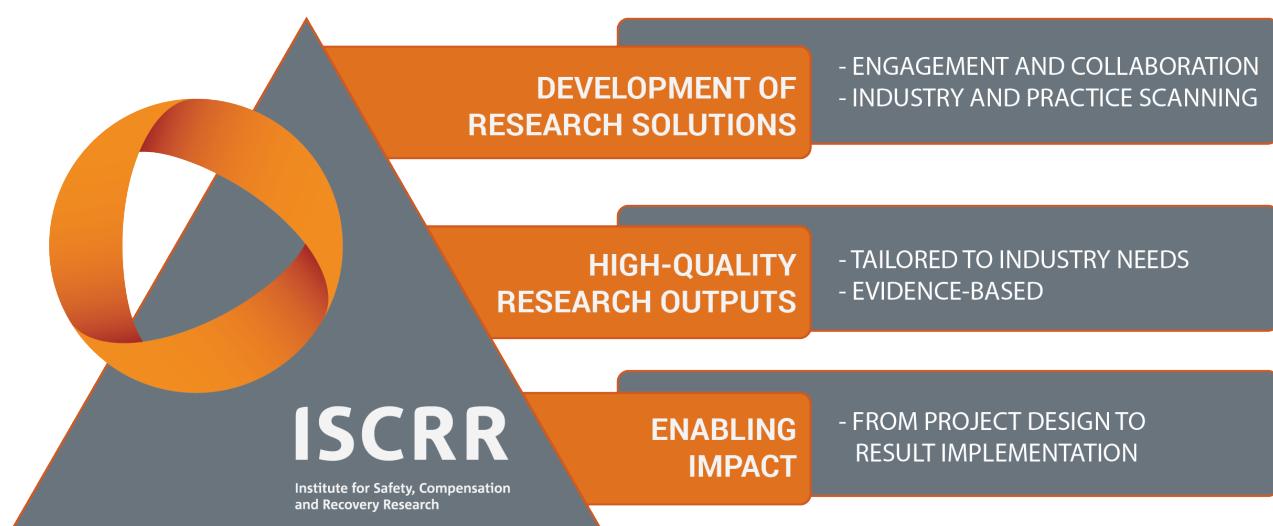
About Monash University

Monash University is one of Australia's most respected academic institutions with a commitment to education, world-leading research and international

engagement. Monash is home to Australia's leading expertise in injury prevention, compensation, recovery from injury, living with serious injury and returning to work and these specialties have been further strengthened through the ISCRR collaboration.

ISCRR is a joint initiative of WorkSafe Victoria and Monash University, and our governance structure reflects this. We make available to our partners Australia's leading expertise in compensation health. We do this through the following activities:

1. Seeking to understand the context and adapt to changing needs
2. Collaborating with the best people to achieve the desired outcome
3. Delivering excellence through high-quality research, on time
4. Driving the use of evidence through the way we develop, communicate and support the implementation of research
5. Sharing skills and expertise to support and build capacity



ISCRR profile

At ISCRR we create knowledge and influence thinking so that people can lead healthier lives

