

ANNUAL REPORT 2017/18



ISCRR

Institute for Safety,
Compensation and
Recovery Research

A joint initiative of WorkSafe Victoria, the TAC and Monash University

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From the Director



This year marked the end of the 2013 RICA (Research Institute Collaboration Agreement) between WorkSafe Victoria, the Transport Accident Commission and Monash University, a significant change for ISCRR and our partners.

I am extremely proud of what the Institute has achieved over the course of this and the previous RICA, and believe 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. I am excited that WorkSafe Victoria has made the decision to enter into a new RICA with Monash University for the 2018/19 year and believe this is testament to the quality of research we produced over the course of the previous agreement. Although TAC has opted not to enter into a new RICA, we will continue to work with their team to manage existing projects to their conclusion.

In 2017/18, ISCRR produced a significant volume of research and translation products tailored to the needs of our partners. Our work led to the development of over 140 outputs, including 27 research, evaluation and synthesis reports, 10 evidence reviews, 5 environmental scans and 11 data analyses. These research outputs were produced internally by ISCRR staff and externally through our expert research network. 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. This was reflected in the number of pieces we produced that played a direct role in guiding decision making and strategy at WorkSafe and TAC.

Internally, we also undertook substantial work to improve our project management and reporting processes and to more

closely align these with how our partners work. This involved an enormous effort from staff across the Institute and means we are now well setup to streamline our project management and have a greater capacity to provide simple and consistent project and financial reporting. It was encouraging to see the improvements we have been working on reflected in the results of the 2018 Partner Satisfaction Survey. Overall satisfaction in working with ISCRR increased 16% in this year's results with a 25% increase on the WorkSafe side.

As well as changes to our governance, in 2017/18 we also moved the physical location of our offices in both Melbourne and Geelong. In Melbourne, we have moved to be co-located with the Monash University School of Public Health and Preventive Medicine, which is a fantastic opportunity to become more embedded into the University and closer to key members of our research network. Our Geelong office has moved into WorkSafe's new state of the art premises at 1 Malop Street. This is a critical move for ISCRR as it allows us to work closely with WorkSafe's newly established research team and increases our capacity to collaborate and co-design research.

Our success over the previous year could not have happened without the contributions of all our staff and I would like to thank them for their hard work. In particular, I would like to thank Prof Andrea de Silva, ISCRR's CEO for the majority of the year for her leadership and vision. I would also like to thank the ISCRR Board and our key stakeholders at WorkSafe, TAC and Monash University. I am excited about the coming year and the unique opportunity we have to support WorkSafe's long-term strategy with a strong evidence base.

Samantha Barker
Director, ISCRR

From the Pro Vice-Chancellor



I have been proud to support ISCRR since its inception, through nine years of outstanding outcomes, and now into new opportunities.

Following the recent conclusion of the 2013 Research Institute Collaboration Agreement between Monash University, WorkSafe Victoria and the Transport Accident Commission (TAC), ISCRR is going through a transformational period.

WorkSafe Victoria and Monash University are taking the next 12 months to co-develop and deliver an impactful program of work for improved workplace health and safety, and to explore innovative partnership models to continue to grow ISCRR's valuable work into the future.

We established ISCRR with Monash University, WorkSafe Victoria and TAC in 2009 and ISCRR has built an impressive portfolio of industry-focused research over the nine years of continuous collaboration between its founding organisations. Our partnership resulted in real policy and practice change – improving the lives of Victorians injured at work or on the road and returning financial benefits to partners.

The Neurotrauma Research Program alone has been independently assessed as being expected to yield as much as \$80 million to the TAC in reduction of the cost of lifetime treatment and care for major brain and spinal cord injury clients, which reflects the lower burden of injury experienced by their clients.

As our enterprising University continues to build deep and enduring partnerships with government and industry, ISCRR stands as a leading example of how evidence can be co-developed and translated to improve business outcomes.

The ISCRR collaboration has also been critical in building Monash University's considerable capacity in the areas of accident, compensation and recovery research. I am proud to say that there is nowhere in Australia, and only a few other prestigious locations globally, with the same concentration of expertise in these fields.

Thank you to my colleagues on the ISCRR Board and the Relationship Management Committee (RMC) for their contribution to over the last 12 months and previous years. An integrated management committee to foster societal and business outcomes of research remains a priority for us going forward.

Thank you also to ISCRR's management team and staff group, whose dedication and professionalism has ensured the institute could continue to achieve tangible improvements to injury, disability and health outcomes during a period of organisational change.

As I have since 2009, I will continue to work in ISCRR's best interests for the future and am looking forward to 2018/19.

Sarah Newton

Deputy Dean (External Relations)
Interim Pro Vice-Chancellor (Enterprise)
Monash University

ISCRR profile

At ISCRR we believe in creating knowledge and influencing thinking so that people can lead healthier lives

