



**ISCRR**

Institute for Safety, Compensation  
and Recovery Research

**Annual Report 2015–2016**

**FROM THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER**

It is our pleasure to provide you with the 2015/16 report on the activities of the Institute for Safety, Compensation and Recovery Research (ISCRR).

ISCRR's mission is to *collaboratively develop, execute and translate the highest quality research which helps the TAC and WorkSafe Victoria optimise their outcomes and those of their clients*. Over the past 12 months we have undertaken a number of initiatives to achieve this mission, including:

- Substantial engagement with the TAC to assist the development of the TAC Strategy 2020
- Completion of numerous major occupational health and safety, return to work and health services projects
- Implementation of the final set of major projects under the four-year Neurotrauma Research Strategy
- Enhancing the Institute's research communication and translation capability to ensure that maximum value is extracted from our research program
- Continuing a strong program of educational and informational events for practitioners, policy-makers and researchers
- Growing the Institute's internal research capability and ability to respond to partners through strategic secondments and appointments
- Relocating the Institute to be co-located with WorkSafe in central Melbourne and the TAC in Geelong

The continued ability of the Institute to deliver valuable research demonstrates the effectiveness of the partnership model established by the TAC, WorkSafe and Monash University in ISCRR.

Please find attached a document addressing the annual reporting requirements as specified in the Research Institute Collaboration Agreement (RICA). Specifically, the attached summarises:

1. The status of the Institute's activities
2. The outcomes of the Institute's activities
3. A statement of what was achieved against the Institute's Annual Plan and Key Performance Indicators
4. Audited Financial Statements

Sincerely,



Professor Alex Collie  
Chief Executive Officer



Mr Paul Shannon  
Chairman

## **OUTCOMES OF THE INSTITUTE'S ACTIVITIES**

ISCRR and its partners have developed an approach to deriving value from research that involves co-production of research projects, and engagement of researchers with policy and practice partners throughout the research process, including in communication and translation. The Institute also has policy and processes in place that ensure projects undertaken through ISCRR are of a high quality and build the knowledge base.

During 2015/16 ISCRR and its research network completed and delivered more research projects than it started. This marks a significant transition requiring the Institute to focus more effort on realising the benefit of completed research. Through ISCRR, the partners in the Institute have developed a substantial body of evidence, and are now in an excellent position to use this evidence to inform practice and policy.

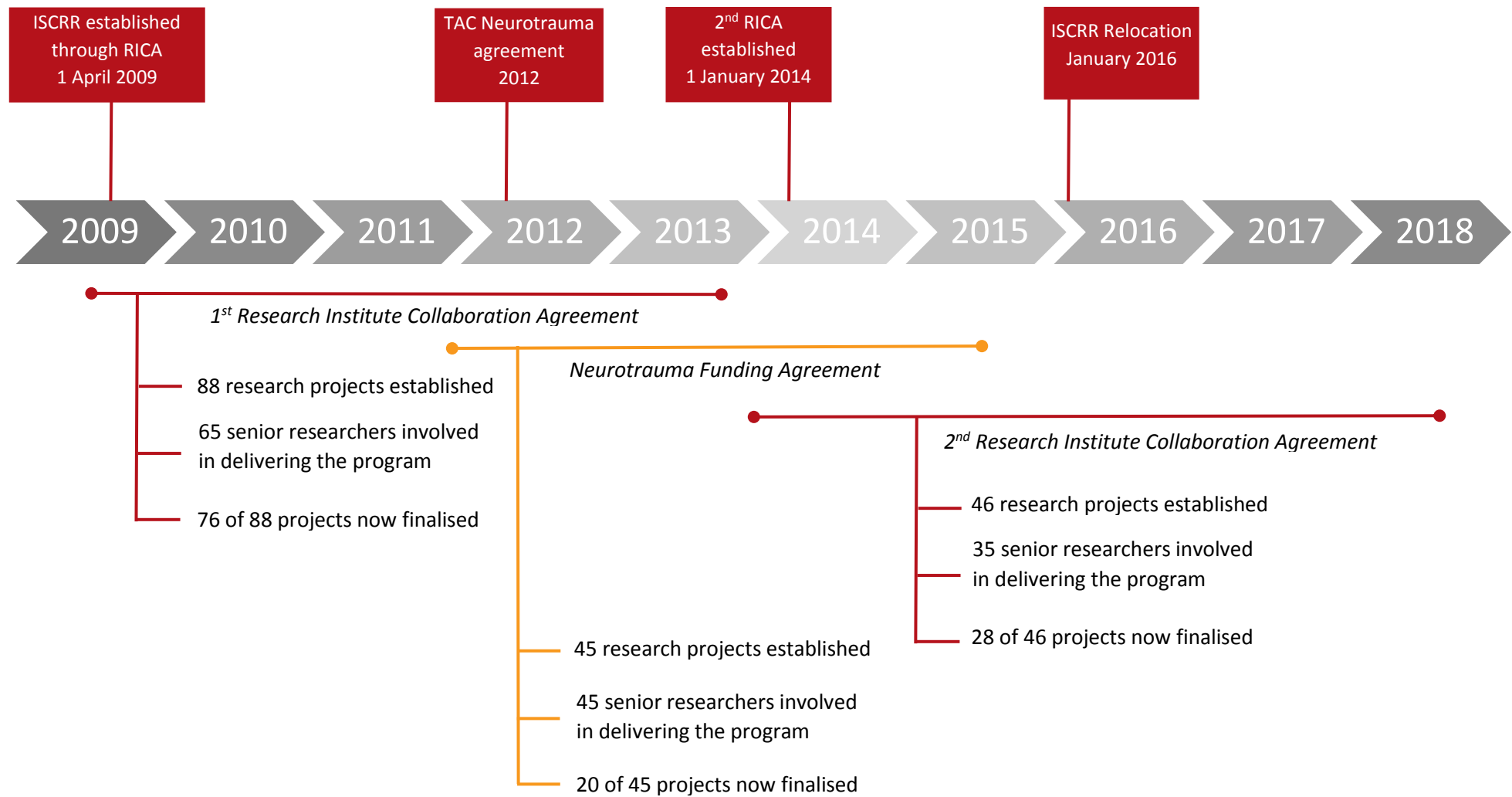
During the year, a number of major projects delivered outcomes for the TAC and WorkSafe and several important activities emerged as the year progressed. A short summary of some key outcomes for the year are summarised below.

