



ISCRR

Institute for Safety,
Compensation and
Recovery Research

A joint initiative of WorkSafe Victoria and Monash University

ANNUAL REPORT

2021-2022

**using evidence to inform,
advise and educate**

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From the Director ISCRR

This year saw ISCRR celebrating its 13th anniversary, amidst an everchanging work environment due to the COVID-19 pandemic. It has been a time of reflection, as well as a time to focus on the future. With this in mind, we have developed a new five-year strategic plan focused on research excellence, impact through knowledge transfer, thought leadership and sustainability.

This Strategy is about transformation and growth. There is significant opportunity for ISCRR to evolve in the context of the growing and complex needs of working Australians and their families. The evolution in both immediate and longer-term community needs has been accelerated due to the pandemic. We must act now. Thanks to extensive skills and expertise developed in policy-based research, evaluation and translation, ISCRR is well placed to contribute to solving this complex and global problem.

Our new vision demonstrates that our research not only affects injured workers, but the entire Australian working population with a strong focus on injury prevention and mental wellbeing. Our new mission succinctly conveys how we wish to do this – using quality evidence to inform, advise and educate.

I would like to take this opportunity to thank the members of ISCRR's Steering Committee, in particular WorkSafe's Director of Research Nicola Wojcik, for their support over the past year, and towards the future and our new vision.

Staff wellbeing continues to be a priority for ISCRR. We have created a supportive and empowering environment with flexible working conditions to achieve a healthy work-life balance and high-quality work. I am proud of the findings of our annual staff satisfaction survey, which include the following:

- 89% are proud to work for ISCRR
- 89% have a good work-life balance
- 100% believe the leaders at ISCRR are great role models for employees

Over the past year we have continued to deliver impactful research to WorkSafe Victoria, with a total of 17 projects delivered and 63 research and knowledge transfer outputs. True to our new mission, our focus this year has been on informing, advising and educating. We have informed decision making through our evidence reviews, and evaluations. We have educated through the facilitation of Program Logic Workshops and knowledge transfer exercises including our WorkSafe Thought Leadership sessions, ISCRR Learning Series webinars and blog posts. We have continued to measure and monitor research impacts, and will now continually be developing research impact stories to showcase these successes. Two such research stories are included in this annual report. I am proud of the achievements of the ISCRR team and look forward to the next financial year.

Samantha Barker
Director, ISCRR



To improve the health and wellbeing of the Australian working population through research and applied evidence

Our Vision



Using quality evidence to inform, advise and educate

Our Mission

From the Executive Director (Enterprise) Monash University

As part of Monash University's *Impact 2030* plan, I am pleased to see the great strides ISCRR has made towards achieving 'thriving communities', with research focused on issues affecting work-related injury and illness. ISCRR's ongoing collaboration with WorkSafe Victoria draws upon both Monash expertise and that of our international peers to drive impact.

Within Monash, this has included long-standing research collaborations with the School of Public Health and Preventive Medicine, Monash University Accident Research Centre (MUARC) and the Monash Business School. These successful collaborations have contributed to three ISCRR staff members obtaining adjunct research fellow positions within the School of Public Health and Preventive Medicine. These appointments will add value not only to the school's expertise, but also to ISCRR through teaching and supervision opportunities.



From an education perspective, ISCRR's new Learning Series webinars have been widely viewed across Monash, featuring both ISCRR talent and key researchers from across Monash. Additionally, ISCRR is now an active voice in the review of Monash's Research Impact Framework, enabling the sharing of experience and expertise around impact in a translational research environment. The Institute's expertise in this area has also been recognised internationally, with a recent article by the Institute for Work & Health in Canada highlighting ISCRR's achievements in impact measurement and monitoring.

In line with the *Impact 2030*, Monash is working to foster thriving communities, and this requires that we improve both physical and mental health outcomes. I am proud to see ISCRR's research tackling important mental health issues such as vicarious trauma. ISCRR was heavily involved in the design and evaluation of a vicarious trauma prevention toolkit in collaboration with CPSU (Community and Public Sector Union) and Worksafe Victoria. I look forward to seeing the impact this work will lead to for individuals and communities.

Over the past year I have been pleased to see ISCRR move into its next phase of growth, with a new five-year strategic plan to foster talent, increase the Institute's international standing and ensure its sustainability into the future. ISCRR has proven its value as a world-class institute with significant research outputs tailored specifically to the needs of the Victorian public, which will also benefit wider Australian and international communities. Monash University is proud to continue to support and enable ISCRR in its mission to inform policy and improve the health and wellbeing of Australian workers and their families.

Anita Zanchetta

Executive Director (Enterprise)
Monash University

From the Director of Research WorkSafe Victoria

Over the past thirteen years, this unique research-industry partnership between WorkSafe Victoria and Monash University has been a proven success story. ISCRR is WorkSafe's major research partner and together we have developed impactful research projects which have achieved real change for the Victorian working population.

In particular I have been impressed by ISCRR's expertise and commitment to guiding conversations during the evaluation process. ISCRR has been instrumental in supporting business progress conceptual thinking into translatable action. Program Logic workshops carried out across our Strategic Delivery, People, Culture and Corporate, and Health and Safety Business Units have helped focus our thinking and have informed and led to pilots, projects, evaluations and policy.



One prime example is the evaluation of WorkSafe's Clinical Hotline pilot. ISCRR's involvement commenced from the pilot's inception, through assistance with development of the Program Logic, and throughout its implementation as part of the Clinical Hotline Pilot working group. Not only did ISCRR ensure the correct measures were taken to demonstrate the pilot's great success, but also directly resulted in improvements to the hotline during the pilot duration.

Working closely with WorkSafe's Research Division, ISCRR have led knowledge transfer activities including the development of strategic insight summaries for WorkSafe's Insights Library and exploring novel ways of communicating research findings across the organisation. ISCRR have led three Thought Leadership sessions to provoke new ways of thinking within WorkSafe. The most recent of these sessions was on the topic of lived experience. Working closely with WorkSafe's lived experience working group, ISCRR facilitated meaningful dialogue of the importance of including those with lived experience in research and program planning.

A testament to the quality and value of ISCRR's partnership with WorkSafe, I wish to draw your attention to the recent ISCRR partner satisfaction findings. Over the past three years, ISCRR's satisfaction score has remained extremely high, the latest being 89%. I am pleased to see not only that the vast majority of those who use ISCRR research understand the findings, but they actively used ISCRR research in their work, discussions and planning. Feedback received focused upon the expertise of ISCRR staff, the quality of the research and how the research was designed and communicated to our needs. In short, there is no shortage of demand for ISCRR's research expertise.

A close collaborative partnership is key to delivering impactful research. On behalf of WorkSafe, I would like to sincerely thank the entire ISCRR team for continuing to produce high quality research and translation outputs that benefit the entire Victorian community.

Nicola Wojcik
Director of Research
WorkSafe Victoria

The ISCRR Team

As of 1 July 2022



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Director



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We also thank the services of Siouzy Morrison, Peter Anikijenko, Belinda Clark during the 2021/22FY.

ISCRR Strategy 2022-27



To improve the health and wellbeing of the Australian working population through research and applied evidence

Our Vision



Using quality evidence to inform, advise and educate

Our Mission

Collaborative Transparency
Excellence Integrity
Creative
Impact

Values

As ISCRR passes its 13th anniversary, this Strategy 2022-27 is a signal of its maturity, and a significant milestone for the organisation and our founding partners, Monash University and WorkSafe Victoria. With impact from ISCRR research and satisfaction with ISCRR at an all-time high, the time is right to focus on the future.

This Strategy is about transformation and growth. There is significant opportunity for ISCRR to evolve in the context of the growing and complex needs of working Australians and their families. The evolution in both immediate and longer-term community needs has been accelerated due to the pandemic. We must act now. Thanks to extensive skills and expertise developed in policy-based research, evaluation and translation, ISCRR is well placed to contribute to solving this complex and global problem.

Through this Strategy, ISCRR will diversify and extend its activities and partnerships to have a national footprint with expanded scope. Our ultimate goal is to drive the use of evidence to improve the health and wellbeing of all working Australians and their families.

Through this mission we will continue to deliver high-quality, fit-for-purpose research and knowledge transfer activities to our founding industry partner, WorkSafe, to support them in achieving their mission of reducing workplace harm and improving outcomes for injured workers. At the same time, we will continue to support Monash University's aims of having impact through a global research and impact program.

Delivery of this Strategy will enable us to leverage the long-term partner investment and deep expertise built, to achieve larger scale positive health and well-being impacts for working Australians and their families. Implementation of the Strategy will require an implementation plan delivered by October 2022, followed by the delivery of an annual workplan which maps activities required to achieve the vision and mission to 2027.