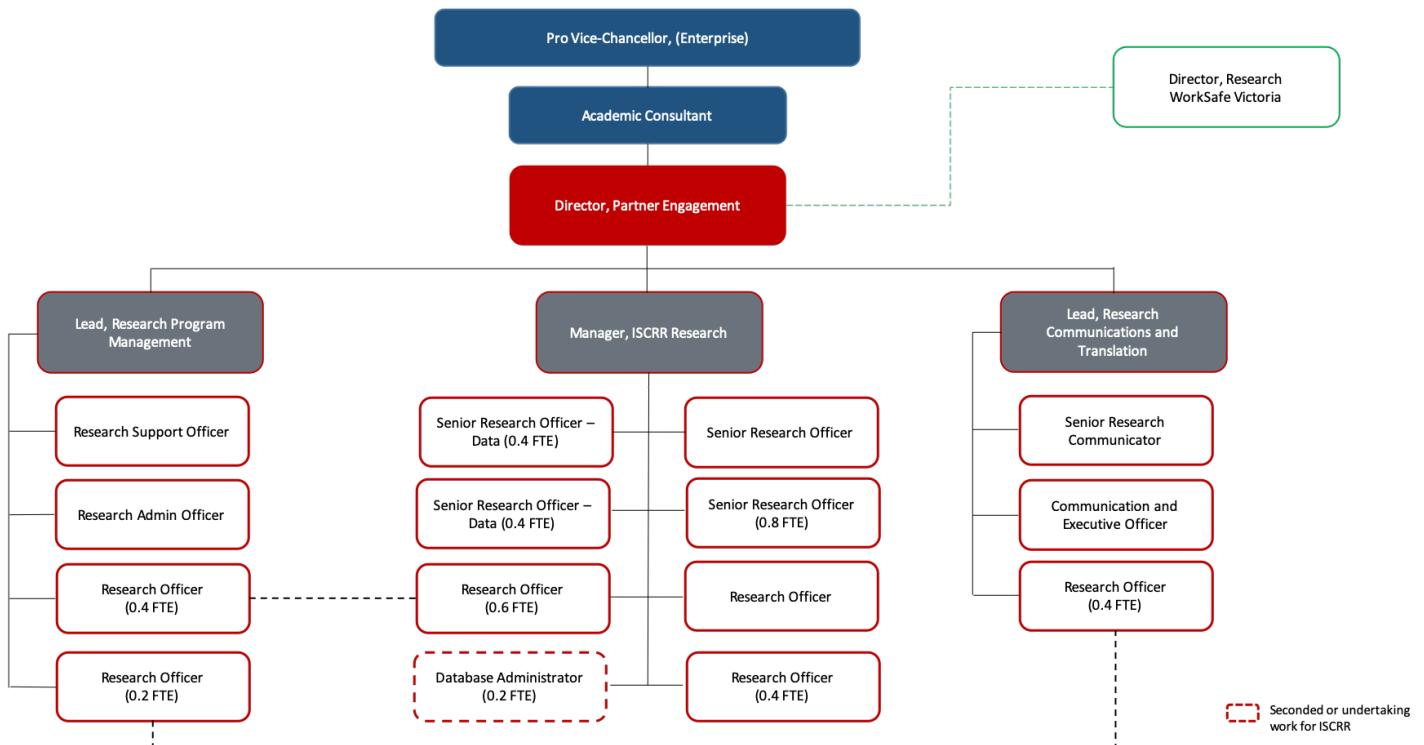
Organisational structure

ISCRR's operations are structured into three key functional areas:

ISCRR Research – responsible for the delivery of research activity and insights including evidence reviews, environmental scans, and data analytics.

Research Program Management – responsible for the management of ISCRR-funded research projects including researcher induction, contract management, project tracking and reporting.

Research Communications and Translation – responsible for the development and delivery of research translation products including summaries and syntheses, communication activity including partner communication activities, and supporting the submission of competitive funding applications.



Ten years of enabling change

ISCRR celebrated ten years of operations in 2019

This year marked the 10th anniversary for the Institute for Safety, Compensation and Recovery Research (ISCRR), a joint initiative of WorkSafe Victoria and Monash University.

Over the past decade, ISCRR has been committed to producing high-quality evidence that is tailored to the needs of our stakeholders to improve the health of their clients. We do this through collaborating with our stakeholders, engaging research experts in their field and delivering high-quality, timely research that can lead to real improvements in outcomes for injured workers and the schemes that support them.

With an overall investment in excess of \$81.5million, ISCRR has had a significant impact on the fields of safety, compensation and recovery, with a significant return on investment seen. Some examples of this are based on

previous return on investment analysis, including a 2012 report indicating, from a total investment of \$725,000 across nine case studies, the return included a \$1.5million actuarial release from the Noise Induced Hearing Loss project, \$1.8million cost savings for Implantable Pain Therapies evidence review, and a cost savings of up to \$6.8million for the Body Weight Supported Treadmill Training evidence review. Non-financial impacts included a re-ignited debate around quad bike safety and contributed to a 'case for change' in safety standards and community behavioural change.

ISCRR has delivered over 250 research projects and over 1790 research outputs to our stakeholders. These outputs include peer-reviewed publications, book chapters, conference presentations, ministerial briefs and policy documents that have led to positive societal impacts as well as economic benefits to our stakeholders.

With a focus on safety, compensation, and recovery, ISCRR has been a vital catalyst for positive change. Some of our major achievements include:

- A series of evaluations in collaboration with the University of Melbourne that were used to inform the implementation of WorkSafe's new \$50 million mental health-focused WorkHealth program.
- The COMPARE study (2014–2018) which demonstrated that jurisdictional policy and practice has a major impact on duration of time lost in accepted workers' compensation claims.
- Multifaceted research into occupational rehabilitation services including a review of international evidence, a quality improvement review of local services and an analysis of workers' compensation claims. This identified the key components of successful occupational rehabilitation services to facilitate return to work for injured workers.
- Enabling a major body of research for TAC investigating nerve transfers for the restoration of upper limb function in tetraplegia (as recently reported in the national and international media).



[Left to right]

ISCRR founding interim CEO Prof Alex Collie
ISCRR Chair of the Board James MacKenzie
TAC Executive Manager (representative of CEO
Janet Dore) - Tracey Slatter
WorkSafe then CEO Greg Tweedy

Highlights from ISCRR's leaders from inception to present



"The highlights for me were getting feedback that the model we had developed was resulting in research that was relevant and useful to our funding partners and their stakeholders. It began by the Transport Accident Commission asking us to take over an additional program for neurotrauma research in our first year. We reached maturity in 2012 when ISCRR jointly won the Business Higher Education Roundtable Ashley Goldsworthy Award for Sustained Collaboration between Business and Higher Education, with MUARC, for Monash. In the same year, a review undertaken by PricewaterhouseCoopers found that ISCRR had delivered value to funders beyond the traditional research model."

Professor Niki Ellis, CEO of ISCRR (2009-2014)

"Definitely the most rewarding thing were a few moments when it was clear that our efforts, usually combined with the efforts of many other people, had a real impact on someone's health or ability to get on with life. For example, I remember visiting the Caulfield ABI Rehab Hospital and seeing the effect that the evidence-based clinical care was having on the people receiving their rehabilitation."

Professor Alex Collie, CEO of ISCRR (2014-2017)



"[My highlight was] working with a diverse and committed team to deliver high quality and fit-for-purpose research. [We achieved this by] improving the engagement with our partners, the TAC and WorkSafe, and aligning the research agenda more closely with business needs, [and by] boosting the research translation approaches and creating new products and services to improve insight delivery and translation of findings into practice and decision-making processes."

Professor Andrea de Silva, CEO of ISCRR (2017-2018)



"I am particularly proud of the work we have done to refine our research and translation approaches to ensure we are responsive and flexible to the needs of our partners. ... we have contributed significantly to the international evidence base for compensation health and injury prevention. Most importantly, I believe we have made a real difference to the lives of many Victorians and people across the world."