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

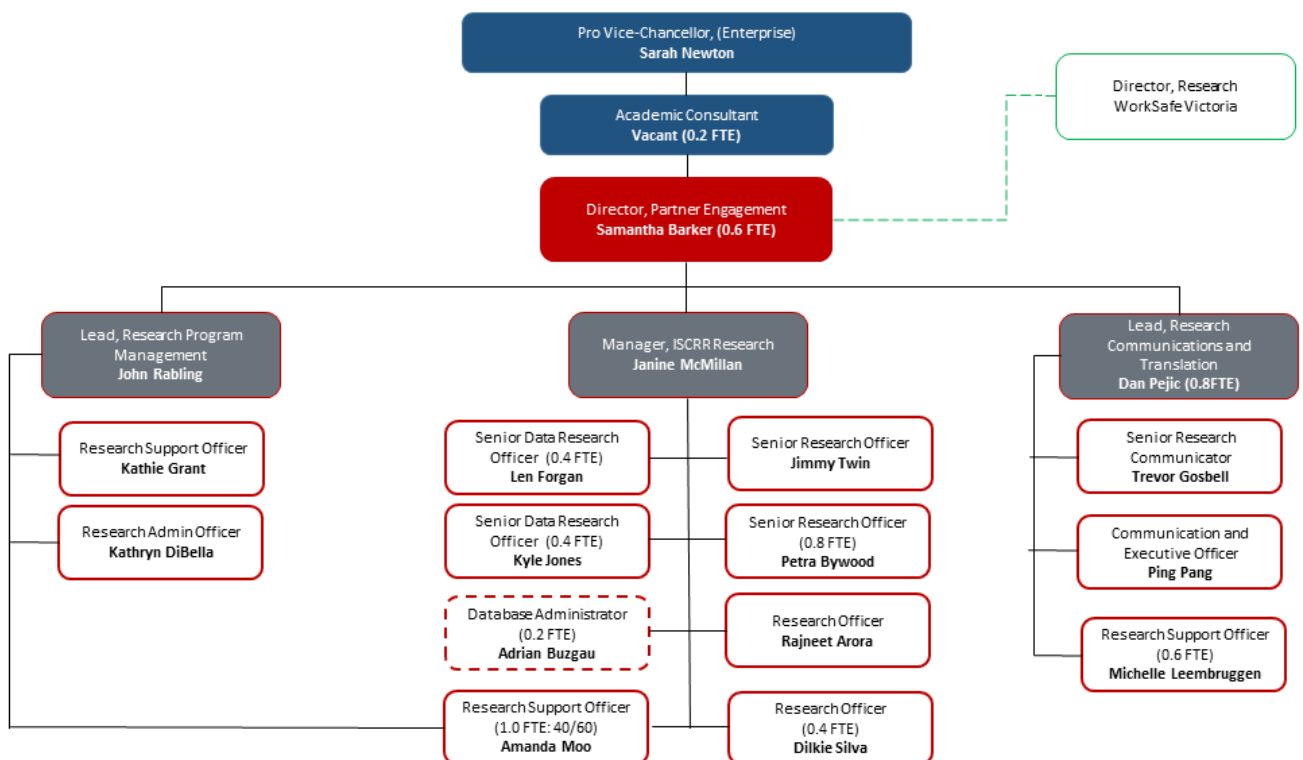
Organisational structure

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

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

Research Program Management – this section of the institute is responsible for the management of ISCRR-funded research projects including researcher induction, contracts, project tracking and reporting.

Research Communications and Translation – this section of the institute is 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.



Partner satisfaction

Overall satisfaction increased 16% in 2017/18

The Partner Satisfaction Survey was introduced in 2016. The survey aims to measure the perceptions and attitudes of executive, senior management and management at WorkSafe and TAC regarding their experience working with ISCRR and using ISCRR research in their decision making. The results are used to report against the Partner Satisfaction KPIs in our Annual Report and to provide valuable data on how ISCRR's activity is meeting the strategic needs of our partners and where improvements are needed.

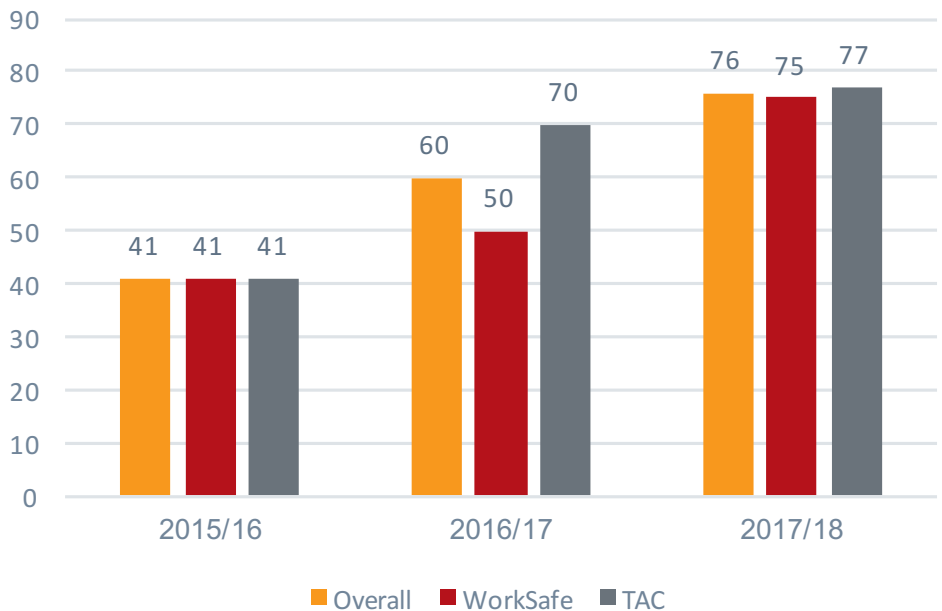
The 2018 Partner Satisfaction Survey was completed by 26 of our key contacts, 12 from WorkSafe and 14 from TAC. The results showed an average increase of

16% from 2017 in overall satisfaction with using ISCRR research. The chart below shows that this metric has increased 35% since our first Partner Satisfaction Survey.

Other key results were:

- 83% of WorkSafe respondents reported that ISCRR research met their needs, compared with 63% in 2017
- An average 20% increase since 2017 in satisfaction with ISCRR's management of research
- 82% of WorkSafe respondents reported that they found ISCRR translation products useful/very useful, compared with 59% in 2017

Overall satisfaction three-year trend



Partner Satisfaction KPIs

Following the 2017 Partner Satisfaction Survey, ISCRR set a number of specific KPIs to work toward in the 2017/2018 financial year. These KPIs were assessed against the 2018 Partner Satisfaction Survey results and the results are detailed in the table below.

Although some measures did not reach the intended level of performance, it was pleasing to note that there was an increasing trend across all measures.