- **Engaging with the TAC in the development of TAC's Strategy 2020** – During 2015/16, ISCRR was involved in the development of TAC's Strategy 2020. The Institute provided expertise on key areas of interest to the TAC through short summaries, presentations and engagement with the TAC strategy working group. This has enabled the TAC and ISCRR to articulate a program of research for 2016/17 which directly aligns ISCRR's activities with the strategic objectives of TAC.
- **Development of Leading Indicators for Workplace Safety** – Initiated by ISCRR in 2011 and led by Professor Helen de Cieri from Monash Business School, this project has adapted and validated a simple survey-based tool to assess leading indicators of occupational health and safety. The Organizational Performance Metric-Monash University (OPM-MU) can be used as a 'pulse check' of OHS leading indicators for workplaces in Australia. Aligned to this project the research team also developed and trialled with WorkSafe an inspector checklist designed to assist inspectors to assess leading indicators of safety.
- **Ability to identify new and emerging technologies through the Horizon Scanning Program** – Following a successful pilot conducted externally, the Horizon Scanning program was embedded within ISCRR and completed a scanning round. The program is designed to identify and characterise new and emerging technology and processes that will impact on Victorian OHS and injury compensation systems, providing an advance warning system for potential future disruption.
- **Establishing the Victorian Injured Worker Outcomes Study** – This study, implemented by ISCRR during the year, addresses the Victorian Labor government commitment to inquire into the long-term health outcomes of injured workers, and to evaluate the impact of transition points in the workers' compensation scheme. During the year the study was established and reported early findings to a sector-wide steering committee.
- **Training of 1200 physiotherapists to improve return to work outcomes for compensable clients** – The implementation and evaluation of the Early Intervention Physiotherapy

Framework (EIPF) was completed early in the year, led by the Monash Department of Physiotherapy. To date, 1200 Victorian physiotherapists have been trained in the EIPF to deliver evidence-based practice in return to work and compensable injury management.

- **Improving outcomes for Spinal Cord Injury through Immediate Cooling and Decompression –** Led by Dr Peter Batchelor from the University of Melbourne, this work has followed previous research conducted through the Institute that demonstrated that the benefits of decompression surgery are maximised when surgery is performed within a few hours of injury. The initial study found ways to improve time to surgery, and ways to reduce time pressure by deliberate cooling of the body. Work has commenced in preparation for a clinical trial of immediate cooling and emergency decompression in patients with cervical spinal cord injury.
- **Facilitating the integration of worker health, safety and wellbeing through the WorkHealth Improvement Network –** Involving a joint Monash University and University of Melbourne research team this action-based research has trialled the WorkHealth Improvement Networks (WIN), and integrated workplace approaches to musculoskeletal disorders, mental health and safety culture. Researchers are continuing to evaluate the process, impacts and outcomes of the WIN program. The evaluation findings are being used by WorkSafe and the participating employers to refine and improve their work health and well-being programs.
- **Linking claims and hospital data for greater insight –** ISCRR's data team linked WorkSafe's claims data to the Victorian hospital dataset and the Institute supported a study to analyse this data. The project will determine the impact of preinjury mental and physical health and service use on claim outcomes, and will seek to determine long-term outcomes of work injury in terms of claim duration, morbidity and mortality
- **Informing a response to the Victorian Auditor General's Office (VAGO) Report, Occupational Violence Against Healthcare Workers –** ISCRR assisted in responding to the audit during 2015/16 by preparing a scoping project, examining state-wide data collection of routine reports on occupational violence in Victoria's 128 publically funded hospitals, and an evidence review of education and awareness campaigns targeted to address the problem of occupational violence in healthcare.
- **Positioning ourselves to be better able to respond to our partners' needs –** During the year a number of organisational changes occurred that will enable ISCRR to deliver value to its funding partners. The included co-locating the Institute with WorkSafe and the TAC in Melbourne and Geelong, establishing a Partner Engagement Directorate to lead communication and translation of research findings with partners, and increasing our internal research capability through strategic secondments of expert OHS, law and compensation health researchers from Monash University.