Ms Samantha Barker, Current ISCRR Acting Director



2019 ISCRR Research Showcase

Announcement of five-year research partnership during 10-year celebration of research impact

The Institute for Safety Compensation and Recovery Research (ISCRR) celebrated ten years of research excellence at a special Research Showcase, in Melbourne on Friday 26 July. A new five-year ISCRR research partnership between Monash University and WorkSafe Victoria was announced at the Showcase.

The event was formally opened by WorkSafe Victoria (Clare Amies, Chief Executive) and Monash University (Sarah Newton, Pro Vice-Chancellor (Enterprise) and Deputy Dean, External Relations). They formally announced that WorkSafe and Monash University have signed a new Research Institute Collaboration Agreement to secure ISCRR's ongoing operations until 2024.

A number of initiatives flow from the renewed research partnership, including:

- Work is already underway to develop a National Research Collaboration, of which Monash University will be the primary academic partner.
- A National Register of Researchers will be established within the next 12 months, to support the relationship between WorkSafe Victoria and ISCRR.
- Through its co-located model, ISCRR will continue to deliver high quality and relevant research that is fit for purpose and ensures maximum impact for the partners.

There followed several presentations that demonstrated how ISCRR research continues to lead change for its partners. A wide variety of topics was covered, including:

- occupational exposure to bitumen fumes
- the development of WorkSafe's WorkWell program
- systems thinking in the prevention of patient-handling injuries, and
- nerve transfers for the restoration of upper limb function in tetraplegia (as recently reported in the national and international media)

A post-event attendee survey indicated the success of this event, with 90% of attendees indicating they would recommend a future event to colleagues or friends.



"[The ISCRR partnership model] has provided a template for several other successful partnerships between the University, government and industry."

Sarah Newton

"I've seen first-hand ISCRR's growth over the years and the value its evidence-based research has brought to our organisation. ISCRR has shaped WorkSafe's return to work strategy and engagement with occupational rehabilitation providers, supporting thousands of injured workers return to safe, sustainable work and achieve the best possible outcomes."

Clare Amies



Partner satisfaction

Overall satisfaction remains stable in 2018/2019

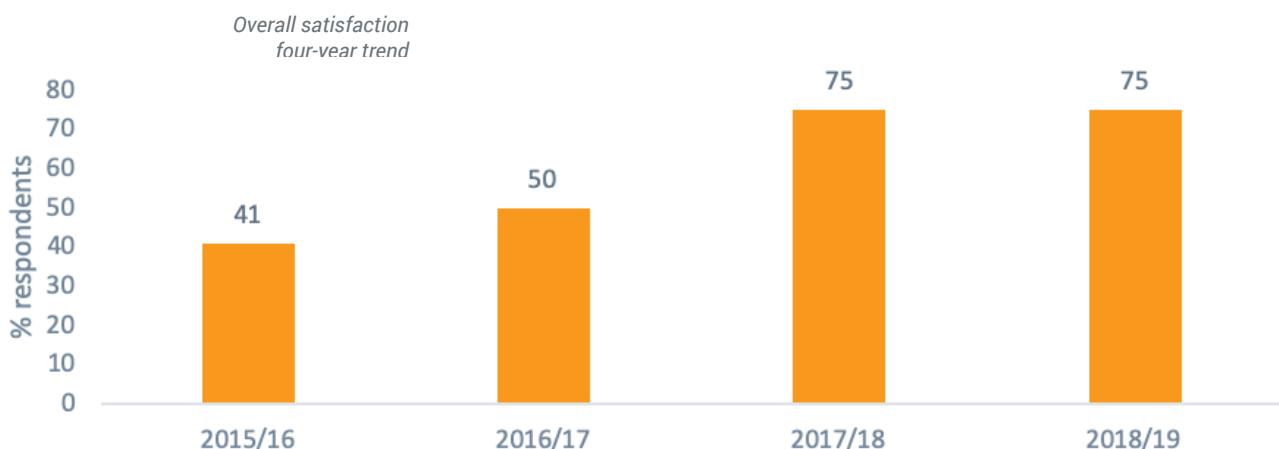
Since 2016, ISCRR has invited key contacts from WorkSafe Victoria and the TAC to complete an Annual Partner Satisfaction Survey which provides valuable data on their satisfaction with ISCRR research and the partnership with the Institute. In August 2019, the fourth Partner Satisfaction Survey was carried out with WorkSafe.

The 2019 Partner Satisfaction Survey was completed by 12 of our key WorkSafe contacts. Since 2015/16, overall satisfaction has increased by 34% from 41% to 75%.

There was no change in these scores between the 2018 and 2019 surveys. The chart below shows the percentage of respondents who reported they were satisfied or extremely satisfied with the experience of using ISCRR and compares the results with the three years prior.

Other key results include:

- 83% of WorkSafe respondents reported that the researchers made useful recommendations, up from 58% in 2017/18 and 38% in 2016/17.
- 83% of WorkSafe respondents reported they incorporated some research findings into their work, which was the same as 2017/18 and up from 67% in 2016/17.
- There was an increase of 25% of WorkSafe respondents who reported that they agree/strongly agreed that ISCRR actively managed issues with research projects as they arise.
- 83% of respondents reported that ISCRR translation products are useful or very useful, which was similar to 2017/18 (82%) and an increase from 59% in 2016/17.



Partner Satisfaction KPIs

Following the 2018 Partner Satisfaction Survey, ISCRR set a number of specific KPIs to work toward in the 2018/2019 financial year. These KPIs were assessed against the 2019 Partner Satisfaction Survey results and the results are detailed in the table below.