GOALS

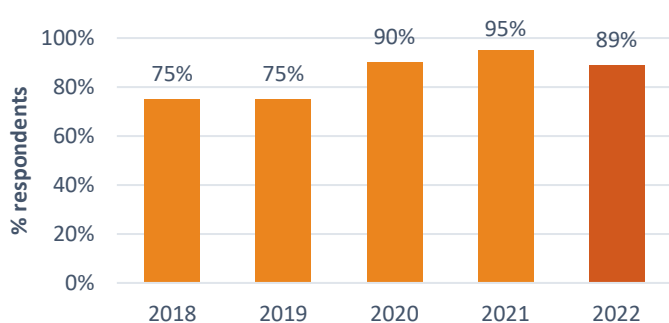
- 1 Research Excellence**
To generate the best evidence using rigorous, fit-for-purpose methods
- 2 Impact through Knowledge Transfer**
To empower our partners and clients to best use evidence in decision making
- 3 Thought Leadership**
To distil evidence to influence, provoke and challenge thinking among leaders globally
- 4 Sustainability**
Strengthen existing and secure new partnerships to position ISCRR into the future



Partner Satisfaction

Since 2016, ISCRR has invited key contacts from WorkSafe to complete an Annual Partner Satisfaction Survey. This survey provides valuable data on their satisfaction with ISCRR research and working in partnership with the Institute. The seventh Annual Partner Satisfaction Survey was conducted in June 2022. This report summarises the key findings in relation to previous results and highlights ISCRR's focus areas for the current financial year.

Overview of 2022 results



"I think ISCRR is an important resource that WorkSafe has access to and is a great model of how to do research that can inform business discussions"
– Survey respondent

Percentage of respondents who reported they were satisfied or extremely satisfied with the experience of using ISCRR research

Other key results include:

- **100%** of WorkSafe respondents reported that ISCRR researchers were flexible in their approach whilst ensuring the delivery of high-quality work
- **88%** of WorkSafe respondents indicated that ISCRR communications are clear and they know what is expected of them
- **83%** of WorkSafe respondents reported that research reports were useful

Performance against KPIs

The 2022 Partner Satisfaction Survey results have been assessed against current KPIs (shown next page). Four of the six KPIs were met, namely research use, research communication, portfolio management and overall satisfaction. The number of respondents who incorporated at least some research into their work, discussions or planning increased from 82% last year to 89% this year. Research communication, portfolio management and overall satisfaction declined slightly from 2021 results.

Partner Satisfaction



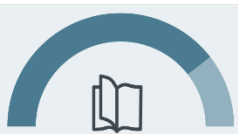
89% used ISCRR research in their work, discussions or planning KPI=80%

79%* translated ISCRR research into improvements in their area KPI=80%



89% understood the research findings KPI=85%

76% reported ISCRR actively managed issues as they arose KPI=80%



82% reported ISCRR managed the research portfolio well KPI=80%

89% satisfied with the experience using ISCRR research KPI=80%

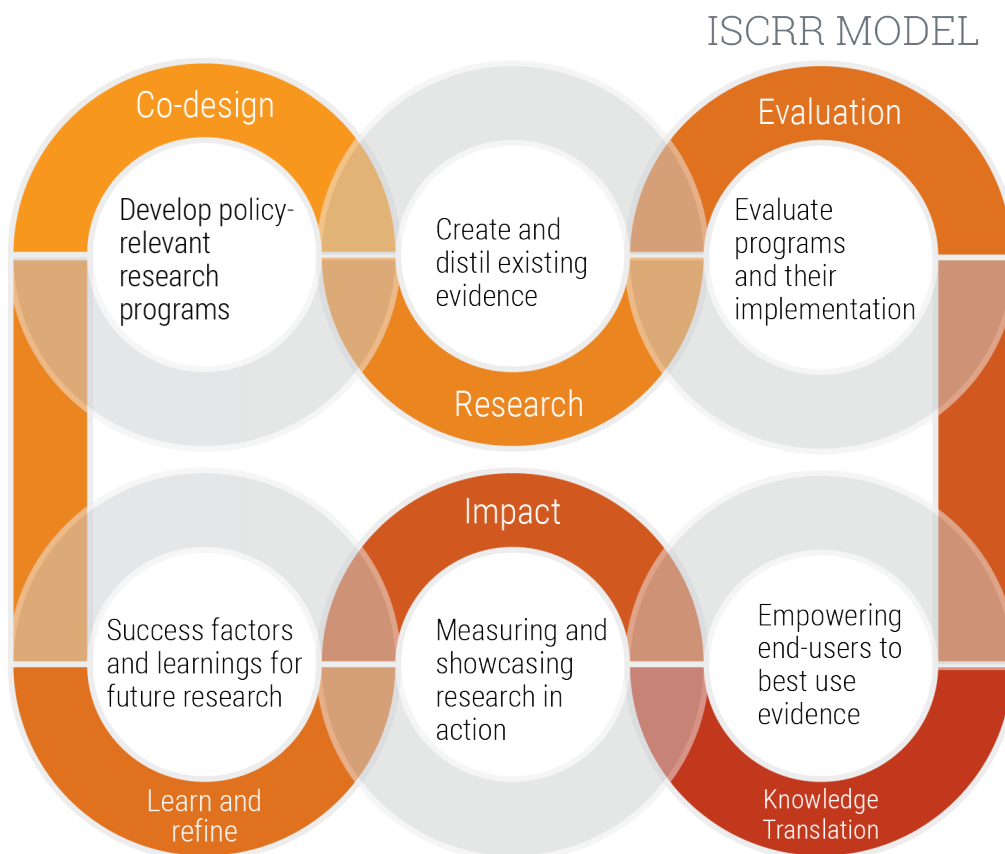


* Four respondents responded not applicable (N/A) and were not included in this analysis

Response to partner feedback results

Focus area	Improvement Strategies
ISCRR research satisfaction	<ul style="list-style-type: none"> Work closely with WorkSafe Research Division to ensure satisfaction is recorded and followed up, on a per-project basis
Translating research into improvements	<ul style="list-style-type: none"> Work closely with WorkSafe Research Division to follow up on each project to ensure translation activities have reached required goals
Utility of ISCRR translation products	<ul style="list-style-type: none"> Work closely with WorkSafe Research Division to increase awareness of the ISCRR Research Clearinghouse and the WorkSafe Insights Library Increase promotion of new communication and translation products we can offer within WorkSafe
Continuous improvement in project management	<ul style="list-style-type: none"> Align ISCRR and WorkSafe processes Monthly meeting between ISCRR Management Team and WorkSafe Research Division Present Partner Satisfaction findings to WorkSafe Research Division, as a continuous improvement exercise to reviewing research model
Anticipate WorkSafe needs	<ul style="list-style-type: none"> Identify opportunities with ISCRR Steering Committee

Overview of Institute Activities



ISCRR's model depicts the engagement with our research partners, from the development of research programs to measuring and showcasing research achievements. It is a continuous pathway, such as success factors and learnings informing future research activities.

In 2021/22, ISCRR delivered a total of 17 projects to WorkSafe, with 12 projects in progress (as of 1st July 2022). In total ISCRR delivered 63 research and knowledge transfer outputs across two broad streams - Prevention and Recovery.

Projects within the **Prevention** stream examine a range of factors that affect the health and safety of workplaces, including investigating how health, safety and psychosocial risks can be measured and prevented. These are further separated into three categories: identifying and measuring workplace risks, preventing workplace injury and illness and promoting healthy working environments.

Projects within the **Recovery** stream examine the effectiveness of various clinical and non-clinical approaches to recovery in areas including trauma, persistent pain, and mental health. These can be further categorised into: treatment, claims management and return to work.

For each project, ISCRR has measured the impacts from our research. The following pages showcase two of these stories.

Research Impact Stories

The ISCRR Research Impact Framework

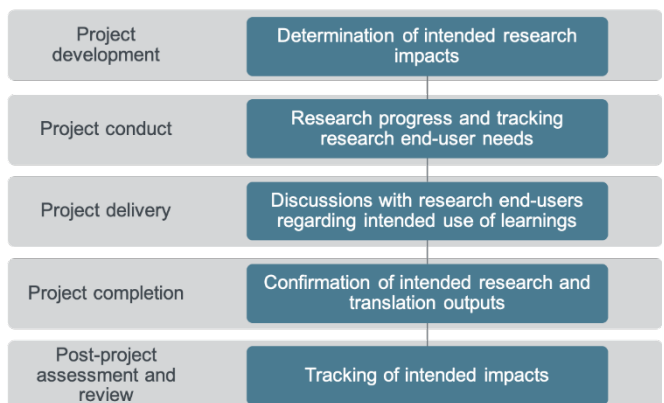
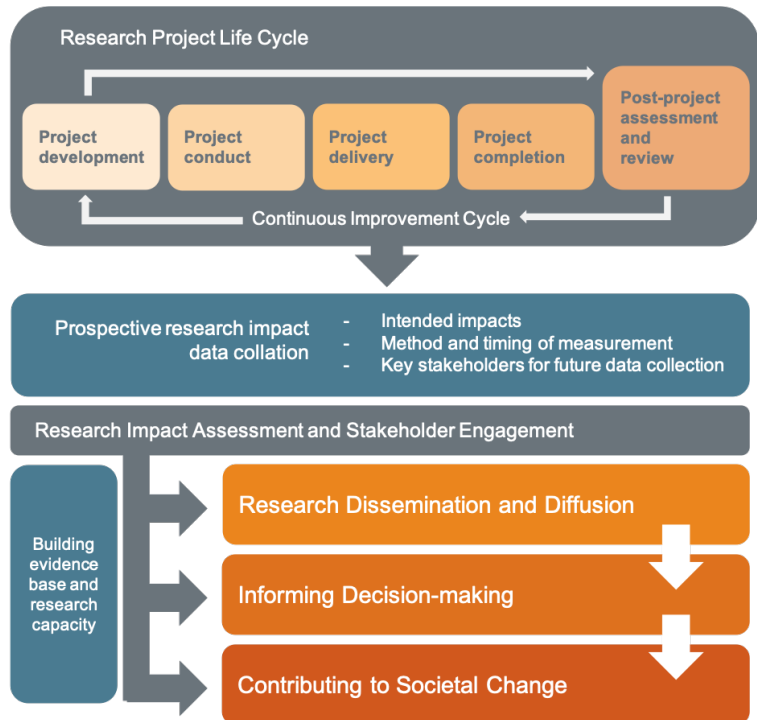
WorkSafe Victoria (Australia) has a long history of research investment that has resulted in positive change for Victorian workers. WorkSafe identified a need to formally measure and evaluate the impact of their research program on internal policies, procedures and decision-making across the organisation, as well external impacts on systems, stakeholders and clients.