**SNAPSHOT OF THE INSTITUTE'S RESEARCH ACTIVITIES AT JUNE 2016**



## OVERVIEW OF THE INSTITUTE'S RESEARCH ACTIVITIES IN 2015/16

The 2015/16 financial year was the 7<sup>th</sup> full year since ISCRR's inception on 1 April 2009. During the year, ISCRR developed and finalised research projects from both Research Institute Collaboration Agreements and the Neurotrauma Funding Agreement. A short summary of the activities delivered by the Institute against each of these agreements during the 2015/16 financial year is provided below.

### Activities under the Neurotrauma Funding Agreement

Five new neurotrauma projects commenced this year. Three of these aimed at the delivery of better bladder management outcomes for clients with spinal cord injury:

- Bladder Management Post Spinal Cord Injury in the Community
- Bladder Management Post Spinal Cord Injury Practice Change at the Victorian Spinal Cord Service
- Evaluation of Outcomes Following the Practice Change Project

The further two projects are focused towards better mental health treatment and care for clients with moderate to severe traumatic brain injury:

- Behaviours of Concern - Positive Behavioural Supports Intervention and Evaluation
- Development of Guidelines for Pharmacological Management of Neurobehavioural Symptoms Following Traumatic Brain Injury

All projects are well underway with the first of the bladder management studies complete and findings reported to the TAC. Additional projects from the Neurotrauma Agreement began to deliver valuable results over the past year, including:

- Immediate Cooling and Emergency Decompression for the Treatment of Spinal Cord Injury
- Assessing Nutritional Status after Spinal cord Injury

### Research communication activities:

In 2015/16, ISCRR undertook the following research communication and translation activities related to the Neurotrauma Agreement:

- 'The Journey Through Brain Injury' community forum and expo (Geelong, August 2015)
- Presentation of research findings on housing and technology for people with an acquired brain injury support (Brain Injury Research Seminar)
- Production of an extensive summary of research outputs 'Neurotrauma Research Projects 2011–2015'

### Activities under Research Institute Collaboration Agreements

The past year saw the completion of a significant body of OHS-focused work. Projects that were completed ranged from the development of a Community of Practice in Safety Climate and Safety Culture and a project that examined safety communication in the workplace, to the delivery of key projects that have delivered evidence-based tools for use by WorkSafe and industry to enhance workplace OHS. Finalised projects include:

- Leading Indicators of Health and Safety
- Safety Culture and Safety Climate Definitions, Assessment Tools and Community of Practice
- Learning Lessons from Workplace Musculoskeletal Disorders - Framework for Reporting and Investigation

Additionally, the research around return to work was further added to with the commencement of the Victorian Injured Worker Outcomes Study (VIWOS) in 2015. This study is expected to deliver substantial benefits to WorkSafe in understanding of long-term outcomes for injured workers.

#### **Research communication activities:**

Specific research communication and translation activities under the RICA were:

- “If I could say one thing” public research seminars
- Vulnerable Workers Research Forum – August 2015
- “Does Injury Compensation Cause Harm?” Research Forum – Dec 2015
- “The role of General Practitioners in return to work” Research Forum – March 2016
- “Safety Culture from the Regulators' Perspective” First Community of Practice Safety Culture and Climate Symposium – May 2016
- Completion of the TAC Research Summary Document
- Completion of the WorkSafe Research Summary Document

## ISCRR ACTIVITY

The Institute's internal capability includes a small data team focusing on OHS and compensation analytics, an evidence review program conducting worldwide evidence scanning, as well as research communication and translation functions. The Institute has also further developed its network of research experts across Monash University and other universities that conduct the bulk of research projects.

Below is a brief description of outputs in 2015/16 against each of ISCRR's six functional areas.