KPI	Trend	Comments
Research communication <i>85% agree/strongly agree can understand research findings</i>	↗	86% of respondents reported that they understood the research findings.
Translation outputs <i>70% report ISCRR translation products/activities as useful/very useful</i>	↗	81% of respondents who had used ISCRR translation products reported that they found them useful or very useful.
Portfolio management <i>80% agree/strongly agree research portfolio is well managed</i>	↘	65% of respondents reported that ISCRR manages the research portfolio well.
Issues management <i>80% agree/strongly agree ISCRR actively manages issues</i>	↘	60% of respondents reported that ISCRR actively manages issues as they arise.
Satisfaction <i>70% are satisfied/extremely satisfied with experience of using ISCRR research</i>	↗	76% of respondents reported that they were satisfied or very satisfied with the experience of using ISCRR research.
Research use <i>80% incorporate at least some research into their work, discussions or planning</i>	↘	77% of respondents reported that they used some ISCRR research in their work, discussions or planning.

- ↗ increase from 16/17, KPI met
- ↘ increase from 16/17, KPI not met

ISCRR staff meeting at WorkSafe's new office
1 Malop St, Geelong, September 2018.



Overview of the Institute's activities for 2017/18

The 2013 Research Institute Collaboration Agreement (RICA) ended in 2017/18

ISCRR's focus in this financial year was on completing the work agreed in the 2013 RICA and transitioning to new arrangements with WorkSafe Victoria and TAC.

Research funded through the ISCRR collaboration has led to the production of a large volume of high-quality research outputs. In 2017/18 we produced a diverse range of tailored research that was directly aligned to the core strategies of WorkSafe and TAC.

In addition to the outputs delivered as part of the annual plan, the investment has also resulted in outputs that have significantly strengthened the global evidence base on occupational health and safety, compensation and injury recovery.

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

Outputs type	WSV	TAC
Research, evaluation and synthesis reports	12	16
Evidence review	8	2
Environmental scan	5	0
Data analysis	5	6
Research summary	7	11
Implementation guide	1	0
Journal article	9	16
Poster	1	1
Presentation	19	19
Other	5	3
Total	72	74

The Institute's approved annual plan included a list of 74 deliverables and a number of performance metrics that comprised the 2017/18 key performance indicators

Deliverables from the Annual Plan

A statement of achievements against the annual plan is provided below.

WorkSafe Victoria

In 2017/18 ISCRR committed to providing the following deliverables for WorkSafe.

Output type	No.
Research and evaluation reports	12
Worldwide evidence reviews	9
Environmental scans	5
Data reports	7
Translation plan	1
Implementation guides	2

In response to changing WorkSafe research needs throughout the year, a number of these planned deliverables were adapted or substituted for other work. ISCRR delivered the following outputs related to these KPIs, a full list of the output details is available in the following section "Research completed for WorkSafe Victoria".

12 × research, evaluation and synthesis reports (ISCRR Projects 30, 118, 147, 182, 183, 184, 206, 210 [×2], 211 [×2], 223).

8 × worldwide evidence reviews (ISCRR Projects 184, 190, 206, 207, 209 [×2], 211, 214). *One Worldwide evidence review was not delivered due to rescoping of project with WorkSafe (ISCRR Project 215).*

5 × environmental scans (ISCRR Projects 184, 190, 207, 211, 214).

5 × data reports (ISCRR Projects 134, 146, 209, 211, 217). *Two data reports were not delivered due to project rescoping with WorkSafe (ISCRR Projects 210, 215). Two data reports were not delivered due to project cancellation (ISCRR Project 218).*

1 × translation plan was delivered.

1 × implementation guide was delivered (ISCRR Project 207). *One Implementation guide was not delivered due to project rescoping with WorkSafe (184).*

TAC

In 2017/18 ISCRR committed to providing the following deliverables for TAC.

Output type	No.
Research and evaluation reports	15
Worldwide evidence reviews	6
Environmental scans	7
Data reports	7
Translation plan	1
Implementation guides	2

Following the planning process for 2017/18, TAC had a number of changing research priorities, which led to several projects not proceeding or being rescoped. This led to replacement or combination of some outputs. Given this, it was challenging to accurately report ISCRR performance against the planned KPIs. ISCRR delivered the following outputs related to these KPIs, a full list of the output details is available in the following section "Research completed for TAC".

16 × research and evaluation reports (ISCRR Projects 30, 56, 62, 63, 85 [×2], 89, 90, 91 [×2], 93, 108, 110, 175, 187, 198).

2 × worldwide evidence reviews (ISCRR Projects 212, 224). *Five worldwide evidence reviews were not delivered due to project cancellation (ISCRR Projects 192, 196 [×3], 197). One worldwide evidence review was not delivered due to rescoping of the project with TAC (ISCRR project 199).*

No environmental scans delivered. *Six environmental scans were not delivered due to project cancellation (ISCRR Projects 191, 192, 196 [×2], 197, 200). One environmental scan was not delivered due to project timeline rescoping with TAC (ISCRR Project 199).*

6 × data reports (ISCRR Projects 172, 173 [×3], 174, 177). *Seven planned data reports were not delivered due to project rescoping with TAC (ISCRR Projects 187 [×4], 193, 195, 199).*

1 × translation plan was delivered.

No implementation guides delivered. *Two implementation guides were not delivered due to project rescoping (ISCRR Projects 196, 199).*



Research completed for WorkSafe Victoria



Research highlight Workload Management Implementation Guide

In 2016, the Victorian Public Sector (VPS) Occupational Health and safety Leadership Group committed to lead a whole of government approach to improve mental health and wellbeing across public sector employees.

To support this work, ISCRR was tasked with the development of a Workload Management Implementation Guide, which would provide accessible and relevant evidence-based advice on strategies to improve workload management. ISCRR undertook an evidence review of international literature and an environmental scan of Australian and international organisations. The environmental scan was conducted in collaboration with Prof Tony Lamontagne and his team at Deakin University.

The finalised Implementation Guide was accepted by the Leadership Group and will play a key role in the development of a workload management strategy for public servants across Victoria.

Research and evaluation reports

In 2017/18, ISCRR delivered 12 research, evaluation and synthesis outputs.