Working closely with WorkSafe, ISCRR developed a research impact assessment model based on the Institute for Work & Health’s Research Impact Framework, operationalising it to WorkSafe’s business context.

The research impact journey starts when we design research. At this stage we define what the intended impact/s of the research will be. This is continued throughout the research project lifecycle and beyond to monitor and measure impacts as they occur. This prospective approach is preferred as it allows forward planning for collecting impact data in real-time, and improves recall from research end-users for how they have used the research and how it has affected them.

Impacts are categorised according to:

- **Research Dissemination and Diffusion:** tracking where research findings are disseminated, read and potentially used
- **Informing Decision-making:** identifying how research findings have been used. How have they contributed towards changes in policy, practice and processes
- **Contributing to Societal Change:** measuring ultimate impacts at a societal level and determining what contribution the research played in driving these impacts and outcomes



Underpinning each impact level is the continual building of an evidence base and research capacity.

Research Impact Stories - WorkWell

The Impact Journey

WorkWell is a multi-faceted, five year \$50M government-program, delivered by WorkSafe Victoria, in partnership with the Department of Health and Human Services (DHHS). Officially launching in July 2017, WorkWell's story began in 2010 with the inception of the innovative WorkHealth program, which in turn informed WorkWell's predecessor, the WorkHealth Improvement Network (WIN).

Throughout this journey there was a commitment by WorkSafe to ensure high-quality evidence and evaluation informed the design, trial and review of each program to ensure a best practice approach was developed.

By building an evidence base, creating knowledge pathways and recommending next steps, ISCRR played a key role in the development and evolution of WorkWell. A

total of thirteen ISCRR research projects contributed to this knowledge bank, producing in excess of 202 different research outputs including research reports, publications and presentations. Of these projects, seven influenced the creation and evolution of workplace mental health and wellbeing programming at WorkSafe through WorkHealth, WIN and WorkWell.

ISCRR research

Seven research projects producing 43 reports and research briefs, over 50 presentations and webinars to WorkSafe, academic conferences and industry partners and seven academic publications.

Informed conversations

Leading to a shift of thinking regarding the benefits, opportunities and risks of workplace health programs among decision makers, industry leaders, health-focused NGOs, WorkSafe CEOs, policy makers and leaders in various jurisdictions.

Informed priorities

Leading to a shift in priorities to include work health promotion, an integrated approach, and a focus on mental health.

Identified design

ISCRR evaluation and evidence reviews informed the design of the WorkHealth Improvement Network (WIN) and WorkWell.

About WorkWell

WorkWell is piloting best-practice for preventing work-related mental injury. WorkWell's multi-pronged interventions involve three key activities: the Mental Health Improvement Fund, the Learning Networks and the Toolkit. Significantly, and to WorkSafe's knowledge, this is the first time multipronged interventions have been piloted to test the application of the integrated model to understand real world outcomes.

- WorkWell has achieved **extensive reach**, engagement and uptake across the Victorian workforce and is on track to exceed its goal of engaging with 20,000 of the state's businesses
- WorkSafe and WorkWell combined are **now the primary source of information about promoting good mental health and wellbeing** of workers for one in six Victorian managers
- WorkWell has demonstrated an **increase in employer confidence levels** across a full spectrum of factors to both identify and address mental health risks and issues in the workplace
- **WorkWell's multi-pronged interventions**, which includes the Toolkit, Mental Health Improvement Fund and Learning Networks, **is credited for the overall success of the program**
- WorkWell research efforts have resulted in an **innovative model for predicting the psychological safety of a workplace**, and in turn the quality of working life for workers and managers

Research Impact Stories - WorkWell

The evolution of WorkWell and contribution of ISCRR research and evaluation projects

2008-13	WorkHealth <ul style="list-style-type: none">• 2013: Evaluation of WorkHealth (ISCRR project 008)
2014-17	WorkHealth Improvement Network (WIN) <ul style="list-style-type: none">• 2016: Development of lead indicators for OHS performance (ISCRR project 045)• 2016: WorkHealth check data storage, provision and analysis (ISCRR project 117)• 2016: Work-related mental health: a synthesis of ISCRR research (ISCRR project 186)• 2017: WorkHealth Improvement Networks (WIN) Evaluation (ISCRR project 112)
2017-22	WorkWell development <ul style="list-style-type: none">• 2018: An investigation of post-incident support for healthcare workers experiencing occupational violence and aggression (ISCRR project 182)• 2018: WorkWell Marketing Campaign Evidence Review (ISCRR project 206) <p>WorkSafe WorkWell reports</p> <p>2019: WorkWell baseline report and process evaluation report</p> <p>2019: WorkWell Measurement, Evaluation and Learning & Translation (MELT) framework</p> <p>2021: WorkWell year 1 findings</p> <p>2022: WorkWell Emerging Outcomes Report</p>

Learnings from this 10-year research program

Seven ISCRR projects were identified which heavily influenced major WorkSafe primary prevention programs. The continual aim of each WorkSafe program was to improve worker health and wellbeing, culminating in the development of WorkWell.

It was identified that the evaluations and reviews of best practice evidence guided conversations, which in turn informed WorkSafe priorities and program design. This is a demonstration of how long-term research investment can ensure worker health programs remain evidence-based and deliver optimal outcomes for injured workers, employers, and workers compensation organisations.

Success factors for impact include:

- Lead researchers continued engagement with WorkSafe over time to guide discussions
- Independent evaluations developed in consultation with WorkSafe
- The research end-user (WorkSafe) adopting an evaluation framework to measure ongoing success
- Documentation of key conversations allowed retrospective research impact analysis



I think that WorkHealth, the WorkHealth Improvement Networks and WorkWell have been an example of how WorkSafe can successfully work outside of the role and function of the legislative to engage the community in what is good practice, not what is compliance.

Health Strategy (WorkWell process evaluation)



Research Impact Stories – Bitumen Fumes

The Impact Journey

As a result of exposure to bitumen fuming loads, WorkSafe has received reports of employees experiencing acute health effects such as dizziness, nausea and respiratory discomfort.

In a collaborative approach with WorkSafe, ISCRR carried out an evidence review to identify risk factors associated with bitumen exposure and strategies to minimise health risks. An environmental scan including key informant interviews of asphalt company and union representatives was then completed to identify further information related to bitumen fumes.

ISCRR research

One research project producing two reports and several presentations to WorkSafe representatives and other stakeholders. Guidance material created for further research dissemination.

Informed action

Leading to WorkSafe funding an OHS Bitumen Fumes Officer role and the formation of a key stakeholders forum.

Identified gaps

Initiatives were developed based on the identified gaps in evidence and perceptions of risk.

Identified opportunities

Proposed considerations investigated including the usage of warm mix asphalt, and improved fume monitoring and consultation.

The combined knowledge and gaps identified led to WorkSafe funding an OHS Bitumen Safety Officer with the Australian Workers' Union (AWU) to lead and guide several risk awareness and risk reduction initiatives including:

- Key stakeholders forum to guide change with road-making practices
- Development of guidance material about best practice
- Encouraging further research concerning the impacts of using recycled content

The findings from this research also informed new initiatives to reduce bitumen temperatures, thereby reducing fuming loads (Victorian Department of Transport and local municipal councils).

Bitumen fume exposure

Under normal ambient conditions, bitumen is stable, solid and does not present any health risks. However, most bitumen applications are carried out at high temperatures between 170°C and 180°C, and heated bitumen produce 'emissions', which comprise a complex mixture of vapours, aerosols, gases and particulate matter.

Bitumen fume exposure has been associated with acute health effects such as eye, nose, throat and skin irritation, nausea and respiratory discomfort. As a result of exposure to fuming loads or contact with bitumen products, WorkSafe has received reports of employees experiencing acute health effects such as dizziness, nausea and respiratory discomfort. Data from the AWU survey of workers revealed that 76% of workers were concerned about the long-term effects of exposure to bitumen fumes. International Agency for Research on Cancer (IARC) determined that occupational exposures to straight-run bitumen and their emissions during road paving are 'possibly carcinogenic to humans' (Group 2B).