<b>Research</b>	<b>OHS and Compensation Analytics</b>	<ul style="list-style-type: none"> <li>• 9 Data Analysis undertaken using unique data assets</li> <li>• Addition of two new data linkages: WorkSafe's WorkHealth data and Hospital Claims data into the Compensation Research Database</li> </ul>
	<b>Research &amp; Evaluation</b>	<ul style="list-style-type: none"> <li>• 57 publications in peer-reviewed journal articles from ISCRR research</li> <li>• 62 research Reports delivered</li> <li>• Secondment of 4 Research Fellows to ISCRR from Monash University</li> <li>• 2 ISCRR based PhDs completed</li> <li>• 12 poster presentations delivered</li> <li>• 44 oral presentations at national and international conferences</li> </ul>
	<b>Worldwide Scanning</b>	<ul style="list-style-type: none"> <li>• 12 Evidence Reviews delivered</li> <li>• Development of the Horizon Scanning Program including appointment of Horizon Scanning Officer and undertaking of first scan round</li> </ul>
<b>Knowledge Transfer &amp; Engagement</b>	<b>Research Synthesis &amp; Translation</b>	<ul style="list-style-type: none"> <li>• Development of TAC and WorkSafe Research Summary Reports</li> <li>• Set up and recruitment of Research Translation and Communication Team including team lead and communications advisor</li> <li>• Framework for Research Translation developed</li> </ul>
	<b>Research Communication</b>	<ul style="list-style-type: none"> <li>• 3 Research Forums held with 367 delegates on topics including Brain Injury Awareness, does Injury Compensation Cause Harm and the role of GPs in Return to Work</li> <li>• Participation in TAC internal research forums</li> <li>• 2 Short Research presentations "If I could say one thing" with 136 participants</li> <li>• Finalisation of the new ISCRR website</li> </ul>
	<b>Strategy &amp; Management</b>	<ul style="list-style-type: none"> <li>• Restructure to increase Partner Engagement and Research Translation capacity</li> <li>• Establishment of the Partner Engagement Directorate and appointment of a Director, Partner Engagement</li> <li>• Relocation of ISCRR to co-locate with partners</li> </ul>



## INTERNAL RESEARCH OUTPUTS

### EVIDENCE REVIEWS

#### Client outcomes

- *Informal caregivers: outcomes and supports* – review of the literature to identify what factors contribute to a positive as opposed to negative caregiver outcome.
- *Ageing with a disability* – investigation of the potential association between traumatic brain injury and the risk of dementia or Alzheimer’s disease development.

#### Occupational Health and Safety

- *Occupational violence in healthcare campaigns review* – identification of the drivers of occupational violence in healthcare and review of campaigns reported in the literature targeting public awareness and education.
- *Comparison of the current MSD code with international tools* – review to identify how the current risk assessment worksheets compare with other worksheets/checklists or ergonomic assessment tools currently used internationally.
- *Supply chain safety mapping* – a whole of supply chain systems approach to addressing workplace safety risk management.
- *Integrated approaches to health and safety promotion/prevention* – investigation of new reports of integrated approaches to worker health, wellbeing and safety that have been evaluated in the literature.
- *Association between OHS amongst hospital staff and patient outcomes* – review of the evidence around whether the relationship between positive health and safety for staff flows through into patient safety.
- *Vulnerable workers* – an investigation of the factors contributing to the increased OHS risk profile of vulnerable migrant workers both nationally and internationally, as well as potential solutions.
- *Vulnerable workers: precarious/temporary employment* – review to examine the association between temporary employment and health/OHS injury outcomes.

#### Return to work

- *Occupational rehabilitation programs* – assessing the effectiveness of occupational rehabilitation programs, with a focus on whether programs are effective in assisting injured workers to return to paid employment.

#### System

- *Common law* – synthesis of ISCRR-led research into the association between the common law process and health outcomes for injured Victorians.

#### Clinical effectiveness

- *The effectiveness of telemedicine for clients with mental health conditions* – literature review of telemedicine for mental health conditions including depression, anxiety, post-traumatic stress disorder (PTSD) and adjustment disorder.

### DATA ANALYSIS

#### Claim trends

- *WorkSafe claims with elective/spinal surgeries* – outcomes of elective surgeries compensated by WorkSafe.
- *Health service use of injured workers* – understanding long-term trends of health service.
- *Rollout and impact of the new medical certificates of capacity* – analysing the impact of the new certificate of capacity on certification practice and return to work outcomes.
- *Claims of vulnerable workers in Victoria* – analysis of the claims of workers who have used interpreter services due to lack of English proficiency. This contributed to a submission to the Victorian Inquiry into the Labour Hire Industry and Insecure Work.

#### Occupational Health and Safety

- *Occupational violence in healthcare campaign review* – understanding the incidence and causes of occupational violence in healthcare to inform the evidence review.
- *WorkHealth Check data integration* – included the transfer, preparation, management and analysis of the dataset collected through the WorkHealth Check program. Analysis of the data has been undertaken including evaluating the uptake of the WorkHealth program, exploring the determinants of the risk of developing cardiovascular diseases and type 2 diabetes, as well as exploring the association between occupation, biomedical outcomes and self-rated health for workers in Victoria.

#### Return to work

- *Return to work case conferencing* – identified characteristics of injured workers involved in case conferencing and emerging patterns in the uptake of case conferencing services.
- *Comparative return to work analysis* – focused on the daily patterns of return to work around injured workers in Victoria which identified major patterns now being investigated further.
- *Analysis on the impact of excess days on return to work outcomes* – impact of longer excess days on return to work outcomes of injured workers in Victoria.

## STATEMENT AGAINST THE ANNUAL PLAN 15/16 DELIVERABLES

The Institute's approved annual plan included a list of 24 actions aligned to the major proposed activities of the Institute during the year. The status of activity against each key performance indicator is provided below.