- ISCRR Project 30: *Recovery within Australian Injury Compensation Systems: a system mapping study*. Prof Alex Collie, Dr Sharon Newnam, Prof Helen Keleher, Prof Alan Petersen, Dr Agnieszka Kosny, A/Prof Adam Vogel, Dr Jason Thompson.
- ISCRR Project 118: *Compensation Policy and Return to Work Effectiveness (COMPARE) study final report*. Prof Alex Collie, Dr Shannon Gray, Dr Tyler Lane, Dianne Beck, Luke Sheehan.
- ISCRR Project 147: *National Work Health and Safety Leading Indicators survey*. Prof Alex Collie, Dr Miriam Marembo, Dr Behrooz Hassani-Mahmooei, Prof Helen de Cieri, Prof Anthony LaMontagne, A/Prof Peter Smith, Clare Scollay, Dr Jason Thompson.
- ISCRR Project 182: *An investigation of post-incident support for healthcare workers experiencing occupational violence and aggression*. Dr Tracey Shea, Prof Helen de Cieri, A/Prof Cathy Sheehan, Dr Ross Donohue, A/Prof Brian Cooper, Robin Baker.
- ISCRR Project 183: *Testing the predictive validity of the Health and Safety Inspector Checklist (HaSIC): a follow-up study*. Dr Ross Donohue, A/Prof Brian Cooper, Dr Tracey Shea, A/Prof Cathy Sheehan, Prof Helen de Cieri.
- ISCRR Project 184: *Long-term injured worker outcomes: research synthesis (VIWOS Phase 3)*. Dan Pejic, Trevor Gosbell, Frances Taylor, Dr Beth Costa, Prof Andrea de Silva.

- ISCRR Project 206: *Managing workplace mental health*. Michelle Leembruggen, Dan Pejic, Dr Beth Costa, Frances Taylor, Prof Andrea de Silva.
- ISCRR Project 210: *Mobile case management: Evaluation plan*. Sunita Bayyavarapu, Dr Miriam Marembo, Dr Amanda Sampson, Frances Taylor, Elena Yaroslavsky, Prof Andrea de Silva.
- ISCRR Project 210: *Mobile case management: interim report*. Sunita Bayyavarapu, Dr Miriam Marembo, Dr Amanda Sampson, Frances Taylor, Elena Yaroslavsky, Prof Andrea de Silva.
- ISCRR Project 211: *Occupational rehabilitation: quality improvement review*. Sunita Bayyavarapu, Dr Amanda Sampson, Prof Andrea de Silva, Frances Taylor.
- ISCRR Project 211: *Occupational rehabilitation: recommendations report*. Dan Pejic, Frances Taylor, Sunita Bayyavarapu, Dr Len Forgan.
- ISCRR Project 223: *Independent medical examinations: research synthesis*. Michelle Leembruggen, Dan Pejic, Dr Hadi Akbarzadeh Khorshidi, Prof Andrea de Silva.

Worldwide evidence reviews

In 2017/18, ISCRR delivered 8 Evidence Reviews.

- ISCRR Project 184: *Supporting long-term injured workers' return to work*. Dr Beth Costa, Dr Katharine Gibson.
- ISCRR Project 190: *Linking worker health and safety with patient outcomes: systematic review*. Dr Katharine Gibson, Dr Beth Costa, Dr Amanda Sampson.
- ISCRR Project 206: *WorkWell marketing campaign*. Dr Petra Bywood, Dr Beth Costa.

Research highlight

Occupational Rehabilitation

In 2017/18 ISCRR worked with WorkSafe to deliver a comprehensive, multi-disciplinary research program with the aim of improving the delivery of occupational rehabilitation services.

The project comprised an evidence review of international literature, an environmental scan of local and international organisations, a quality improvement review involving interviews with a variety of stakeholders involved in the delivery of occupational rehabilitation services, a comprehensive analysis of workers' compensation claims and a synthesis and recommendations report.

This project was a real collaborative effort from ISCRR, WorkSafe and stakeholders within the system. The findings have been presented at WorkSafe's Occupational Rehabilitation Provider's Forum and will play a central role in informing the future strategy in this area.

— ISCRR Project 207: *Workload management: systematic review*. Dr Beth Costa, Dr Katharine Gibson.

— ISCRR Project 209: *Manual handling awareness campaigns: systematic review*. Dr Amanda Sampson, Dr Katharine Gibson, Dr Beth Costa.

— ISCRR Project 209: *Workplace bullying and harassment*. Rajneet Arora, Dr Beth Costa, Prof Andrea de Silva.

— ISCRR Project 211: *Occupational Rehabilitation - A meta-review*: Sunita Bayyavarapu, Dr Kate Gibson, Dr Len Forgan, Dr Amanda Sampson, Dr Beth Costa, Prof Andrea de Silva.

For Victoria Asbestos Eradication Agency (VAEA):

— ISCRR Project 214: *Managing asbestos in public buildings: meta review*. Dr Beth Costa, Loyal Pattuwage, Dr Amanda Sampson, Andrew Nguyen, Prof Andrea de Silva.

Environmental scans

In 2017/18, ISCRR delivered 4 Environmental scans.

— ISCRR Project 184: *Practices to support long-term injured workers return to work*. Samantha Barker, Dr Pauline Ho, Amanda Moo, Dr Beth Costa, Prof Andrea de Silva.

— ISCRR Project 190: *Improvements in patient handling for worker and patient safety*. Dr Janine McMillan, Amanda Moo, Dr Sharon Newnam and Prof Andrea de Silva.

— ISCRR Project 207: *Workload management*. Dr Jimmy Twin, Dr Alicia Papas, Dr Beth Costa, Prof Andrea de Silva.

— ISCRR Project 211: *Occupational Rehabilitation: An Environmental Scan of current and emerging practices in occupational rehabilitation*. Frances Taylor, Judi Herschell, Prof Andrea de Silva, Dr Len Forgan.

For Victoria Asbestos Eradication Agency (VAEA):

— ISCRR Project 214: *Asbestos risk assessment*. Dr Amanda Sampson, Amanda Moo, Judi Herschell, Dr Beth Costa.

Data analytics and mining

In 2017/18, ISCRR delivered 5 Data Reports.

Data reports

— ISCRR Project 134: *The impact of pre-injury physical health and health service use on primary and secondary claim outcomes*. A/Prof Janneke Berecki-Gisolf, Voula Stathakis.