This year saw a significant increase in Partner Satisfaction Survey results from 3/6 KPIs met to 5/6 KPIs. Research communication saw a 11% drop with 75% of respondents reporting they understood research findings (KPI of 85%).

KPI	Trend	Comments
Translation outputs 70% report ISCRR translation products/activities as useful/very useful	↗	83% of respondents who had used ISCRR translation products reported that they found them useful or very useful.
Portfolio management 80% agree/strongly agree research portfolio is well managed	↗	83% of respondents reported that ISCRR manages the research portfolio well.
Issues management 80% agree/strongly agree ISCRR actively manages issues	↗	83% of respondents reported that ISCRR actively manages issues as they arise.
Satisfaction 70% are satisfied/extremely satisfied with experience of using ISCRR research	↗	83% of respondents reported that they were satisfied or very satisfied with the experience of using ISCRR research.
Research use 80% incorporate at least some research into their work, discussions or planning	↗	83% of respondents reported that they used some ISCRR research in their work, discussions or planning.
Research communication 85% agree/strongly agree can understand research findings	↘	75% of respondents reported that they understood the research findings.

↗ increase from 17/18, KPI met
↘ decrease from 17/18, KPI not met

Some of the areas that our partners liked about working with ISCRR included the following:

"Combining data analysis with qualitative research findings and other research to draw conclusions - nowhere in the WorkSafe business can we get this."

"Expertise in research methodology and recommending the best way/s"

"The skills and experience of the staff available"

"Independence"

"High degree of credibility (being able to quote ISCRR)"

"Environmental scanning at a national/international level"

"Research, interpretation of research, and theming results"

Overview of the Institute's activities for 2018/19

ISCRR's activities for the 2018/19 financial year were guided by our Annual Plan and focused on rapid projects that could be completed within our funding period

ISCRR's focus in this financial year was on carrying out strategic research projects for WorkSafe Victoria whilst administering the final handover of ongoing TAC research projects.

Research funded through the ISCRR collaboration has led to the production of a large volume of high-quality research and translation outputs.

In 2018/19 we produced a diverse range of tailored research that was directly aligned to the core strategies of WorkSafe as well as significantly strengthening the global evidence base on occupational health and safety, compensation and injury recovery.

The following section detail the outputs and related activities we delivered throughout the financial year and showcases select projects which had a significant impact on the Victorian landscape and beyond.

Outputs type	KPI	Delivered	In progress
Evidence review	3	2	1
Environmental scan	1	2	
Research report	7	5	1
Evaluation	1	1	
Evaluation framework	1		1
Legal analysis	1	1	
Clinical effectiveness review	1	1	
Manuscript	1		1
Funding application	2	2	
Model simulation	1		1
Research summary (inc. insights library)	12	12	
Research synthesis	2	1	
Workshop/round table/presentation	4	8	
Research impact framework	1	1	
Response model	1	2	
Total	39	42	5

The KPI also referred to the following ongoing work, all of which was delivered:

- delivery of ongoing support for a seminar series
- update of the research catalogue
- refresh of ISCRR website to refocus as a communication tool in service of ISCRR's partner organisations

Research completed for WorkSafe Victoria



Research highlight

Bitumen Fumes

In 2018/19, ISCRR completed a comprehensive, multicomponent study into the impacts of bitumen fumes on worker health. The project involved a systematic review of scientific evidence, worldwide desktop scan and interviews with a range of industry experts. The research found that there is inconclusive evidence that bitumen fumes are leading to adverse health effects, however, due to the large number of workers reporting health impacts, it confirmed an urgent need to investigate this area further.

Evidence reviews

In 2018/19, ISCRR delivered 5 evidence review reports.

- ISCRR Project 232: ***Bitumen contents and fumes - Evidence Review*** Dr Petra Bywood, Dr Janine McMillan
- * ISCRR Project 233: ***Firefighters and cancer - An update from the published literature*** Dr Tim Driscoll
- # ISCRR Project 226: ***Vicarious exposure to trauma at work: Rapid review*** Dr Petra Bywood, Dr Beth Costa
- ** ISCRR Project 234: ***Epidemiology of silica-related disease*** Dr Tim Driscoll
- ** ISCRR Project 237: ***Victorian Government inquiry into the on-demand workforce*** Rebecca Tisdale, Dr Jason Taliadoros

Environmental scans

In 2018/19, ISCRR delivered one environmental scan.

- ISCRR Project 232: ***Bitumen contents and fumes - Health effects associated with exposure to bitumen*** Amanda Moo, Dr Petra Bywood, Dilkie Silva, Dr Janine McMillan

Clinical effectiveness reviews

In 2018/19, ISCRR delivered 1 clinical effectiveness review:

- ISCRR Project 231: ***Clinical effectiveness of Platelet Rich Plasma injections for Epicondylalgia*** Rajneet Arora, Dr Petra Bywood, Dr Janine McMillan

Research reports

In 2018/19, ISCRR delivered 5 research reports:

- * ISCRR Project 242: ***Evaluation of WorkSafe Geelong Relocation Program*** Deakin Business School
- #* ISCRR Project 118: ***Compensation policy and return to work effectiveness (COMPARE) study*** Prof Alex Collie, Dr Shannon Gray, Dr Tyler Lane, Dianne Beck, Luke Sheehan
- #* ISCRR Project 134: ***The long-term health impact of compensable work-related injury*** A/Prof Janneke Berecki-Gisolf, Voula Stathakis
- #* ISCRR Project 134: ***Mental health, alcohol and drug problems on primary and secondary claim outcomes*** A/Prof Janneke Berecki-Gisolf, Voula Stathakis
- # ISCRR Project 229: ***Response Model to Address Barriers to Return to Work*** Trevor Gosbell, Dan Pejic