Activity	Due Date	Status	Comments	
<b>Key activity 1: Research Communications and Translation</b>				
1	Supplement communications and translation resources through appointment of a WorkSafe- and TAC-focused translation officer and acquiring relevantly skilled communications expertise.	30-Sep-15	Achieved	Appointed Lead, Research Communications and Translation Officer. Team structure now finalised and two Senior Research Communicators have been appointed to deliver on planned communication and translation activities.
2	Review model of engagement for communication and translation with the TAC and WorkSafe, and implement any changes to maximise the value of this investment.	30-Sep-15	Partially achieved	The existing model was reviewed and an improved model for research communications and translation was developed and is being implemented. Project management framework to support engagement (for TAC) defined. Framework for WorkSafe under development.
3	Establish and fund mechanisms to support researchers to undertake communication and translation activities.	31-Dec-15	Achieved	Translation has a dedicated line within the ISCRR 15/16 budget. Processes have been established within ISCRR to contribute funds for translation activity to projects on an as-need basis.
4	With the communications teams of our partner organisations, develop and implement communications protocols consistent with the RICA and Publication Policy.	31-Dec-15	Partially achieved	The process for agreement and dissemination of research outputs and translation activities has been reviewed and a revised process is being developed in close collaboration with all partners. Regular engagement with the TAC and WorkSafe communications teams is in place regarding dissemination of research findings.
5a	Establish a mechanism for two-way communication between the research community and end-user groups including employers, healthcare providers and people affected by work and transport injury.	31-Mar-16	Partially achieved	Recruitment of Director of Partner Engagement in February 2016 to create mechanisms for engagement across the board. Consultation with TAC and WorkSafe with Board and RMC members has occurred to develop approaches to ongoing engagement.
<b>Key activity 2: Developing New Projects Addressing Major Issues</b>				
5b	Working with our research network, develop proposals for large projects addressing the priority topic areas identified with our partners.	31-Dec-15	Achieved	Substantial consultation with TAC led to development of 6 new strategic projects linked to TAC 2020. These were the focus of TAC activity in the 2016/17 ISCRR annual plan. Multiple priority projects were identified and developed with WorkSafe during the first half of the financial year. In second half WorkSafe requested

				ISCRR temporarily suspend new project development and focus on using existing internal ISCRR resources and translation of the existing ISCRR research evidence to support development of WorkSafe Strategy 2030.
6	Establish and begin the large projects already being developed, including the injured worker outcomes study, the workforce survey and system modelling project.	30-Sep-15	Partially achieved	Victorian Injured Workers' Outcomes Study delivered initial findings to the VIWOS steering committee. Pilot study of workplace survey collected and analysis to be conducted. Decision by WorkSafe Research Governance Committee not to proceed on system modelling projects.
7	Refine the method of engaging with our faculty-based research network to more effectively develop research and enable greater cross-faculty collaboration.	31-Dec-15	Achieved	ISCRR has achieved closer engagement with Monash-based research partners through the secondment of four research fellows from within Monash Departments. Additionally, a new project management framework supports the input of Monash Departments on an ongoing basis.
8	Identify and fill gaps in research expertise necessary to address priority issues, including funding required capability within our research network.	30-Jun-16	Achieved	See point above. Four researchers from Monash University faculties have been seconded to ISCRR part-time. All have significant relevant expertise for the TAC and WorkSafe. In addition, we have recruited research staff to our internal ISCRR data and evidence review teams.
<b>Key activity 3: Research Management, Data Capture and Reporting</b>				
9	Implement new and flexible project management, data capture and reporting systems.	31-Dec-15	Achieved	Implementation of a new document repository and project management system was completed in May 2016.
10	Continue to implement and refine project management and monitoring processes.	Ongoing	Partially achieved	Ongoing refinement of project management processes. A TAC project management framework has been introduced and working with WorkSafe to develop an appropriate approach.
11	Working with our partners, develop and implement mechanisms for documenting the use of research within the TAC and WorkSafe, and in the broader community.	31-Mar-16	Partially achieved	Impact assessment methodology has been developed and currently an impact assessment is being undertaken by Health Outcomes International. Further work to determine a methodology for tracking the use of research by TAC and WorkSafe is required.
12	Assess the use and impact of a sample of ISCRR research and produce a report of the results. This may involve the appointment of an independent assessor to conduct the evaluation.	30-Sep-15	Partially achieved	Methodology for return on investment assessment completed based on the Neurotrauma evaluation. Independent assessor has been engaged (Health Outcomes International) to conduct the assessment on an agreed set of case studies. Assessment underway – expected completion December 2016.
<b>Key activity 4: Maximising the Value of our Research Platforms</b>				
13	Publish analyses from data holdings that address current and/or future issues of importance to our partners including the development and dissemination of an Annual Compensation Statistics Report.	Quarterly or more often	Partially achieved	Ten data analyses were undertaken internally by the Data Hub in 2015/16 (see p. 9). The findings have been disseminated as insights, presentations and summaries. Data and analytics capabilities are also being utilised in five current ISCRR TAC projects.