Research Impact Stories – Bitumen Fumes



ISCRR research helped identify a number of occupational health and safety gaps across the asphalt and bitumen industry. They range from temperature control of asphalt products and the emergence of recycled products into asphalt products, consultation across the industry with the introduction of new products, tracking and tracing of waste products from the industry and a standardised testing regime. Currently, up until recently, there hasn't been one [a standardised testing regime] across the industry to test for fumes and vapours for asphalt products.

AWU OHS Bitumen Safety Officer



Contribution of key ISCRR research projects towards identified impacts

ISCRR projects

- Bitumen contents and fumes evidence review (ISCRR project 232; 2019)
- Health effects associated with exposure to bitumen (ISCRR project 232; 2019)

Dissemination and diffusion	<ul style="list-style-type: none"> • Dissemination and presentation of research findings to key stakeholders (WorkSafe, Victorian Department of Transport, AWU, VicRoads, other industry interest groups) • Policy and planning discussions (WorkSafe and Victorian Department of Transport) • WorkSafe announcement of AWU OHS Bitumen Fumes Officer grant • Development of guidance materials
Informing decision making	<ul style="list-style-type: none"> • Informed WorkSafe policy on bitumen fumes • Informed stakeholders on current practices and risk perceptions • Supported site sampling and exposure measurements for workers • Formation of key stakeholders forum • Industry engagement and consultation • Development of bitumen fume reduction initiatives (Victorian Department of Transport and local municipal councils)
Contribution towards potential societal change	<ul style="list-style-type: none"> • Anecdotal evidence regarding improved fume monitoring • Discussions occurring to address barriers in the industry

Impact learnings

In a relatively short time period, numerous impacts were achieved as a direct result of this research, and is considered an important step forward to improving the safety of road construction workers. Further impacts are anticipated in the future, and ISCRR is in discussions with AWU to develop further research communication material to aid in disseminating these findings to a wider audience.

Success factors for impact include:

- Continual engagement between researchers and research end-users from research planning to post-project knowledge transfer
- Champion to promote the usage of research findings within stakeholder groups
- Identification of intended audiences early in the project lifecycle allowed the design of the most appropriate communication and translation strategies.
- Resource commitment to achieve impact goals and to design the most appropriate communication and translation strategies

Overview of Research Outputs

The following pages detail the outputs from ISCRR projects active during the 2021-22FY.

Research projects: 2021-22

Project 225: Inspector Training Evaluation – Evaluation of WorkSafe Victoria’s Inspector induction, on-going training and continuing professional development programs

Aims: To evaluate the induction, ongoing training and continuing professional development programs delivered to three cohorts of “new-start” OHS inspectors employed by WorkSafe Victoria. The evaluation focuses on the process and impact outcomes specific to the development of influencing skills, job crafting and adaptability of OHS inspectors.

Outcomes and Outputs: Project in progress.

Project 227: Lumbar Spinal Fusion Surgery Outcomes

Aims: Evaluation of long-term impacts of spinal surgery compared to injured workers who received non-surgical treatments for the same injury. The aim of this project was to conduct further analysis into the worker outcomes from Lumbar Spinal Fusion (LSF) based on WorkSafe Victoria claim data and publish the analysis in a peer-reviewed journal to inform the broader discussion about the effectiveness of LSFs.

Outcomes: An association between pre-operative factors and post-operative outcomes after LSF in a Victorian workers’ compensation population was identified, suggesting that pre-operative status may influence outcomes and should be considered in LSF decisions. The high opioid use indicated that opioid management before and after surgery needs urgent review.

Outputs:

McMillan J, Phillips M. Lumbar spinal fusion surgery outcomes in a cohort of injured workers in the Victorian workers’ compensation system. Presented to: Injury and Disability Schemes Virtual Seminar; 2021 18-19 October 2021. ISCRR Reference: 227-1021-P01.

McMillan JS, Jones K, Forgan L, Busija L, Carey RPL, de Silva AM, Phillips MG. Lumbar spinal fusion surgery outcomes in a cohort of injured workers in the Victorian workers’ compensation system. ANZ J Surg. 2021 November 13 [cited 2021 November 29]. Available from: doi: 10.1111/ans.17391.

McMillan J. Lumbar spinal fusion surgery outcomes in a cohort of injured workers in the Victorian workers’ compensation system. Presented to: Australian and New Zealand Society of Occupational Medicine. March 2022. ISCRR Reference: 227-0322-P02.

Project 227.2: Lumbar Spinal Fusion Surgery Outcomes Phase 2: Multidisciplinary-IME evaluation

Aims: The aim of this project was to evaluate the strengths and limitations of the MD IME and to gain insight into injured worker outcomes.

Outcomes: The best aspect of the MD IME for injured workers was the comprehensive, multi-disciplinary second opinion. Administrative challenges have a negative domino effect on all parties. The Lumbar Spinal Fusion (LSF) surgery group showed a higher level of satisfaction with MD IME. The LSF group had lower pain severity, pain interference, catastrophizing and stress after two years. The non-LSF group had lower average pain severity and interference with sleep after two years.

Overview of Research Outputs

Research outputs (continued)

Outputs:

Oxford S, Moo A, McMillan J. Evaluation of the Multi-Disciplinary Independent Medical Examination. Presented to: WSV; 2021 Oct 26; Zoom conferencing, AU. ISCR Reference: 227.2-2110-P01.

Oxford S, Moo A, McMillan J. Evaluation of the Multi-Disciplinary Independent Medical Examination for lumbar spinal fusion surgeries. Melbourne, AU; 2021. 68 p. ISCR report: 227.2-1121-R01.

Oxford S, Moo A, McMillan J. Evaluation of the Multi-Disciplinary Independent Medical Examination. Presented to: WSV; 2022 March 1; Zoom conferencing, AU. ISCR Reference: 227.2-0322-P02.

Project 241: An Evaluation of the Effectiveness of Encouragement Interventions (Essential Program) and Enforcement Interventions (OHS inspection) in Improving Sustainable Workplace OHS Performance

Aims: At present, there is an absence of rigorous research findings, comparing enforcement and encouragement interventions, required to guide OHS regulators in terms of the allocation of resources and relative emphasis given to the two approaches. This study seeks to redress this oversight by comparing the effectiveness of enforcement and encouragement interventions in terms of improving OHS performance with regard to leading indicators of OHS (i.e., Health and Safety Inspector Checklist; HASIC) and lagging indicators of OHS (i.e., WorkCover claims aggregated to the workplace level).

Outcomes and Outputs: Project in progress.

Project 251: CPSU Vicarious Trauma Prevention and Awareness Toolkit

Aims: Vicarious Trauma (VT) is an occupational challenge for many Victorian Government Departments. The personal impact and cost to the workplace is high. In a bid to protect staff from the impacts of exposure to traumatic content, six sites from the Department of Families, Fairness and Housing, and Department of Justice and Community Safety participated in the pilot of the Vicarious Trauma Prevention and Awareness Toolkit (VTPAT). Participation included the formation of a working group that oversaw the development and implementation of a vicarious trauma action plan. The aim of this project was to evaluate the pilot the VTPAT toolkit.

Outcomes: Project in progress.

Outputs:

Schroder C, Oxford S, McMillan J. VTPAT Pilot Interim Evaluation. Melbourne: ISCR; Presented to WSV; 2021 November 15; Zoom conferencing, AU. ISCR Reference: 251-1121-P21.

Schroder C, Oxford S, McMillan J. Evaluation of Vicarious Trauma Prevention and Awareness Toolkit - Interim report. Melbourne, AU. Page 1-38. ISCR Reference: 251-1121-R02.

Project 259: Systems thinking review and revision of risk controls: Impact and Outcome Evaluation

Aims: This project will build upon the success of the Patient Handling Injuries Review of Systems (PHIRES) Project, which was funded by WorkSafe Victoria via ISCR. The PHIRES project involved the co-design of a toolkit for reviewing and revising risk controls following a patient handling injury, in partnership with subject matter experts from Health Care Providers across Victoria.

Overview of Research Outputs

Research outputs (continued)

The aims of this project are:

- Develop a digital application (App) to support the sustainable implementation of the PHIRES toolkit across the Healthcare and Social Assistance sector;
- Develop an online training/coaching program on using systems-thinking to review and revise risk controls to support the reliable implementation of the App; and
- Evaluate the cultural, safety and financial benefits Health Services and Aged Care Providers realise by using the toolkit to review and revise their risk controls following the report of a musculoskeletal disorder (MSD).

Outcomes and Outputs: Project in progress.

Project 261: Evaluation of Transition Support

Aims: Transition Support (TS) is an initiative through WorkSafe Victoria that supports injured workers when they no longer have an entitlement to benefits under the workers compensation scheme. The tailored TS initiative is intended to inform workers about external services that will assist them to manage their finances, health and social needs independently of the scheme. The aim of this project was to evaluate the TS initiative for its effectiveness in supporting injured workers whose payments are being ceased.

Outcomes: This evaluation demonstrated how the TS initiative is being implemented to various degrees by case managers. There could be improvement in the case manager system (e.g., training, continuity), particularly for the management of long-term claims. Many case managers were not using the TS materials as intended. Rather, some sent them to the worker in bulk without conversation. Workers had minimal awareness of the materials. For those who did, they suggested the materials be tailored to individual

circumstances. Recommendations from workers were primarily about improving the case management system throughout the life of the claim.