— ISCRR Project 146: *Qualitative analysis of the Compensation Research Database (CRD): Predictors and outcomes of long-term claims*. Dr Fiona Cocker, A/Prof Peter Smith, Prof Malcolm Sim, Dr Helen Kelsall.

— ISCRR Project 209: *Workplace bullying and harassment in Victoria*. Clare Scollay, Dr Hadi Akbarzadeh Khorshidi, Jamie Swann.

— ISCRR Project 211: *Occupational Rehabilitation - Analysis of WorkSafe Claims Data*. Frances Taylor, Judi Herschell, Prof Andrea de Silva, Dr Len Forgan.

— ISCRR Project 217: *Trends in occupational injury, claim and incapacity data in Victoria*. Dr Len Forgan, Adrian Buzgau.

Research translation and implementation

In 2017/18, ISCRR delivered the following additional research translation and implementation products.

Implementation Guides

- ISCRR Project 207: *Workload management*. Dr Jimmy Twin, Dr Beth Cost, Frances Taylor, Prof Andrea de Silva.

Research Summaries

- ISCRR Project 30: *Recovery within Australian Injury Compensation Systems: A system mapping study*
- ISCRR Project 80: *Alertness safety and productivity CRC: Research overview*
- ISCRR Project 112: *WorkHealth Improvement Network evaluation*
- ISCRR Project 134: *Long-term health impact of compensable work-related injury*
- ISCRR Project 146: *Victorian Injured worker outcomes study (VIWOS) 1*
- ISCRR Project 146: *Victoria Injured worker outcomes study (VIWOS) 2*

For Victoria Asbestos Eradication Agency (VAEA):

- ISCRR Project 214: *Managing asbestos in public buildings*.

Workshops

- *WorkWell evaluation workshop*: 11 August 2017.

Research Catalogue

- The ISCRR Research Catalogue providing descriptions and findings from all WorkSafe projects completed through the collaboration since 2009 was updated and delivered in December 2017 and June 2018.

Horizon Scanning

- *Newsletter No. 6: Technologies to prioritise*
- *Brief: Emerging technologies for pain management*
- *Identification of innovative technologies for the prevention of injury or illness in the workplace. A strategic scan for WorkSafe Victoria.*

During 2017/18, a total of six externally funded WorkSafe projects delivered all outputs and have been marked as completed

Completed external projects

Project no.	Project type	Project title
30	ARC Linkage project	Recovery within Australian Injury Compensation Systems: A system mapping study
52.1	Partnership Grant	Integrated workplace mental health promotion for the prevention and management of mental illness in the workplace
98	Research project	Health benefits of safe work evaluation plan: GP partnerships and engagement & redesign certificate of capacity
147	Research project	National Workplace Health and Safety Survey
182	Research project	What happens next? An investigation of post-incident support for healthcare workers experiencing occupational violence and aggression
183	Research project	Testing the predictive validity of the Health and Safety Inspector Checklist



Research completed for TAC



Research highlight

The Clinical Effectiveness and Current Practice of Art Therapy for Trauma

Art therapy is a psychological treatment involving creative visual art making as a form of non-verbal expression. In 2012, ISCRR conducted a review of academic literature which found there was insufficient evidence to determine whether art therapy was a useful treatment for individuals who had experienced trauma.

In 2018, ISCRR conducted a review update and found that since the original scan, more evidence of the effectiveness of art therapy for the treatment of trauma has been published. This study found moderate evidence that art therapy can significantly reduce depression and anxiety symptoms associated with psychological trauma and very limited evidence that art therapy can significantly reduce depression symptoms for individuals with physical trauma.

In light of this new study, the TAC will explore art therapy as a potential form of therapy for clients who experience depression and anxiety symptoms following trauma.

Research and Evaluation reports

In 2017/18 ISCRR delivered 16 research and evaluation reports.

- ISCRR Project 30: *Recovery within Australian Injury Compensation Systems: A system mapping study.* Prof Alex Collie, Dr Sharon Newnam, Prof Helen Keleher, Prof Alan Petersen, Dr Agnieszka Kosny, A/Prof Adam Vogel, Dr Jason Thompson.
- ISCRR Project 56: *Modulation of chronic neck and shoulder pain with oxytocin: A randomised double-blind placebo-controlled cross-over trial.* Lincoln Tracy, Dr Melita Giummarra.
- ISCRR Project 62: *Evaluation of quality of life outcomes of people living in Residential Independence Pty Ltd (RIPL) settings.* Libby Callaway, Dr Christine Migliorini, Rosie Miller.
- ISCRR Project 63: *Evaluation of quality of life outcomes for people with severe traumatic brain injury living in home-like community settings and traditional supported accommodation with high levels of daily care.* Libby Callaway, Dr Christine Migliorini, Sophie Anne Moore, Dr Joanne Enticott.
- ISCRR Project 85: *Safety and effectiveness of oral Capromorelin in relieving constipation in people living with a spinal cord injury (SCI).* Andrew Ellis, Philip Zeglinski, Prof Albert Frauman, Melinda Millard, Dr Brid Callaghan and Prof John Furness.
- ISCRR Project 85: *Improving health after spinal cord injury: bowel management.* Prof Gareth Sanger, Dr John Broad, Dr Brid Callaghan and Prof John Furness.
- ISCRR Project 89: *Treatment in post-traumatic amnesia.* Dr Jennie Ponsford, Jessica Trevena-Peters, Dr Adam McKay, Dr Gershon Spitz, Rachel Suda, Prof John Olver.
- ISCRR Project 90: *Safety and feasibility of cooling spinal cord injury patients.* Dr Peter Bachelor.
- ISCRR Project 91: *Morphology of donor and recipient nerves utilised in nerve transfers to restore upper limb function in cervical spinal cord injury.* Prof Mary Galea.
- ISCRR Project 91: *Evaluation of nerve transfer surgery: interim report.* Prof Mary Galea.
- ISCRR Project 93: *Developing and maintaining person centred active support: a demonstration project in supported accommodation for people with neurotrauma.* Prof Christine Bigby, Prof Jacinta Douglas, Dr Emma Bould.
- ISCRR Project 108: *OUTCOME-ABI: Rehabilitation outcomes for people with severe acquired brain injury (Year 1 Report).* A/Prof Natasha Lannin, Prof Julie Ratcliffe, Lisa Cameron, Prof Anne Holland, Prof Belinda Gabbe, Dr Peter Hunter, Prof Lynne Turner-Stokes, Prof Maria Crotty.
- ISCRR Project 110: *Reduction of Secondary Complications of Spinal Cord Injury: Bladder.* A/Prof James Brock.
- ISCRR Project 175: *Improving communication with TAC clients about common law.* Dr Liz Richardson, Dr Genevieve Grant, Esther Lestrell.