				Production of the Annual Compensation Statistics Report is not complete by June 2016. Analysis was re-scoped on medical service use and four separate analyses for WorkSafe were produced on GP, Psychiatry, Imaging and Pathology, and Surgery Service Utilization. One analysis is presented at the CRD steering committee and three more analyses have been completed by October 2016 and will be provided to TAC and WorkSafe in the next steering committee meeting. The delay was due to the extensive range of medical services included.
14	Implement major data-focused research projects including data linkage studies, comparative effectiveness studies, data mining and data visualisation studies.	31-Dec-15	Partially achieved	Hospital Data Linkage for WorkSafe claims fully documented, approved and commenced. TAC Hospital linkage study was designed and approved. Return to work data mining study in progress internally. The Comparative Effectiveness Study has produced three reports (draft reports delivered to WorkSafe in October 2015, May 2016 and June 2016).
15	Convene discussion with partners and other relevant agencies to identify datasets for integration with current data holdings.	30-Sep-15	Achieved	Discussions were held and two new datasets have been added – WorkHealth check data and TAC hospital injury data. Further discussions with WorkSafe OHS division are underway for accessing incident and inspection datasets.
16	Implement the Horizon Scanning project locally, leveraging off expertise in our Evidence Review Hub.	31-Dec-15	Achieved	Horizon Scanning officer recruited and the first full scanning round has been completed and delivered to the steering committee.
<b>Key activity 5: Internal operations</b>				
17a	Review accommodation needs for the Institute and move to new premises.	30-Jun-16	Achieved	ISCRR has relocated with a main office with WorkSafe at 222 Exhibition Street and a second office with the TAC at 60 Brougham Street Geelong
17b	Review and implement staff health and wellbeing activities to ensure ISCRR is a leading/exemplar organisation in terms of culture, workplace efficiency, succession planning and “employer of choice”.	31-Dec-15	Partially achieved	Change Management Workshop run in December 2015 with staff. Additionally, ISCRR restructured over the year and has recently undertaken significant recruitment to align business to partner needs. Ongoing work required to achieve this objective.
17c	Review the research partnership arrangement with Monash faculties and implement any improvements identified.	31-Dec-15	Achieved	Review took place early in the 2015/16 financial year. A decision was made to increase connections through the secondment of 4 Monash Research Fellows. The Fellows were appointed in 2016.
17d	Enhance engagement with Monash central operations and support (HR, IT, Purchasing, Finance, Communication).	Ongoing	Achieved	Ongoing engagement with key Monash operations area is underway. Engagement with Communications has been strengthened and HR, Legal, IT and Finance continue to support ISCRR.

Key Activity 6 - Governance, Partner and Community Engagement				
18	Convene four meetings of the Board of Management.	Quarterly	Achieved	Four scheduled meetings held.
19	Convene four meetings of the Relationship Management Committee.	Quarterly	Achieved	Four scheduled meetings held.
20	Review research development processes to ensure co-design methodology is emphasised, and embed any changes required within ISCRR and its partners.	30-Sep-15	Achieved	Research development approach has been reviewed and refined over the year. New TAC project management framework has been developed to support the delivery of projects. Working with WorkSafe to establish mechanisms to support research development.
21	Establish communities of practice in relevant areas of focus (e.g. Occupational Health and Safety, Injury Recovery and Return to Work, and Neurotrauma).	30-Jun-15	Partially achieved	One community of practice was established to pilot and review the program of work (Safety Culture). Continuation of program to be determined.
22	Review and refine roles in research development and management within ISCRR, Monash, TAC and WorkSafe.	30-Sep-15	Achieved	Reviewed and approach has been amended. Significant focus on research communications and translation including the establishment of a team to deliver on key projects.
23	Lead the development of a research project on disability employment within the Geelong-based Australian Injury and Disability Insurance Network.	31-Dec-15	Did not proceed	Upon discussion, three partners within the Geelong Network agreed not to proceed on this project. No action taken.
24	Engage with WorkSafe and TAC advisory committees to ensure their input to research.	Ongoing	Achieved	Significant engagement with TAC through the Strategy Working group and other mechanisms to define and ensure ISCRR research will meet TAC needs for Strategy 2020. WorkSafe engagement with Research Governance Committee was suspended and currently working with the Strategy Division to translate existing research and build new research program. Engagement ongoing.

## KEY PERFORMANCE INDICATORS

### Support our partners' KPIs

The Institute's activity is responsive to, and driven by the objectives and activities of our partners. The following points from our partners' KPIs were identified as areas in which the institute could reasonably expect to have some influence.

Contributing towards the TAC strategic objectives		Comments ( <i>Data from 2015/16 Annual Report</i> )
Client Outcomes	67.5 Client Outcomes Index Score	71.2
Client Satisfaction	7.7 Client Satisfaction Score	7.54 Client Satisfaction Score
Scheme Viability	\$50m Actuarial Release	\$120m Actuarial Release