Outputs:

Clark B, Oxford S, McMillan J. Evaluation of Transition Report. Presented to: WSV; 2021 November 23; Melbourne, AU. ISCRR Reference: 261-1121-P01.

Clark B, Oxford S, McMillan J. Evaluation of Transition Report. Supporting injured workers: Phase 2. Institute for Safety, Compensation and Recovery Research; 2022 February. Pg 40. ISCRR Reference: 261-0222-R02.

Project 271: Preventing Burnout: Fatigue in Hospitals

Aims: The aim of the proposed research was to develop an evidence base to underpin the program of work within the strategy and articulate the risk of fatigue to the industry. Specifically, the objectives were to:

1. Review the available evidence on the relationship between fatigue (physical, emotional, mental) and outcomes for employees in the Healthcare and Social Assistance (HCSA) industry and the impact on patient safety;
2. Review the available evidence on the prevalence of fatigue in the Australian HCSA industry; and
3. Identify existing fatigue risk management guidelines for the HCSA industry in Australia and internationally.

Overview of Research Outputs

Research outputs (continued)

Outcomes:

- Long hours and shift-work, which led to physical fatigue, was common practice across all HCSA areas, both in Australia and internationally
- Task-specific fatigue was common in some specialties (e.g. muscular fatigue in laparoscopic surgeons and visual fatigue in radiologists)
- Mental and emotional fatigue, which was reported as compassion fatigue and burnout, was reported in 30-50 per cent of nurses and 20-40 per cent of physicians and specialists in Australia and overseas
- Across all sectors of healthcare, physical, mental and emotional fatigue were associated with: musculoskeletal injury, sickness absenteeism/presenteeism, poor physical/mental health, job dissatisfaction, increased drug/alcohol use, staff turnover and intention to leave or change profession
- For nurses and emergency medical workers, long work hours (>40 hours/week) and insufficient recovery time between shifts (<10 hours) was associated with medication errors and near misses
- Organisational preventive strategies were more effective than individual-focus interventions
- Scheduled napping, sleep health education and fatigue awareness training and modification of tasks or schedules had significant positive effects on the quality of workers' sleep and reduced levels of burnout in the short term
- Mindfulness, meditation and resilience training also significantly reduced burnout and compassion fatigue (in the short term)

Outputs:

Bywood P, du Plessis K, Moo A, McMillan J. Fatigue and burnout takes its toll on healthcare workers: An Evidence Review. Presented to: Injury and Disability Schemes Virtual Seminar; 2021 October 18-19. ISCR Reference: 271-1021-P05.

Project 272: Psychological Safety at Work: The Role of Attitudes

Aims: To develop, validate and deliver a suite of psychosocial attitudinal measures. This suite of measures can be applied in a subsequent intervention study but is out of scope for the current project.

Outcomes: The project has produced a well-validated suite of brief measures that can be used by WorkSafe Victoria as a "pulse check" to measure: (a) explicit and implicit measures of attitudes towards bullying, (b) bullying behaviour and abusive supervision, and (c) perceptions of the work environment. The project has also established norms for attitudes, experiences and behaviours for benchmarking and monitoring workplace progress over time.

Outputs:

Cooper B, Shea T, Donohue R, De Cieri H. Psychological Safety at Work: The Role of Attitudes. Monash University; 2021 September 3. Pg 1-62. ISCR Reference: 272-0921-R01.

Project 275: Workplace evaluation of online procedures to manage risk of both musculoskeletal and stress-related mental health disorders

Aims: Psychosocial hazards are the main sources of occupational stress, which is a major determinant of risk of stress-related mental health disorders as well as musculoskeletal disorders. This project will further develop and field test online risk management procedures, via an existing set of risk management procedures: A Participative Hazard Identification and Risk Management (APHIRM) Toolkit, to enable workplace users to develop risk controls for both mental health and musculoskeletal disorder risk, customised to the specific needs of workers in targeted jobs.

Outcomes and Outputs: Project in progress.

Overview of Research Outputs

Research outputs (continued)

Project 280: Clinical Evidence Review Program

Aims: The Clinical Evidence Review Program is an annual program of reviews conducted by ISCRR that produces evidence-based reviews to support development of WorkSafe clinical policy, and facilitate effective decision-making. The topics of interest are identified through discussion with WorkSafe Clinical Panel. Two areas of interest were identified:

1. Investigation of “n-of-1” trial models for treatments that would not meet the new and non-established treatment (NeNET) policy criteria.
2. Review of the evidence of the use of ketamine for relief from persistent pain.

Outcomes: N-of-1: The N-of-1 trial design is best suited where there is a need to tailor treatment to the individual patient’s circumstances. While the flexibility of the design is one of its greatest strengths, there are some critical design elements needed to ensure scientific rigour and study validity. These include: appropriateness of the design, relevant and repeatable measurements and multiple crossover treatment periods.

Ketamine: Overall, there is insufficient evidence of benefit for ketamine as a routine treatment for chronic non-cancer pain. Ketamine provides a short-term amelioration of symptoms; whether its effects are superior to existing pain medications has not been determined. Therefore, it is generally agreed that ketamine should not be considered as a first-line treatment for persistent pain.

Outputs:

Bywood P, McMillan J, Phillips M. N-of-1 trials: Custom-built for patient-centred care. An Evidence Review. Presented to: Injury and Disability Schemes Virtual Seminar; 2021 18-19 October 2021. ISCRR Reference: 280-1021-P03.

Bywood P, Moo A, McMillan J. Use of ketamine for persistent pain: a review of the evidence. Institute for Safety, Compensation and Recovery Research; 2021 September 30. Pg 1-40. ISCRR Reference: 280-0921-R02.

Bywood P. Ketamine. Presented to: WSV; 2021 July 19; Melbourne, AU. ISCRR Reference: 280-0721-P02.

Project 282: Systems-thinking applied to preventing workplace incidents involving a light motor vehicle

Aims: The PHIRES project successfully co- designed a toolkit (with relevant key stakeholders) for reviewing and revising risk controls following patient handling injury, leading to a systems-thinking approach to investigating injuries and associated actions within several public hospitals across Victoria. The project aims were to develop a prototype ‘systems-thinking’ toolkit for investigating work-related driving incidents involving light vehicles, and also pilot the application of the prototype toolkit for guiding a systems-thinking investigation of work-related driving incidents involving light vehicles within a large workplace.

Outcomes: This report presents the findings from the development and pilot application of a tool to investigate light vehicle work-related driving incidents and near misses. The tool was developed using an evidence-based approach for identifying risk factors contributing to work-related driving incidents and refined through consultation with the National Road Safety Partnership Program, WorkSafe Victoria and a participating organisation that operates a light vehicle fleet. The data collected through the development stage (i.e., systematic review, workshop) were used to develop a classification scheme for risk factors associated with light vehicle work-related driving incidents.

Overview of Research Outputs

Research outputs (continued)

Outputs:

Newnam S. Development of a systems thinking investigation tool for light vehicle work-related incidents. Melbourne (AU), Australia; 2021. 10 p. ISCRR Reference: 282-1121-R01.

Newnam S. Work-related Driving Incident Review Toolkit Case Study 2. Melbourne (AU), Australia; 2021. 8 p. ISCRR Reference: 282-1121-CS01.

Newnam S. Work-related Driving Incident Review Toolkit Case Study 2. Melbourne (AU), Australia; 2021. 8 p. ISCRR Reference: 282-1121-CS02.

Newnam S. Work-related Driving Incident Review Toolkit Case Study 2. Melbourne (AU), Australia; 2021. 8 p. ISCRR Reference: 282-1121-CS03.

Project 290: Volunteering Pilot Environmental Scan

Aims: The longer a worker is off work and away from their workplace, the more likely they have complex challenges impacting their recovery and return to life. These injured workers may benefit from undertaking volunteering activities to aid their recovery and improve wellness. This project aims to explore volunteer programs and its connection to recovery and rehabilitation.

Outcomes: This Environmental Scan found that there is limited information on current and emerging volunteer programs in other compensation schemes. The programs identified were largely based on social prescribing, which uses non-medical solutions to encourage social connectedness among people with complex health issues and needs.

Outputs:

Moo A, Oxford S, McMillan J. Volunteering Pilot Environmental Scan - Emerging Findings Presentation. Presented to: WSV; 2021 December 3; Melbourne, AU. ISCRR Reference: 290-1221-P01.

Moo A, Oxford S, McMillan J. Volunteering Environmental Scan - Helping injured workers return to life through volunteerism. Melbourne (AU), Australia; 2021. 34 p. ISCRR Reference: 290-1221-R01

Project 292: Agricultural Chemical Use Mapping Research Project

Aims: To understand what chemicals are being used on farms in Victoria, which farming industry sub-sectors and locations they are being used for, how widespread their usage is and, the level of and evidence base for health risk. This will inform a risk matrix that will enable the WorkSafe Agriculture team to design targeted programs and enforcement initiatives.

Outcomes and Outputs: Project in progress.