Evaluation Reports

In 2018/19, ISCRR delivered 2 evaluation reports:

- ISCRR Project 210: ***Mobile Case Management*** Amanda Moo, Rajneet Arora, Dilkie Silva, Dr Jimmy Twin, Dr Janine McMillan
- ISCRR Project 228 ***Quad bike compliance and enforcement module evaluation*** Dr Jimmy Twin, Dr Janine McMillan

Evaluation Frameworks

In 2018/19, ISCRR delivered 1 evaluation framework:

- ISCRR Project 227: ***Multi-Disciplinary Independent Medical Examination process for lumbar spinal fusion surgery*** Kyle Jones, Dr Janine McMillan

Not on the 2018/19 KPI list

* External projects

Research highlight

Multidisciplinary case conferencing

Communication and coordination between clinicians is one of the major challenges in healthcare delivery. WorkSafe has been trialling multidisciplinary case conferencing approaches to improve care for high-risk pharmacy patients. In 2019, ISCRR completed an environmental scan to identify effective models and formats for multidisciplinary meetings (MDM). The scan identified enablers for successful MDMs to inform WorkSafe's approach to multidisciplinary case conferencing.

Research highlight

Quad bike rebate scheme evaluation

As of 28 June 2019, there were seven quad bike fatalities across Australia in 2019, all attributed to rollovers, as were seven out of the eleven (64%) fatalities in 2018. ISCRRA assisted WorkSafe through a formal evaluation of the Victorian Government's Quad Bike Rebate Scheme, which provided funding to equip quad bikes with protection devices or purchase alternative vehicles. The evaluation found that the program was successful and provided insight into the use of the funding, effectiveness of communication strategies and the motivations of those accessing the scheme.

Research highlight

Triage review

Models that triage or segment claims to more effectively deliver services are being used increasingly by insurance schemes globally. To support WorkSafe's Strategy 2030, ISCRRA completed a review of scientific evidence and a worldwide environmental scan to identify leading approaches to compensation claim triage. The review identified a range of approaches and defined key data required for effective claim segmentation. These insights will be used to inform WorkSafe's data driven approach to improving claims management.

Legal Analysis

In 2018/19, ISCRRA delivered 1 legal analysis:

- * ISCRRA Project 230: **Bullying and harassment definition: project inception report** Deakin Law School

Data analysis

In 2018/19, ISCRRA delivered 2 data analysis reports:

Missing from the KPI list:

- ISCRRA Project 184: **Survey of long-term injured workers** Dr Jimmy Twin, Kyle Jones, Dr Len Forgan, Dr Janine McMillan
- ISCRRA Project 217: **Trends in occupational injury, claim and incapacity data in Victoria: Visualisation and trend analysis of selected occupations** Dr Leonard Forgan, Adrian Buzgau

Research Summaries

In 2018/19, ISCRRA delivered the following research summaries

- 10 summaries for the WorkSafe Insights Library
- ISCRRA Project 134: **The long-term health impact of compensable work-related injury**
- ISCRRA Project 184: **Victorian Injured Worker Outcomes Study Phase 3**
- ISCRRA Project 229: **Barriers and enablers to return to work** Trevor Gosbell, Jimmy Twin, Dan Pejic
- # ISCRRA Project 146 **Victorian Injured Worker Outcomes Study 2: Summary of Research Findings**

Research Evidence Synthesis

In 2018/19, ISCRRA delivered 3 research synthesis reports:

- ISCRRA Project 184 **Victorian injured worker outcomes study (VIWOS): Phases 1-3 Summary Report**
- # ISCRRA Project 211: **Occupational Rehabilitation Review: Recommendations Report** Daniel Pejic, Frances Taylor, Sunita Bayyavarapu, Dr Len Forgan

- # ISCRRA Project 223: **Independent Medical Examinations** Michelle Leembruggen, Dan Pejic, Dr Hadi Akbarzadeh Khorshidi, Prof Andrea de Silva

Workshops, round tables and presentations

In 2018/19, ISCRRA delivered the following face-to-face translation events

- ISCRRA Project 184: VIWOS steering committee (11 December 2018).
- ISCRRA Project 227: Workshop of spinal fusion data to Spinal Fusion Working Group (2 November 2018).
- ISCRRA Project 229: Workshop to support the development of the response model (2 Oct 2018).
- 211 Occupational rehabilitation – presentation to OR Provider Forum (9 October 2018).
- 211 Occupational Rehabilitation and 210 Mobile Case Management work presented to the Return to Work Working Group (16 November 2018).
- Patient Manual Handling Environmental Scan results presented to Personal Injury and Disability Management National conference (17-18 October 2018).
- Physiotherapists leadership in return to work – presentation to Health Strategy Oversight Committee (24 August 2018).
- Workplace mental health and wellbeing conference (28 November 2018).

For each research report:

- Emerging Insights presentation to WorkSafe sponsors

Not on the 2018/19 KPI list

* External projects

Research completed for TAC



*During 2018/19
ISCRR finalised
and closed projects
outstanding
following the end
of the funding
agreement
with the TAC*

ISCRR completed six research projects for TAC and worked collaboratively with TAC to transfer the management of six further projects that are ongoing.