Contributing towards the WorkSafe Strategy 2017 objectives		Comments ( <i>Data from 2015/16 Annual Report</i> )
Safety	<ul style="list-style-type: none"> <li>10-15% improvement in claims per million hours worked (MHW)</li> <li>10-15% improvement in four-week claims per MHW</li> </ul>	<ul style="list-style-type: none"> <li>Claims per million decreased from 7.12 to 6.95 (2.42%)</li> <li>Four week claims per million hours worked decreased from 3.04 to 3.02 (0.6%)</li> </ul>
RTW	<ul style="list-style-type: none"> <li>10-15% improvement in the percentage of people remaining off work at six months</li> </ul>	<ul style="list-style-type: none"> <li>19.77% compared to 19.39% previous year (increase 1.94%)</li> </ul>
Service	<ul style="list-style-type: none"> <li>87-90% employer service</li> <li>85-90% employee /worker service</li> <li>71-75% community service</li> </ul>	<ul style="list-style-type: none"> <li>90.4% employer service score</li> <li>87.2% employee/worker service score</li> <li>71.6% community service score</li> </ul>
Sustainability	<ul style="list-style-type: none"> <li>1.2% break even premium</li> <li>\$350m cumulative actuarial release</li> </ul>	<ul style="list-style-type: none"> <li>1.236% break even premium</li> <li>\$350m cumulative (over life of strategy)</li> </ul>

### KPIs developed with our partners

The Institute's KPIs, agreed with our partners, provided the parameters for the annual plan and research priorities for the year. The status of activity against each KPI is provided below.

Key Performance Indicator	June 16	Comments
<b>Significantly adding to the evidence base</b>		
<b><i>Connecting WorkSafe and TAC data to relevant external data sets that provides new insights to our clients and both schemes</i></b>		
1. Deliver new and connected information not previously available to WorkSafe and the TAC during the measurement period through the Compensation Research Database. Connect WorkSafe and TAC data to new datasets. In 2015/16 in addition to the data sets already included (covering Medicare, pharmaceutical benefits and VOTOR/VSTR), commence connection of the new data sets (e.g. public hospital OHS incident data, VAED, mental health data sets).	Achieved	VAED, VEMD linked. Commenced hospital OHS data access and creation of workforce OHS survey.
2. Conduct data mining on the Compensation Research Database to identify new insights for management of the schemes and/or OHS system – a minimum of 3 separate reports to WorkSafe and the TAC in 2015/16 on areas requested by the agencies.	Partially achieved	CRD data mining was undertaken throughout 15/16 including data mining to evaluate medical certificates of capacity, MERRC RTW analysis, (provided to TAC via MERRC research team), return to work (provided to TAC RTW team), and analysis of WorkHealth Check data. See p. 9 for further details of analysis however 3 separate reports were not provided to each of WorkSafe and TAC.
3. Consolidation of research learnings into authoritative papers on the compensation, health, disability and OHS systems that enable WorkSafe and the TAC to consider how to improve the current system outcomes.	Partially achieved	26 Research Reports produced, 19 internal presentations given. TAC and WorkSafe Research Summary Catalogues produced.
4. WorkSafe and the TAC to be able to access research within 3 months of its completion. (This is not meant to limit access to draft reports).	Achieved	The majority of draft research reports were available within timeframe.

Key Performance Indicator	June 16	Comments
<b>KPIs addressing the value to WorkSafe and the TAC</b>		
<b><i>Influence Systems Participants</i></b>		
5. The majority of Worksafe’s employer and worker representative bodies confirm that they value the independent research conducted by ISCRR and that it is useable and relevant.	Data not available	Positive feedback received from stakeholders via multiple forums but no formal measurement currently in place. External stakeholders will not be surveyed at this stage.
6. TAC health and disability stakeholders confirm that the value of independence research conducted by ISCRR is relevant and able to be translated into services reform and improvements.	To be determined	External stakeholders will not be surveyed at this stage.
7. Convene three forums annually for internal and external stakeholders to contribute in defining potential research areas.	Achieved	Five public forums held by ISCRR. ISCRR participated in 19 internal forums/meetings at both TAC and WorkSafe.
8. Provide directly to the public health industry information reports as agreed with WorkSafe and the TAC.	Partially achieved	ISCRR research made available publicly through the publishing of 12 research reports on the ISCRR website, 42 presentations of research findings at formal events (conferences, workshops symposiums), 60 journal articles, 7 poster presentations and inclusions in 2 books.
<b>Expand Capacity and Capability</b>		
9. Expanding WorkSafe’s analysis on scheme system impacts and policy change: <ul style="list-style-type: none"> <li>In 2015/16, ISCRR will deliver 3 benchmarking studies with other jurisdictions, including Canada and the ACC.</li> </ul>	Achieved	3 benchmarking studies completed during the year ( <i>Work-related injury and illness in Australia, 2004 to 2014; Workers’ compensation claims among nurses and ambulances officers in Australia, 2008/09 to 2013/14; National Work Injury Performance Benchmarking Report</i> ).