Project 293: Agriculture Behavioural Insights

Aims: There is a need to address the high rate of unsafe behaviours in the agricultural sectors that are contributing to a high rate of fatalities and serious injury. This project aimed to uncover strategies and insights on behavioural interventions successfully used in agriculture and other relevant industries globally, which could be applied to WorkSafe prevention strategies and campaigns in Victoria. The insights will be used to design a pilot to test using behavioural interventions in the Victorian agriculture industry to increase safe behaviours and reduce risk behaviours.

Outcomes: Current information on safety is often outdated and difficult to access for farmers and related stakeholders. Physical access is restrained with the brochure situated in places where farmers do not typically go (e.g. WorkSafe offices). Psychological access is limited as information on the WorkSafe website is not presented in a format that is cognitively easy to process for farmers. There are currently no systems in place that allow targeting a large proportion of cattle farmers or that can

Overview of Research Outputs

Research outputs (continued)

capture who has been targeted. The purpose of the Targeted Communications project is to design communications that are relevant to cattle farmers and to position WorkSafe Victoria as primary educator, connector and influencer in fatality prevention for the cattle-farming industry in Victoria.

Outputs:

The Behavioural Architects. Optimising Interventions for Agricultural Safety. Melbourne (AU), Australia; 2021. 73 p. ISCRR Reference: 293-1221-R01.

The Behavioural Architects. Worksafe Victoria: Agriculture Safety. Behavioural Science Literature Review. Melbourne (AU), Australia; 2021. 110 p. ISCRR Reference: 293-0721-OTH01.

Project 294: Influencing a Culture of Safety on Farms

Aims: Given that the agriculture industry is diverse and dynamic, there is a need to understand the contextual factors influencing safety culture in agriculture. This project aimed to review the experience of past and current programs, and address how to effectively tailor Victorian government programs intending to influence this culture.

Outcomes: This review identified and reviewed recent and current initiatives with a focus on influencing safety culture, behaviour and attitudes on farms, with a view to inform the development of practical, applicable and sustainable recommendations for Victorian farmers. ISCRR completed the grey literature scan while National Centre for Farmer Health did the peer-reviewed literature scan. This research provided a sound base of evidence for informing Victorian Government priorities and approaches for influencing future

farm safety culture, and for the evaluation of current and future farm safety culture activities.

Outputs:

Cotton J, Duke S, du Plessis K, Moo A, McMillan J. Influencing a Culture of Safety on Farms. National Centre for Farmer Health; 2021 October 21. Pg 1-84. ISCRR Reference: 294-1021-R02.

Project 295: Lead Lighting Evidence Review

Aims: This project aimed to provide WorkSafe with a rapid literature review of lead lighting and blood lead levels of workers. WorkSafe have received a small number of blood lead results related to employees in lead lighting workplaces, showing that some are experiencing elevated blood lead levels (to and above removal level) in this industry. To act with conviction on employers undertaking lead lighting activities under the Regulations, WorkSafe required a greater understanding of lead lighting activities in relation to elevated blood lead levels.

Outcomes: The combination of these three approaches (rapid literature review, database review of lead blood levels of lead workers, and key industry informant interviews) allowed the team to identify current evidence on the risk to health from lead from lead lighting to workers and hobbyists in order to help inform WorkSafe decision-making on lead lighting regulation.

Outputs:

Benke G, Alif S, McDonald S, Golec R, Kelsall H. Lead lighting Evidence Review Report. Monash University. 2021 October 27. Pg 1-33. ISCRR Reference: 295-1021-R01.

Benke G, Alif S, Kelsall H, McDonald S, Golec R. Lead Lighting Evidence Review: Emerging Findings Presentation. Presented to: WSV; 2021 August 6; Melbourne, AU. ISCRR Reference: 295-0821-P01.

Overview of Research Outputs

Research outputs (continued)

Project 296: Evaluation of the Clinical Review Panel Pilot

Aims: An overuse of Independent Medical Examinations (IMEs) is causing delays in services/support, poor injured worker experience, and not always leading to injured worker recovery. This pilot, linked to WorkSafe's Clinical Services Redesign Project, aims to design and test a new model of in-house multidisciplinary panel reviews, reduce/enhance claim decision timelines, decrease use of IMEs, improve the quality of IMEs that are recommended post a pilot review and inform best practice pathways for treatment, recovery, and Return to Work for injured workers.

Outcomes: Project in progress.

Outputs:

Schroder C, Oxford S. Clinical Review Panel Evaluation Update: Phase 1. Presented to: WSV Working Group; 2021 October 19; Melbourne, AU. ISCR Reference: 296-1021-P01.

Project 297: Evaluation of the Clinical Hotline Pilot

Aims: Extensive consultation completed during 2020 identified the need for greater availability of WorkSafe's Clinical Panel members and greater access to the Clinical Panel. This pilot, linked to the WorkSafe Clinical Services Redesign Program, aimed to design and test a new service; a hotline phone platform for Agents and Treating Health Practitioners (THPs) to directly access WSV Clinical Panel support for informal queries in a more timely and efficient manner. This project evaluated the pilot.

Outcomes: The aim of this evaluation was to determine the effectiveness of the Hotline from the perspective of the THPs, Agents and Hotline Clinicians. The evaluation demonstrated the Hotline to be a valuable and effective service, with

participants reporting numerous and varied benefits for Hotline users, injured workers and WSV. Given the success, there is strong support for the continuation of the Hotline.

Outputs:

Schroder C, Oxford S. Clinical Hotline Pilot: Working Group update #3. Presented to: WSV Working Group; 2022 February 2; Melbourne, AU. ISCR Reference: 297-0222-P03.

Schroder C, Oxford S. Clinical Hotline Pilot: Working Group update #1. Presented to: WSV Working Group; 2021 October 26; Melbourne, AU. ISCR Reference: 297-1021-P02.

Schroder C, Oxford S, Clark B. Clinical Hotline Pilot: Working Group update #1. Presented to: WSV Working Group; 2021 August 25; Melbourne, AU. ISCR Reference: 297-0821-P01.

Schroder C, Oxford S, McMillan J. Evaluation of the Clinical Hotline Pilot - Facilitating direct access to Clinical Panel support. Melbourne, AU; 2022. 19 p. ISCR Reference: 297-0522-R01.

Schroder C, Oxford S, McMillan J. Evaluation of the Clinical Hotline Pilot. Presented to: WSV; 2022 May 24; Geelong, AU. ISCR Reference: 297-0522-P04.

Project 301: Body-worn camera project

Aims: Body-worn cameras are being used increasingly by law enforcement agencies to improve accountability, transparency and police conduct; and for evidentiary purposes in prosecutions. This project aimed to provide a rapid scan on the available evidence on the use of body-worn cameras to deter occupational violence.

Outcomes: Job roles that give a worker the authority to issue infringement notices, check identification or eligibility, conduct searches or make arrests increase the risk of exposure to potential violence. The rapid scan revealed mixed findings, with no clear and consistent evidence to indicate that body worn cameras improved police

Overview of Research Outputs

Research outputs (continued)

officers' conduct or reduced assaults against police. There was substantial heterogeneity across studies, which may reflect a wide range of factors that impact on police conduct and citizens' behaviours in interactions with the police.

Outputs:

Bywood P. Body-worn cameras: Effects on Behaviour. Institute for Safety, Compensation and Recovery Research; 2021 August 18. Pg 1-10. ISCRR Reference: 301-0821-R01.

Project 302: Leading Indicators Research Phase 1 & 3

Aims: In this project a single leading indicators questionnaire was developed that enables WorkSafe to identify demographics of workers that are exposed to worker, job and workplace characteristics that lead to work-related harm.

Outcomes: This study tested a questionnaire containing five measures of work health and safety leading indicators, designed by WorkSafe in collaboration with Monash University and Roy Morgan, in a large sample of Victorian workers with diverse personal, job and workplace characteristics. The primary purpose of the questionnaire tested in this study was to identify the characteristics of workers and workplaces exposed to risks that may lead to work-related harm. The outcome of this study was that two of the measures appear to be most suitable for future use in a refined questionnaire for the specific purposes of identifying at-risk workers. However, further validation and testing of the refined questionnaire is recommended as an important next step.

Outputs:

McKimmie A, Gray S, De Cieri H, Newman S, Glass D, Collie A. Leading indicators to identify Victorian workers at increased risk of work-related harm.

Monash University. 2021 October 05. Pg 1-22. ISCRR Reference: 302-1021-R01.

McKimmie A, Gray S, De Cieri H, Newman S, Glass D, Sheehan L, Collie A. Developing a leading indicators questionnaire to identify Victorian workers at increased risk of work-related harm - Summary Report. Monash University. 2022 February 11. Pg 49. ISCRR Reference: 302-0222-R02.

Twin J. Leading indicators that contribute to risk of future injury or illness Case Study. Monash University. 2022 March 31. Pg 3. ISCRR Reference: 302-0322-O01.

Project 303: Medicinal Cannabis: Evidence Review

Aims: The aim of this project was to investigate the safety and effectiveness of medicinal cannabis for treating chronic pain, mental health and sleep disorders and nausea.