Projects completed during the 2018/19 financial year:

- Nerve Transfer Surgery (Project 091)
- Improving Bladder Health After Spinal Injury (Project 110)
- Bladder Management Practice Change Model (Project 138)
- RIPL - Glenroy & Frankston (Project 151)
- TAC-Hospital Data Linkage (Project 177)
- Motivational Interviewing (Project 198)
- Employment Outcomes (Project 199)

Projects transferred to TAC from 1 September 2019 for ongoing management:

- Immediate Cooling and Emergency Decompression (ICED) (Project 090)
- Rehabilitation after ABI (Project 108)
- Oz ENTER - Traumatic Brain Injury (Project 129)
- Behaviours of Concern (Project 135)
- Bladder Management Practice Change Model (Project 139)
- M Com-Connect (Project 155)

Financial statements

Statement of Income and Expenditure for the Financial Year ended 30 June 2019

For purpose of compliance with the reporting requirements of the Research Institute Collaboration Agreement

The above Statement of Income and Expenditure should be read in conjunction with the accompanying notes to the Statement.

Statement of Income and Expenditure	Note	Core Funding			TAC	Non-Core Funding	2018/19 TOTAL
		WSV	Monash	Total Core Funding			
Revenue		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Funding revenue	2	-	-	-	(2,235)	906	(1,329)
Monash ancillary contribution		-	357	357	-	-	357
Interest income		24	1	25	9	18	52
Total Revenue		24	358	382	(2,226)	924	(920)
Expenditure							
Research & Evaluation by Research Partners	3	954	-	954	62	1,186	2,202
Research & Evaluation by ISCRR	4	218	-	218	8	108	333
Research activity (Against WSV unless specified)	5	500	-	500	12	12	524
Communications and Translation	6	374	-	374	22	43	438
Research Management	7	259	-	259	46	61	367
ISCRR Management	8	218	-	218	5	20	243
Institute costs	9	121	357	478	20	44	542
Total Expenditure before Adjustments		2,644	357	3,001	174	1,474	4,649
Adjustments		-	-	-	-	-	-
Net balance for the financial year		(2,619)	1	(2,619)	(2,400)	(550)	(5,569)
Brought forward unspent funds		3,054	-	3,054	2,409	1,910	7,373
Accumulated unspent funds carry forward	10	435	1	436	8	1,360	1,804

Certification

We certify that the above Statement correctly reflects the income and expenditure as recorded in the Monash University Accounting and Financial Reporting System against the funding revenue received from the Transport Accident Commission, WorkSafe Victoria and Monash University and has been expended in accordance with the Research Institution Collaboration Agreement.

Robert Halim

Manager

Research and Revenue Accounting Services (Central Portfolio)

Date: 04 October 2019

Samantha Barker

Acting Director

Institute for Safety, Compensation and Recovery Research

Date: 04 October 2019

Notes to the Statement of Income and Expenditure

For purpose of compliance with the reporting requirements of the Research Institute Collaboration Agreement

The Institute for Safety, Compensation and Recovery Research ("ISCRR") was established in April 2009 under the Research Institute Collaboration Agreement (the "Agreement") between the Transport Accident Commission ("TAC"), WorkSafe Victoria ("WSV") and Monash University ("Monash") for the purpose of acting as a centre of excellence to facilitate research and best practice in the areas of injury prevention, rehabilitation and compensation practice and to improve outcomes in those areas. ISCRR is an unincorporated entity not established for the purpose of making a profit. Under the 2018 RICA the management structure of ISCRR consists of the Steering committee and the Director.

Operationally, ISCRR is part of Monash and is located within the Office of the Provost and Senior Vice President. Monash provides the ancillary assistance and resources towards the conduct of ISCRR activities and is responsible for the accounting function. There is no separate bank account for ISCRR as all monies are paid to and administered by Monash. All employees of ISCRR are employed by Monash and salary and on costs are recharged to ISCRR.

The original RICA ("2009 RICA") expired on 30 June 2013 and the new RICA ("2013 RICA") was signed by the 3 parties for the period from 1 January 2014 to 30 June 2018. Upon the expiration of the 2013 RICA, WSV entered into a further RICA ("2018 RICA) with Monash for another financial year ending 30 June 2019. Although TAC did not opt into the 2018 RICA, ISCRR continued to manage existing Neurotrauma TAC projects for the 2018/2019 financial year. ISCRR and TAC agreed on a set amount of RICA 2013 and Neurotrauma funds to be utilised to manage these projects, the remaining TAC RICA 2013 funds were returned in late 2018.

1. Summary of Significant Accounting Policies

The statement of income and expenditure has been prepared solely for the purpose of compliance with the Agreement between TAC, WSV and Monash and is based on the accounting policies listed below:

(a) Revenue recognition

Funding revenue is recognised when calls are made on funding agencies in accordance with respective funding agreements in the operating statement to correspond to the period to which the research project and operating expenditure are allocated.

Core funding revenue relates to the contribution as set out in the agreement between TAC, WSV and Monash, adjusted for the carry forward amount from the previous financial year. 2009 RICA and Neurotrauma will be invoiced annually based on budgeted expenditure for the forthcoming year.

External funding revenue relates to contribution other than in relation to the above mentioned agreements.

(b) Interest income

Interest income is recognised on an accrual basis and is earned on funds in the ISCRR cost centre accounts held in bank accounts maintained by Monash. These funds are invested in accordance with Monash's approved treasury policy and interest earned is returned to ISCRR as revenue for use in ISCRR activities.