Research highlight

TAC Strategy 2020 – Supported Recovery Projects

In 2017/18 ISCRF finalised the suite of research projects we conducted with TAC's Supported Recovery area. These six multi-component projects provided a valuable evidence base to assist the development of the Supported Recovery Model.

The program of work concluded with a collaborative workshop in October where senior managers reported on how they had incorporated the research insights into their planning and decision making.

These projects were fantastic examples of research in action with findings and feedback being shared between ISCRF and TAC in a dynamic way throughout the course of the work.

– ISCRF Project 187: *TAC 2020 Pilot Evaluation*. Dr Amanda Sampson, Prof Andrea de Silva.

– ISCRF Project 198: *Evaluation of a trial of motivational interviewing training: summary of evaluation approach*. Jamie Swann, Dr Amanda Sampson.

Worldwide evidence reviews

In 2017/18, ISCRF delivered 2 Evidence Reviews.

– ISCRF Project 212: *The clinical effectiveness and current practice of art therapy for trauma*. Dr Janine McMillan, Amanda Moo, Rajneet Arora, Dr Beth Costa.

– ISCRF Project 224: *Acute allied health rehabilitation for trauma: Rapid review*. Petra Bywood, Rajneet Arora, Dr Beth Costa.

Data analytics and mining

In 2017/18, ISCRF delivered 6 Data Reports.

– ISCRF Project 172: *Health service utilisation following transport injury*. Dr Hadi Akbarzadeh Khorshidi, Dr Christop Bergmeir, Dr Minoo Farhadi, Dr Reza Haffari, Dr Behrooz Hassani-Mahmooei.

– ISCRF Project 173: *Profiling persistent pain & mental health conditions in TAC clients*. Dr Melita Giummarra, Prof Belinda Gabbe.

– ISCRF Project 173: *Persistent pain & mental health conditions after transport-related major trauma*. Dr Melita Giummarra, Prof Belinda Gabbe.

– ISCRF Project 173: *Impact of health service availability on treated persistent pain and mental health conditions after transport injury*. Dr Melita Giummarra, Prof Belinda Gabbe.

– ISCRF Project 174: *Addressing TAC client needs and improving client outcomes. Analysis of the frequency and timing of health service use*. Dr Miriam Marembo, Dr Behrooz Hassani-Mahmooei, Dr Ross Iles.

– ISCRF Project 177: *The TAC study sample and claim outcomes - TAC-ISCRF Data Linkage Study*. Trevor Allen, A/Prof Janneke Berecki-Gisolf.

Research translation and implementation

In 2017/18, ISCRF delivered the following research translation and implementation products.

Research Summaries

– ISCRF Project 30: *Recovery within Australian Injury Compensation Systems: A system mapping study*

– ISCRF Project 85: *Safety and effectiveness of oral Capromorelin in relieving constipation in people living with a spinal cord injury*

– ISCRF Project 89: *Treatment in posttraumatic amnesia*

– ISCRF Project 90: *Progress and development of an early paramedic neurological assessment*

– ISCRF Project 91a: *Morphology of donor and recipient nerves utilised in nerve transfers to restore upper limb function in cervical spinal cord injury*

– ISCRF Project 91b: *Evaluation of nerve transfer surgery: interim report*

– ISCRF Project 93: *Developing and maintaining person centred active support with people with neurotrauma*

– ISCRF Project 110: *Reduction of secondary complications of spinal cord injury: bladder*

– ISCRF Project 138: *Bladder management change practice model*

– ISCRF Project 212: *Art Therapy*

– ISCRF Project 224: *Acute allied health rehabilitation for trauma*

Workshops

– Supported Recovery TAC 2020 final workshop. 18th October 2018.

Research Catalogues

- The ISCRR Research Catalogue providing descriptions and findings from all TAC projects completed through the collaboration since 2009 was updated and delivered in December 2017 and June 2018.
- An additional research catalogue providing detail from all the projects completed for the Independence stream was updated and delivered in June 2018.

- *Brief: Emerging technologies for pain management, Feb 2018*
- *Identification of innovative technologies and products to facilitate recovery: A strategic scan for the Transport Accident Commission, Feb 2018.*

Horizon Scanning

- *Newsletter: Technologies to prioritise, Feb 2018*

During 2017/18, a total of 10 TAC projects delivered all outputs and have been marked as completed

Completed external projects

Project no.	Project type	Project title
30	ARC Linkage project	Determining the impacts of compensable injury
63	Evaluation report	Evaluation of QOL outcomes for people with TBI living in the community
85	Research project	Reduction of secondary complications of spinal cord injury: Bowel
89	Research project	Post-traumatic amnesia: Mechanisms, assessment and efficacy of early treatment following traumatic brain injury
93	Research report	Developing and maintaining person centred active support (PCAS): A demonstration project in supported accommodation for people with neurotrauma
98	Research project	Health benefits of safe work evaluation plan: GP partnerships and engagement & redesign certificate of capacity
172	Research project	Improving the quality of primary health care for TAC clients
175	Research project	Common law and legal innovation
212	Research project	The clinical effectiveness and current practice of Art Therapy for trauma
224	Research project	A rapid review of allied health rehabilitation interventions in the acute care setting