Outcomes: Despite the increasing volume of published literature pertaining to medicinal cannabis, the low-quality research, wide heterogeneity in treatment protocols and outcome measures and the inconsistent results, precluded drawing strong conclusions on the safety and effectiveness of cannabis products for managing chronic conditions.

Outputs:

Bywood P, McMillan J. Medicinal Cannabis: Evidence Review Update. Presented to: WSV; 2021 November 18; Melbourne, AU. ISCRR Reference: 303-1121-P01.

Bywood P, McMillan J. Medicinal Cannabis: Evidence Review Update. Presented to: WSV; 2021 November 30; Melbourne, AU. ISCRR Reference: 303-1121-P02.

Overview of Research Outputs

Research outputs (continued)

Twin J. Considerations when prescribing or taking medicinal cannabis Case Study. Monash University. 2022 March 31. Pg 3. ISCR Reference: 303-0322-001.

Bywood P, McMillan J. Medicinal Cannabis: Evidence Review Update. Melbourne (AU), Australia; 2021. 60 p. Report no.: 303-1221-R01.

Project 306: Update to Treatment Options for Silica-related Disease

Aims: The objective of this project was to identify current and emerging treatment options for occupationally-acquired diseases and complications related to silica exposure.

Outcomes: Treatment options for silica-related diseases remain limited. The best strategies involve protecting workers from exposure. Where exposure is unavoidable, screening routinely for early identification of disease is essential. Early diagnosis and no further silica exposure may slow disease progression; but longer-term outcomes are still unclear. Current management of silica-related disease involves tailoring treatments according to individual's symptoms and complications. Psychological consequences of a positive diagnosis and trauma of losing job needs high level of support.

Outputs:

Bywood P, McMillan J. Silica exposure-related disease - Current and emerging treatment options: Update. Melbourne, AU; 2022. 59 p. ISCR Reference: 306-0422-R01.

Bywood P, McMillan J. Silica exposure-related disease - Current and emerging treatment options: Update. Presented to: WSV; 2022 April 6; Melbourne, AU. ISCR Reference: 306-0422-P01.

Project 308 - Health and Safety for Healthcare Workers in Victoria

Aims: This research will provide critically needed and unique insights into the current health and safety of nurses and midwives, to guide decision making and actionable responses. To provide foundational evidence of the prevalence and specific nature of health and safety issues, we will conduct a qualitative survey with nurses and midwives.

Outcomes and Outputs: Project in progress.

Project 313: Strategy Environmental Scan

Aims: The aim of this project was to provide WorkSafe with information to build overall awareness of the immediate (short-term) conditions that may influence WorkSafe's performance or strategic outcomes.

Outcomes: Critical factors identified: mental injury and changing nature of work. Operational factors identified: scheme financial sustainability, case management, 2022 state election, stakeholder expectations and staff retention. Intersectional factors identified: sexual harassment and gendered violence, social inequities and demographic change, and climate change.

Outputs:

Oxford S. Strategy Environmental Scan - Slide pack. ISCR Reference: 313-0422-001.

Oxford S. Strategy Environmental Scan. Melbourne, AU; 2022. 60 p. ISCR report: 313-0422-R01.

Overview of Research Outputs

Research outputs (continued)

Project 317: Preventing and managing Occupational Violence and Aggression (OVA) in Acute and Homebased Health Services

Aims: The purpose of this project is to identify interventions, risk controls and frameworks to prevent and manage OVA that have been implemented and evaluated across different settings in Australian Health Services, as well as barriers and facilitators to implementation.

Outcomes and Outputs: Project in progress.

Project 320: Assistance Dogs

Aims: Since 2019, WorkSafe has received 21 known enquiries or requests for assistance dogs. Of these, 20 requests involved claims related to mental injuries. There is currently limited evidence that assistance dogs or other animal therapies are effective in the treatment/support of mental health conditions such as Post Traumatic Stress Disorder (PTSD). The purpose of the research is to:

1. Examine the evidence on the effectiveness of assistance dogs for PTSD and other mental health conditions.
2. Determine which worldwide jurisdictions have a policy on assistance dogs use for PTSD and other mental health conditions in workplace and personal compensation schemes.

Outcomes and Outputs: Project in progress.

Other outputs

ISCRR Learning Series

- 9/12/21: Systems Thinking (Newnam, S)
- 3/2/22: Program Logic (Oxford, S)

Project 331: AI Collaborative Robots

Aims: This project aims to identify and analyse the physical and psychological health and safety issues involved in the design and implementation of collaborative robot systems, as well as ways of managing the work health and safety in Victorian organisations. The potential contribution of this project is to reduce the physical risks and psychological stress and also promote a safe and healthy work culture for Australian organisations, capturing the benefits of the digital economy and enhance their competitive advantage.

Outcomes and Outputs: Project in progress.

Project 333: Medicinal Cannabis

Aims: To support evidence-based treatments that will optimise injured workers recovery and return to work.

Outcomes and Outputs: Project in progress.

Overview of Research Outputs

- 10/3/22: Social Prescribing (Moo, A)
- 7/4/22: Translating research to achieve impact (Twin, J)
- 26/5/22: Vicarious trauma (Schroder, C)
- 30/6/22: Improving outcomes for injured workers (Barker, S)

Overview of Research Outputs

Other outputs (continued)

ISCRR blog posts

- 30/8/21: How good leadership can drive staff satisfaction (Barker, S)
- 3/9/21: Success at measuring research impact (Twin, J)
- 3/9/21: The role of behavioural science in the workplace (Anikijenko, P)
- 16/11/21: What is Program Logic? (Oxford, S)
- 13/12/21: Science communication: pitching it right (Dobiecki, B)
- 17/1/22: How social prescribing benefits injured workers (Moo, A)
- 8/3/22: The strength of female leadership in research (Dobiecki, B)
- 16/3/22: A research report need not be boring (Twin, J)
- 29/4/22: What is vicarious trauma? (Schroder, C)
- 20/6/22: Why do an Evidence Review? (Bywood, P)

ISCRR Thought Leadership sessions

- 20/6/21: Behavioural Insights: Lessons from Farm Safety (facilitated by Twin, J)
- 14/9/21: A paradigm shift in mental health (facilitated by Twin, J)
- 3/5/22: Lived Experience (facilitated by Twin, J)

Other

Oxford S, McMillan J. How Program Logics will reduce worker harm, help recovery and save money: a primer! Presented to: WorkSafe Victoria; 2021 October 5; Melbourne, AU. ISCRR Reference: 300-1021-REA01.

Twin J, Evas S, Fraser C, Barker S, de Silva A. Findings and learnings implementing a research impact framework. Presented to: XXII World Congress on Safety and Health at Work 2021; 2021 September 20; Melbourne, AU. ISCRR Reference: 300-0821-P02.

Crivari O. Prevalence of Vicarious Trauma in the workplace. Presented to: PBH3006 class, Dr Shah Khan; 2021 October 12. ISCRR Reference: 226-1021-P01.

Statement of Income and Expenditure

INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH

Statement of Income and Expenditure For the Financial Year ended 30 June 2022

For purpose of compliance with the reporting requirements of the
Research Institute Collaboration Agreement 2019

Statement of Income and Expenditure	Note	Core Funding			Non-Core Funding	2021/22 TOTAL
		WSV	Monash	Total Core Funding		
		\$'000	\$'000	\$'000	\$'000	\$'000
Revenue						
Funding revenue	2	1,977	-	1,977	113	2,090
Monash ancillary contribution		-	260	260	-	260
Interest income		8	-	8	1	9
Total Revenue		1,985	260	2,245	113	2,359
Expenditure						
Research & Evaluation by Research Partners	3	570	-	570	124	694
Research & Evaluation by ISCRR (Non Operational)	4	-	-	-	181	181
Research & Evaluation by ISCRR (Operational)	5	580	-	580	-	580
Research Communication & Translation	6	317	-	317	-	317
Research Program Management	7	312	-	312	-	312
ISCRR Management	8	219	-	219	-	219
Institute costs	9	129	260	389	-	389
Total Expenditure before Adjustments		2,127	260	2,387	305	2,692
Adjustments		-	-	-	-	-
Net balance for the financial year		(141)	0	(142)	(192)	(333)
Brought forward unspent funds		1,121	1	1,122	602	1,724
Accumulated unspent funds carry forward	10	980	1	981	410	1,391

The 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.



Robert Halim

Manager

Research and Revenue Accounting Services (Central Portfolio)

Date: 30 August 2021

Statement of Income and Expenditure



Samantha Barker

Director

Institute for Safety, Compensation and Recovery Research

Date: 30 August 2022

Notes to the Statement of Income and Expenditure

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.

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 \$434,582. This amount less the project commitments was returned to WSV 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 have been returned to TAC to manage and as a result the accumulated unspent funds, \$404,417 less any final project commitments made by ISCRR, were returned

Statement of Income and Expenditure

to TAC in December 2019. Accordingly, there has been no further funding received from WSV and TAC under the terms of the 2013 RICA or the RICA extension of 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 WSV and Monash, adjusted for the carry forward amount from the previous financial 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 or superannuation as these benefits have been included in the salary and on costs recharged to ISCRR.

(e) WSV ancillary contribution:

WSV provides ancillary contribution as part of its Operational funding or via RICA project funding. There were recoveries made from projects towards central support charges for projects conducted by ISCRR. These charges are to support the cost of space, utilities, purchasing/leasing and maintenance of any permanent infrastructure available to the research team.