(c) Recognition and allocation of expenditure

Funding for research projects is recognised as expenditure when funding is transferred to project funds in accordance with the approved Project Plans. The balance of project funds is held and managed by Project Leaders for payment of research costs and expenses until the completion of the projects.

All other expenditure is recognised on an accrual basis.

Staff salaries and on costs including operating costs not directly attributable to research projects but incurred in

undertaking research activities are allocated to Research expenditure. All other costs are allocated to Research Development and Translation or Operations expenditure.

(d) Employee benefits

No provision is made for benefits accruing to employees in respect of annual leave, long service leave and superannuation as these benefits have been included in the salary and on costs recharged to ISCRR.

(e) Monash ancillary assistance and resources

Total expenditure in the operating statement includes the cost of ancillary assistance and resources directly attributable to the conduct of ISCRR activities which has been provided by Monash as set out in the agreement between TAC, WSV and Monash. The value of such ancillary assistance and resources provided is recognised as contribution by Monash and as revenue to ISCRR. In addition, Monash also provides research infrastructure support for ISCRR projects conducted by Monash organisational units, where overheads are not fully funded via ISCRR. Infrastructure support includes the cost of space, utilities, purchasing/leasing and maintenance of any permanent infrastructure available to the research team. The value of infrastructure support provided by Monash is not recognised in these financial statements.

(f) Accumulated funds

Accumulated fund represents the accumulated unspent funds of revenue less deduction for expenditure incurred to reporting date.

(g) Rounding

The amounts in the financial statement are rounded off to the nearest thousand dollars unless otherwise indicated. undertaking research activities are allocated to Research expenditure. All other costs are allocated to Research Development and Translation or Operations expenditure.

2. Funding revenue

Funding Revenue	WSV	Monash	TAC	External parties	2018/19 TOTAL	2018/19 BUDGET
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Core Funding revenue						
- 2009 RICA	-	-	-	-	-	-
- 2013 RICA	-	-	(2,235)	-	(2,235)	(1,488)
	-	-	(2,235)	-	(2,235)	(1,488)
Non core funding revenue	-	-	737	169	906	822
Total funding revenue	-	-	(1,498)	169	(1,329)	(666)

3. Expenditure: Research & Evaluation by Research Partners

Research & Evaluation by Research Partners	WSV	TAC	External parties	2018/19 TOTAL
	\$'000	\$'000	\$'000	\$'000
3.1 Funded from Core Funding				
(a) 2009 RICA				
Non-Monash research groups				
The CRC for Alertness, Safety and Productivity	50	-	-	50
Sub-total Non-Monash Research Groups	50	-	-	50
Funded from 2009 RICA	50	-	-	50

3. Expenditure: Research & Evaluation by Research Partners (cont'd)

Research activities by Research Partners	WSV \$'000	TAC \$'000	External parties \$'000	2018/19 TOTAL \$'000
(b) 2013 RICA				
Medicine				
COMPensation Policy And Return to work Effectiveness (COMPARE) study	27	-	-	27
Victorian Injured Worker Outcomes Study	271	-	-	271
Sub-total Medicine	298	-	-	298
BusEco				
	-	-	-	-
Sub-total BusEco	-	-	-	-
MUARC				
Hospital Linkage Seed funding	184	-	-	184
TAC Hospital Data Linkage	-	62	-	62
Sub-total MUARC	184	62	-	246
Other Monash faculties				
	-	-	-	-
Sub-total Other Monash Faculties	-	-	-	-
Non-Monash research groups				
Patient handling - review of risk controls	168	-	-	168
VIWOS Phase 3	86	-	-	86
Agent Based Modelling	55	-	-	55
Workplace bullying	28	-	-	28
Sub-total Non-Monash research groups	337	-	-	337
Pipeline Research				
	-	-	-	-
Sub-total Pipeline Research	-	-	-	-
Funded from 2013 RICA	819	62	-	881

3. Expenditure: Research & Evaluation by Research Partners (cont'd)

Research & Evaluation by Research Partners	WSV	TAC	External parties	2018/19 TOTAL
	\$'000	\$'000	\$'000	\$'000
(c) 2018 RICA				
Medicine				
Research Impact frameworks	10	-	-	10
	Sub-total Medicine	10		10
Non-Monash research groups				
Firefighters and Cancer review	35	-	-	35
Silicosis Evidence Reviews	40	-	-	40
	Sub-total Non-Monash Research Groups	74		74
	Funded from 2018 RICA	84		84
Total Research & Evaluation by Research Partners	954	62		1,015

3. Expenditure: Research & Evaluation by Research Partners (cont'd)

Research & Evaluation by Research Partners	WSV	TAC	External parties	2018/19 TOTAL
	\$'000	\$'000	\$'000	\$'000
3.2 Funded from Non Core Funding				
Medicine				
DHHS (4556562)	-	-	14	14
GP Guidelines (4556557)	-	-	82	82
Reducing BoC following TBI- Intervention and Evaluation	-	-	568	568
	Sub-total Medicine	-	665	665
Other Monash faculties				
	Sub-total Other Monash faculties	-	-	-
Non-Monash research groups				
Rehabilitation after catastrophic acquired brain injury	-	-	137	137
Reduction of Secondary Complications of Spinal Cord Injury: Bladder	-	-	17	17
Bladder Management Practice Change Model	-	-	100	100
M-ComConnect	-	-	238	238
	Sub-total Non-Monash research groups	-	492	492
ISCRR Internal				
ACI - Enforceable Undertaking - Thompson	-	-	29	29
	Sub-total ISCRR Internal	-	29	29
Pipeline Research				
	Sub-total Pipeline Research	-	-	-
Total Research & Evaluation by Research Partners from Non Core Funding	-	-	1,186	1,186