Financial statements

Statement of Income and Expenditure for the Financial Year ended 30 June 2018

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

Statement of Income and Expenditure	Note	Core Funding				Non-Core Funding	2017/18 TOTAL
		WSV	TAC	Monash	Total Core Funding		
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue							
Funding revenue	2	2,670	3,435	240	6,345	1,536	7,881
Monash ancillary contribution		-	-	400	400	-	400
Interest income		32	41	4	77	31	108
Total Revenue		2,702	3,476	644	6,822	1,567	8,389
Expenditure							
Research & Evaluation by Research Partners	3	904	775	-	1,679	1,553	3,232
Research & Evaluation by ISCRR	4	76	76	38	190	-	190
OHS & Compensation Analytics	5	172	172	87	431	-	431
Worldwide Scanning	6	445	445	225	1,115	-	1,115
Research Synthesis & Translation	7	46	46	23	115	119	234
Research Communication	8	87	87	38	212	119	331
Research Management & Operations	9	188	188	113	489	162	651
Executive Management	10	239	239	120	598	-	598
Institute Costs	11	120	120	-	240	-	240
Total Expenditure		2,277	2,148	644	5,069	1,953	7,022
Net balance for the financial year		425	1,328	-	1,753	(386)	1,367
Brought forward unspent funds		2,629	1,081	(0)	3,710	2,296	6,006
Accumulated unspent funds carry forward	12	3,054	2,409	-	5,463	1,910	7,373

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

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.

May Cheng

Manager, Research and Revenue
Accounting Services

Date: 31 October 2018

Samantha Barker

Director, Institute for Safety,
Compensation and Recovery Research

Date: 31 October 2018

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. The management structure of ISCRR consists of the Board, the Relationship Management Committee and the Chief Executive Officer.

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 has not opted into the 2018 RICA, ISCRR continues to manage existing TAC projects to their conclusion.

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.

2. Funding Revenue

Funding Revenue	WSV	TAC	Monash	External parties	2017/18 TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
Core funding revenue					
- 2009 RICA	-	(15)	-	-	(15)
- 2013 RICA	2,670	3,450	240	-	6,360
	2,670	3,435	240	-	6,345
Non core funding revenue	-	1,098	-	438	1,536
Total funding revenue	2,670	4,533	240	438	7,881

3. Expenditure: Research & Evaluation by Research Partners

Research activities by Research Partners	WSV	TAC	External parties	2017/18 TOTAL
	\$'000	\$'000	\$'000	\$'000
3.1 Funded from Core Funding				
(a) 2009 RICA				
Monash University Accident Research Centre (MUARC)				
Injury outcomes cohort study	(50)	(24)	-	(74)
Sub-total MUARC	(50)	(24)	-	(74)
Non-Monash research groups				
The CRC for Alertness, Safety and Productivity	50	-	-	50
Sub-total Non-Monash Research Groups	50	-	-	50
Adjustments based on group reconciliation work				
Evidence Reviews - Clinical Effectiveness	10	4	-	14
Sub-total Adjustments based on group reconciliation work	10	4	-	14
Funded from 2009 RICA	10	(20)	-	(10)

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

Research activities by Research Partners	WSV	TAC	External parties	2017/18 TOTAL
	\$'000	\$'000	\$'000	\$'000
(b) 2013 RICA				
Faculty of Medicine, Nursing and Health Sciences				
RTW influences for ageing workers (ARC Linkage project)	56	-	-	56
COMPensation Policy And Return to work Effectiveness (COMPARE) study	81	-	-	81
Victorian Injured Worker Outcomes Study	362	-	-	362
Early Intervention for pain and Mental Health	-	143	-	143
Addressing client needs	-	17	-	17
Ambulance Vic HUD Decision Support	-	125	-	125
Trauma System - Statewid Capability Program	-	93	-	93
RESTORE linked data project	-	80	-	80
Sub-total Medicine	499	458	-	957
Faculty of Business and Economics				
What happens next? An investigation of post-incident support	10	-	-	10
HaSIC: A Follow-up study	10	-	-	10
Inspector Training Evaluation	90	-	-	90
Sub-total BusEco	110	-	-	110
Monash University Accident Research Centre (MUARC)				
Proximity Warning Devices	71	-	-	71
TAC Hospital Data Linkage	-	62	-	62
Sub-total MUARC	71	62	-	133
Other Monash faculties				
Common law and legal innovation	-	46	-	46
Review of TAC's Joint Medical Examination (JME) Process	-	53	-	53
Improving Primary Health Care	-	116	-	116
Sub-total Other Monash Faculties	-	215	-	215
Non-Monash research groups				
Patient handling - review of risk controls	50	-	-	50
VIWOS Phase 3	64	-	-	64
Workload management	28	-	-	28
Sub-total Non-Monash research groups	142	-	-	142
Research Fellow				
Seconded Research Fellow	72	60	-	132
Sub-total Research Fellow	72	60	-	132
Funded from 2013 RICA	894	795	-	1,689
Total research activities funded from Core Funding	904	775	-	1,679

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

Research activities by Research Partners	WSV	TAC	External parties	2017/18 TOTAL
	\$'000	\$'000	\$'000	\$'000
3.2 Funded from Non Core Funding				
Faculty of Medicine, Nursing and Health Sciences				
Post-traumatic amnesia	-	107	-	107
OzEnter-Traumatic Brain Injury Collaboration	-	35	-	35
Transition, outcomes and user experiences in RIPL (Glenroy and Frankston)	-	103	-	103
Sub-total Medicine	-	245	-	245
Non-Monash research groups				
Reduction of Secondary Complications of Spinal Cord Injury: Bowel	-	107	-	107
Immediate Cooling and Emergency Decompression (ICED)	-	133	-	133
Restoration of upper limb function in tetraplegia using nerve transfer surgery	-	90	-	90
Person Centred Active Support Project	-	54	-	54
Rehabilitation after catastrophic acquired brain injury	-	253	-	253
Reduction of Secondary Complications of Spinal Cord Injury: Bladder	-	10	-	10
Bladder Management Practice Change Model	-	400	-	400
Sub-total Non-Monash research groups	-	1,047	-	1,047
External (Gov)				
DHSS-Development of an Occupational Health and Safety Monitoring Framework	-	-	24	24
ACI-Enforceable Undertaking-Thompson	-	-	11	11
VAEA Asbestos eradication model	-	-	1	1
Mental health clinical tools for GPs	-	-	239	239
Evidence Reviews - Clinical Effectiveness	-	-	(14)	(14)
Sub-total ISCRR Internal	-	-	261	261
Total research activities funded from Non Core Funding	-	1,292	261	1,553
Total Research activities by Research Partners	904	2,067	261	3,232