(f) Monash ancillary assistance and resources

Statement of Income and Expenditure

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 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.

(g) **Accumulated funds**

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

(h) **Rounding**

The amounts in the financial statement are rounded off to the nearest thousand dollars unless otherwise indicated.

2. Funding Revenue

This table reflects revenue movement in the current financial year and adjusted Monash ancillary contribution.

Funding Revenue	WSV	Monash	External parties	2021/22 TOTAL	2021/22 BUDGET
	\$'000	\$'000	\$'000	\$'000	\$'000
Core Funding revenue					
- 2019 RICA	1,566	-		1,566	1,566
- 2019 RICA Projects	411	-		411	836
- Monash ancillary contribution		260		260	260
	1,977	260	-	2,237	2,662
Non core funding revenue					
	-	-	113	113	147
Total funding revenue	1,977	260	113	2,350	2,809

Statement of Income and Expenditure

3. Expenditure: Research & Evaluation by Research Partners

The following tables detail expenditure of Research and Evaluation by Research Partners for projects approved from RICA 2019 and non-core funding.

3.1 Funded from Core Funding

Research & Evaluation by Research Partners	WSV	External parties	2021/22 TOTAL	2021/22 BUDGET
	\$'000	\$'000	\$'000	\$'000
(a) 2013 RICA				
Faculty of Business and Economics				
Inspector Training Evaluation	64	-	64	64
Sub-total Faculty of Business and Economics	64	-	64	64
Funded from 2013 RICA	64	-	64	64

Research & Evaluation by Research Partners	WSV	External parties	2021/22 TOTAL	2021/22 BUDGET
	\$'000	\$'000	\$'000	\$'000
(b) 2019 RICA				
Faculty of Business and Economics				
Assessing Psychosocial Safety Attitudes	34	-	34	34
Sub-total Faculty of Business and Economics	34	-	34	34
Faculty of Medicine, Nursing & Health Sciences				
MonCOEH - Lead Lighting Evidence Review	66	-	66	66
Sub-total Faculty of Medicine, Nursing & Health Sciences	66	-	66	66
Monash University Accident Research Centre				
Systems thinking & risk controls	-	-	-	-
Systems-thinking & light motor vehicle	38	-	38	38
Sub-total Monash University Accident Research Centre	38	-	38	38
Non-Monash research groups				
Workplace evaluation to manage risk of MSD & SRMHD	20	-	20	20
Support Coordination Evaluation	90	-	90	90
Agricultural Chemical Use Mapping Research Project	50	-	50	50
Leading Indicators (phase 2)	149	-	149	149
Agricultural Behavioral Insights	59	-	59	59
Sub-total Non-Monash research groups	368	-	368	368
Total Research & Evaluation by Research Partners funded from 2019 RICA	506	-	506	506

Statement of Income and Expenditure

3.2 Funded from Non Core Funding

Research & Evaluation by Research Partners	WSV	External parties	2021/22 TOTAL	2021/22 BUDGET
	\$'000	\$'000	\$'000	\$'000
Non-Monash research groups				
Leading Indicators (phases 1&3) (part of EU)	124	-	124	124
Sub-total Non-Monash research groups	124	-	124	124
Total Research & Evaluation by Research Partners from Non Core Funding	124	-	124	124
Total Research & Evaluation by Research Partners	694	-	694	694

4. Expenditure: Research & Evaluation by ISCRR (Non-Operational)

The following tables detail expenditure Research and Evaluation by ISCRR that are not part of RICA 2019 Operational funding, including projects approved from RICA 2013, RICA 2019 Pipeline Projects funding, and non-core funding.

Research & Evaluation by ISCRR	WSV	External parties	2021/22 TOTAL	2021/22 BUDGET
	\$'000	\$'000	\$'000	\$'000
ISCRR				
WorkSafe Victoria - Janine McMillan (Quad Bike)	-	13	13	13
Community and Public Sector-251-Schroder		108	108	108
Safety Culture in Farms (Deakin University)		22	22	22
Best Practices (additional Worksafe funding)	-	38	38	38
Sub-total ISCRR	-	181	181	181
Total Research & Evaluation by ISCRR Non Core Funding	-	181	181	181
Total Research & Evaluation by ISCRR	-	181	181	181

5. Expenditure: Research & Evaluation by ISCRR (Operational)

This table describes expenditure for Research and Evaluation by ISCRR as part of RICA 2019 Operational Core Funding.

Statement of Income and Expenditure

Research activities by ISCRR	WSV	External parties	2021/22 TOTAL	2021/22 BUDGET
	\$'000	\$'000	\$'000	\$'000
5.1 Funded from Core Funding				
ISCRR Internal				
Research & Evaluation by ISCRR Staff (incl. on-costs)	570	-	570	570
Research & Evaluation by ISCRR Ancillary Support	-	-	-	-
Research & Evaluation by ISCRR Centre Specific Expenditure	10	-	10	10
Sub-total ISCRR Internal	580	-	580	580
Total Research & Evaluation by ISCRR	580	-	580	580

6. Expenditure: Communications and Translation

This table describes expenditure for ISCRR Communications and Translation as part of RICA 2019 Operational Core Funding.

	Core Funding			Non-Core Funding	2021/22 TOTAL	2021/22 BUDGET
	WSV	Monash	Total Core Funding			
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Research Communication & Translation (Operational)						
Staff (incl. on-costs)	294	-	294	-	294	294
Centre Specific Expenditure	23	-	23	-	23	23
Research Communication & Translation	317	-	317	-	317	317

Statement of Income and Expenditure

7. Expenditure: Research Program Management

This table describes expenditure for ISCRR Research Program Management as part of RICA 2019 Operational Core Funding.

	Core Funding			Non-Core Funding	2021/22 TOTAL	2021/22 BUDGET
	WSV	Monash	Total Core			
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Research Program Management						
Staff (incl. on-costs)	312	-	312	-	312	312
Centre Specific Expenditure	-	-	-	-	-	-
Research Program Management	312	-	312	-	312	312

8. Expenditure: ISCRR Management

This table describes expenditure for ISCRR Management as part of RICA 2019 Operational Core Funding.

	Core Funding			Non-Core Funding	2021/22 TOTAL	2021/22 BUDGET
	WSV	Monash	Total Core Funding			
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
ISCRR Management						
Staff (incl. on-costs)	219	-	219	-	219	219
Centre Specific Expenditure	-	-	-	-	-	-
ISCRR Management	219	-	219	-	219	219

9. Expenditure: Institute costs

This table describes expenditure for ISCRR Operations and Infrastructure costs as part of RICA 2019 Operational Core Funding or Project funding (RICA 2019 Projects or Non-Core).

	Core Funding			Non-Core Funding	2021/22 TOTAL	2021/22 BUDGET
	WSV	Monash	Total Core			
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Institute costs						
Operational expenses	60	-	60	-	60	60
Infrastructure expenses	39	-	39	-	39	39
Central Support Costs	30	260	290	-	290	290
Institute costs	129	260	389	-	389	389

Statement of Income and Expenditure

10. Accumulated Unspent Funds as at 30 June 2022

Accumulated unspent funds at 30 Jun 2022	WSV	TAC	Monash	External parties	2021/22 TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
Core Funding revenue					
- 2009 to 2018 RICA	53	-	1	-	54
- 2019 RICA	927	-	-	-	927
	980	-	1	-	981
Non core Funding revenue	-	-	-	410	410
Total accumulated unspent funds carry forward	980	-	1	410	1,391

- a) The RICA extension expired on 30 June 2019. Accordingly, there is no funding to be received from WSV and TAC under the terms of the 2013 RICA or the RICA extension of 2018, except for the \$1K interest income which is recognised on an accrual basis and 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.
- b) WSV is in its third year of a five-year contract with Monash from 1st July 2019 to 30th June 2024. The unspent RICA (2013 & 2019) funds amounted to \$980K carried forward from FY21/22.

Statement of Income and Expenditure



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INDEPENDENT AUDIT REPORT

Institute of Safety, Compensation and Recovery
Research

This audit opinion is prepared for the purpose of the 2019 Collaboration Agreement ('the Agreement') which commenced on 1 July 2019, between the Victorian WorkCover Authority ('WorkSafe') ('the Agency') and Monash University ('the University').

Scope

We have conducted an independent audit in accordance with Australian Auditing Standards of the Statement of Income and Expenditure ('the Statement') for the period 1 July 2021 to 30 June 2022 provided by the University which specifies an amount of \$2,692,066 of Expenditure and an amount of \$2,358,853 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 Agency and the University. We disclaim any assumptions of responsibility for 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.

The Audit Opinion expressed in this report has been formed on the above basis.

Audit Opinion

We confirm that in our opinion:

- The Statement of Income and Expenditure for the period 1 July 2021 until 30 June 2022 is true and fair in all material respects.
- The funds have been expended in accordance with operations of the research institute
- The balance of funds as at 30 June 2022 was \$1,390,993.

RSM AUSTRALIA PTY LTD

K J DUNDON
Director

Dated: 8 September 2022
Melbourne, Victoria

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