4. Expenditure : Research activities by ISCRR

Research activities by ISCRR	WSV	TAC	External parties	2018/19 TOTAL
	\$'000	\$'000	\$'000	\$'000
4.1 Funded from Core Funding				
ISCRR Internal				
Research & Evaluation by ISCRR Staff Staff (incl. on-costs)	209	8	108	325
Research & Evaluation by ISCRR Centre Specific Expenditure	8	-	-	8
Sub-total ISCRR Internal	218	8	108	333
Total Research & Evaluation by ISCRR	218	8	108	333

5. Expenditure : Research activity (*Against WSV unless specified*)

	Core Funding			TAC	Non-Core Funding	2018/19 TOTAL
	WSV	Monash	Total Core Funding			
Research activity (Against WSV unless specified)	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Staff (incl. on-costs)	500	-	500	12	12	524
Centre Specific Expenditure	0	-	0	-	-	0
Research activity (Against WSV unless specified)	500	-	500	12	12	524

6. Expenditure : Communications and Translation

	Core Funding			TAC	Non-Core Funding	2018/19 TOTAL
	WSV	Monash	Total Core Funding			
Communications and Translation	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Staff (incl. on-costs)	339	-	339	22	43	403
Centre Specific Expenditure	35	-	35	-	-	35
Communications and Translation	374	-	374	22	43	438

7. Expenditure : Research Management

	Core Funding			TAC	Non-Core Funding	2018/19 TOTAL
	WSV	Monash	Total Core Funding			
Research Management	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Staff (incl. on-costs)	259	-	259	46	61	367
Centre Specific Expenditure	-	-	-	-	-	-
Research Management	259	-	259	46	61	367

8. Expenditure : ISCRR Management

	Core Funding			TAC	Non-Core Funding	2018/19 TOTAL
	WSV	Monash	Total Core			
ISCRR Management	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Staff (incl. on-costs)	155	-	155	5	10	171
Centre Specific Expenditure	63	-	63	-	9	73
ISCRR Management	218	-	218	5	20	243

9. Expenditure : Institute costs

	Core Funding			TAC	Non-Core Funding	2018/19 TOTAL
	WSV	Monash	Total Core			
Institute costs	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Rent and utilities	121	-	121	-	5	126
Ancillary Support & Resources	-	357	357	20	39	415
Institute costs	121	357	478	20	44	541

10. Accumulated Unspent Funds Carried Forward and Subsequent Event

Accumulated Unspent Funds as at 30 June 2019	WSV	TAC	Monash	External parties	2018/19 TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
Core Funding revenue					
- 2009 RICA	88	(4)	-	-	83
- 2013 RICA	347	13	-	-	360
	435	8	-	-	443
Non core Funding revenue					
	-	673	-	687	1,360
Total accumulated unspent funds carry forward	435	681	-	687	1,804

Upon the expiry of the RICA extension expired on 30 June 2019:

- (a) WSV has entered into a new five year contract with Monash from 1st July 2019 to 30th June 2024. The unspent 2009 & 2013 RICA funds amount to \$435K, this amount less the project commitments will be returned to Worksafe subsequent to this reporting date.
- (b) TAC has opted not to participate in the new five year contract from 1st July 2019 to 30th June 2024 New RICA. The remaining Neurotrauma projects that continue past 1st July 2019 are being returned to TAC to manage and as a result the accumulated unspent funds, \$681K less any final project commitments made by ISCRR, are being returned to TAC.

Accordingly, there will be no further funding to be received from WSV and TAC under the terms of the 2013 RICA or the RICA extension of 2018.

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INDEPENDENT AUDIT REPORT INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH

This audit opinion is prepared for the purposes of the 2018 Collaboration Agreement ("the Agreement") which commences on 1 July 2018, between the **Victorian WorkCover Authority (WorkSafe)** ("the Agency") and Monash University (the "University").

Scope

We have audited the Statement of Income and Expenditure ("the Statement") for the period beginning 1 July 2018 and ending 30 June 2019 provided by the University which specifies an amount of \$4,648,543 of expenditure and an amount of (\$920,013) of State Government and other revenue and funding contributions to support the activities of the **Institute for Safety, Compensation and Recovery Research (ISCRR)** in order to express an opinion on it for the purpose of the Agreement. ISCRR returned the amount of \$2,235,197 to Transport Accident Commission (TAC) in December 2018 as they did not choose to continue in 2018 agreement which resulted in the negative revenue for this period. The management of the Corporate Finance Division of Monash University are responsible for the preparation of the Statement, and for meeting the requirements of the Agreement.

We have conducted an independent audit of the Statement in order to express an opinion on it to the members of the Agency and the University. We disclaim any assumptions of responsibility for any reliance on this report or on the Statement to which it relates to any person other than the Agencies and the University, or for any purpose other than that for which it was prepared for.

Our audit has been conducted in accordance with the Australian Auditing Standards. Our procedures included an examination, on a test basis, of evidence supporting the amounts within the Statement. These procedures have been undertaken to form an opinion as to whether the Statement is true and fair.

Audit Opinion

We confirm that in our opinion:

- The Statement of Income and Expenditure for the period of inception until 30 June 2019 is true and fair in all material respects;
- The funds have been expended in accordance with operations of the research institute; and
- The balance of funds as at 30 June 2019 is \$1,804,008.

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RSM AUSTRALIA PTY LTD

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Director

Dated: 4 October 2019

Melbourne, Victoria

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