4. Expenditure : Research & Evaluation by ISCRR

Research activities by ISCRR	WSV	TAC	Monash	External parties	2017/18 TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
4.1 Funded from Core Funding					
ISCRR Internal					
Research support staffing	74	74	-	-	148
Research support ancillary	-	-	38	-	38
Centre Specific Expenditure	2	2	-	-	4
Sub-total ISCRR Internal	76	76	38	-	190
Total Research activities by ISCRR	76	76	38	-	190

5. Expenditure : OHS & Compensation Analytics

	Core Funding				Non-Core Funding	2017/18 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
OHS & Compensation Analytics expenditure						
Staff (incl. on-costs)	172	172	-	344	-	344
Ancillary Support & Resources	-	-	87	87	-	87
Centre Specific Expenditure	0	0	-	-	-	-
Total OHS & Compensation Analytics expenditure	172	172	87	431	-	431

6. Expenditure : Worldwide Scanning

	Core Funding				Non-Core Funding	2017/18 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Worldwide Scanning expenditure						
Evidence Review Staff (incl. on-costs)	249	249	-	498	-	498
Evidence Review Ancillary Support & Resources	-	-	127	127	-	127
Strategic Scanning Staff (incl. on-costs)	193	193	-	386	-	386
Strategic Scanning Ancillary Support & Resources	-	-	98	98	-	98
Centre Specific Expenditure	3	3	-	6	-	6
Total Worldwide Scanning expenditure	445	445	225	1,115	-	1,115

7. Expenditure : Research Synthesis & Translation

	Core Funding				Non-Core Funding	2017/18 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Research Synthesis & Translation expenditure						
Staff (incl. on-costs)	46	46	-	92	95	187
Ancillary Support & Resources	-	-	23	23	24	47
Centre Specific Expenditure	0	0	-	-	-	-
Total Research Synthesis & Translation expenditure	46	46	23	115	119	234

8. Expenditure : Research Communication

	Core Funding				Non-Core Funding	2017/18 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Research Communication expenditure						
Staff (incl. on-costs)	75	75	-	150	95	245
Ancillary Support & Resources	-	-	38	38	24	62
Centre Specific Expenditure	12	12	-	24	-	24
Total Research Communication expenditure	87	87	38	212	119	331

9. Expenditure : Research Management & Operations

	Core Funding				Non-Core Funding	2017/18 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Research Management & Operations expenditure						
Staff (incl. on-costs)	165	165	-	330	130	460
Ancillary Support & Resources	5	5	113	123	32	155
Centre Specific Expenditure	18	18	-	36	-	36
Total Research Management & Operations expenditure	188	188	113	489	162	651

10. Expenditure : Executive Management expenditure

	Core Funding				Non-Core Funding	2017/18 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Executive Management expenditure						
Staff (incl. on-costs)	235	235	-	470	-	470
Ancillary Support & Resources	-	-	120	120	-	120
Centre Specific Expenditure	4	4	-	8	-	8
Total Executive Management expenditure	239	239	120	598	-	598

11. Expenditure : Research Management & Operations

	Core Funding				Non-Core Funding	2017/18 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Institute Costs expenditure						
Rent and utilities	106	106	-	212	-	212
Finalisation of RICA	14	14	-	28	-	28
Severance payout	-	-	-	-	-	-
Total Institute Costs expenditure	120	120	-	240	-	240

12. Accumulated Unspent Funds Carried Forward

Accumulated Unspent Funds as at 30 June 2018	WSV	TAC	Monash	External parties	2017/18 TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
Core funding revenue					
- 2009 RICA	138	(4)	-	-	134
- 2013 RICA	2,916	2,413	-	-	5,329
	3,054	2,409	-	-	5,463
Non core funding revenue		1,163	-	747	1,910
Total accumulated unspent funds carry forward	3,054	3,572	-	747	7,373

Upon the expiry of the 2013 RICA on 30 June 2018:

- (a) WSV has entered into the 2018 RICA with Monash for a further period of 12 months from 1 July 2018 to 30 June 2019. Funding for the 2018 RICA amounting to \$2,670K is sourced from WSV's accumulated unspent funds carry forward as at 30 June 2018.
- (b) Although TAC has opted not to participate in the 2018 RICA, ISCRR will continue to manage existing projects to their conclusion. As a result, \$2,235,000 from TAC's accumulated unspent funds carry forward as at 30 June 2018 will be returned to TAC subsequent to this reporting date.

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

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INDEPENDENT AUDIT REPORT INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH

This audit opinion is prepared for the purposes of the 2013 Collaboration Agreement (“the Agreement”) which commences on 1 January 2014, between the **Transport Accident Commission, Victorian WorkCover Authority (WorkSafe) (“the Agencies”)** and Monash University (the “University”).

Scope

We have audited the Statement of Income and Expenditure (“the Statement”) for the period beginning 1 July 2017 and ending 30 June 2018 provided by the University which specifies an amount of \$7,021,990 of expenditure and an amount of \$8,388,264 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. 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 Agencies 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.

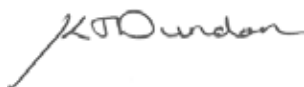
Audit Opinion

We confirm that in our opinion:

- The Statement of Income and Expenditure for the period of inception until 30 June 2018 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 2018 is \$7,372, 564.63.



RSM AUSTRALIA PTY LTD



K J DUNDON

Director

Dated: 31 October 2018

Melbourne, Victoria

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