Key Performance Indicator	June 16	Comments
<ul style="list-style-type: none"> <li>In 2015/16, ISCRR is to deliver longer term analysis of selected scheme performance issues to monitor change and performance over time.</li> <li>Add to WorkSafe’s environmental scanning capability through the delivery of an agreed number of rapid reviews during the performance period. Agreed number to be confirmed at the WorkSafe Research Committee. <i>(*Annually defined and agreed)</i></li> </ul> <p>10. Expand the TAC’s analysis on selected topics arising from future strategic initiatives including:</p> <ul style="list-style-type: none"> <li>Mental health and persistent pain</li> <li>Enhancing TAC’s understanding of the evidence around the management of long-term/complex clients</li> </ul>	<p>Partially achieved</p> <p>Achieved</p> <p>Achieved</p>	<p>Completion of the hospital data linkage allowed reports to be run to 8 years pre-injury for longitudinal approach. Findings from phase 1 and 2 of VIWOS delivered to WorkSafe.</p> <p>4 rapid reviews, 1 scoping review, and 1 horizon scanning review completed for Worksafe during 2015-16 (see p. 9 for details).</p> <p>Insights provided to assist TAC develop its Strategy 2020 and ‘state of the business’ throughout the year. Developed collaboration through persistent pain project to provide data insights.</p>
<b>Enhance Efficiency and Effectiveness (WorkSafe only)</b>		
<p>11. Conduct evaluations on key WorkSafe programs that demonstrate program impacts and value for money in accordance with the agreed schedule.</p> <p>12. Conduct evaluation for WorkSafe addressing as a priority matters referred from VAGO performance reviews.</p>	<p>Partially Achieved</p> <p>Partially Achieved</p>	<p>3 evaluations completed, including WIN. Economic evaluations not yet completed.</p> <p>Evaluation of Occupational violence guidance material and education campaigns completed. Analysis of WorkSafe claims for occupational violence completed. Analysis of the incidents of occupational violence in public healthcare is underway (data received Nov 2016).</p>

### ISCR-developed KPIs

Internal KPIs were developed ‘in-house’ to provide specific and measurable targets consistent with maintaining quality and quantity of research outputs, as well as supporting the Institute’s aspiration to be a world-leading applied research organisation.

KPIs	Description	Target	Progress at June 2016	Comments
Research Income	Competitive grant income secured as a proportion of annual research expenditure	7.5% (approx. \$700k)	Not Achieved	No applications for competitive grants were submitted.
Research Output	Number of peer reviewed journal publications arising from ISCR-fund research	50	Achieved	60 journal articles published
	Number of face-to-face discussions of research findings involving researchers, the TAC and/or WorkSafe	30	Achieved	56 discussions held
Research Capacity	Number of FTE research positions supported with major research partnerships at Monash	15 FTE	Achieved	26 FTE research positions supported by research partnerships
	Number of PhD students and early career researchers involved in research projects	5	Achieved	6 PhD students and early career researchers were involved in research projects.
Use of Research	Number of research findings with documented use by TAC and/or WorkSafe and/or community stakeholders	20	Not able to be determined	ISCR Research reports, evidence reviews, summaries, syntheses produced and delivered as reports, presentations and verbal insights into TAC 2020 and WorkSafe Strategy 2030 development processes and board presentations.
	Number of major TAC/WorkSafe initiatives informed by ISCR produced research evidence	5	Partially achieved	
Research Impact	Number of project-level case studies that documented non-financial impacts of research	3	In progress	Measurement currently underway through Impact Assessment Process
	Number of project-level case studies that documented financial impacts of research	2	In progress	
Reputation Indicators	Number of invitations to present research to external audiences	20	Achieved	68 invitations received
	Total attendance at public research forums hosted by ISCR	750	Achieved	763 attending ISCR-led events

	<p>Satisfaction with ISCRR performance by ISCRR Board and partner senior management teams</p>	<p>Satisfied</p>	<p>Partially achieved</p>	<p>Survey of executive, senior management and management regarding satisfaction with their experience of ISCRR research: 41% satisfied/very satisfied at TAC, 42% satisfied/very satisfied at WorkSafe.</p>
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## AUDITOR'S REPORT



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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 2015 and ended on 30 June 2016 provided by the University which specifies an amount of \$10,498,813 of expenditure on the Fund and an amount of \$10,590,291 of other revenue and funding contributions towards the State Government funds as a contribution 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 1 July 2015 to 30 June 2016 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 2016 is \$3,658,378.



**RSM AUSTRALIA PTY LTD**  
Chartered Accountants



**WARWICK SPARGO**  
Director  
20 December 2016  
Melbourne, Victoria

**THE POWER OF BEING UNDERSTOOD**  
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## SIGNED FINANCIAL STATEMENTS

### INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH

**Statement of Income and Expenditure**  
**For the Financial Year ended 30 June 2016**  
 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	2015/16 TOTAL
		WSV	TAC	Monash	Total Core Funding		
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Revenue</b>							
Funding revenue	2	3,332	2,150	240	5,722	4,302	10,024
Monash ancillary contribution		-	-	400	400	40	440
Interest income		33	25	18	76	50	126
<b>Total revenue</b>		<b>3,365</b>	<b>2,175</b>	<b>658</b>	<b>6,198</b>	<b>4,392</b>	<b>10,590</b>
<b>Expenditure</b>							
Research activities	3	2,156	1,267	-	3,423	4,230	7,653
Research development and translation	4	595	595	-	1,190	475	1,665
Operations	5	241	241	610	1,092	89	1,181
<b>Total expenditure</b>		<b>2,992</b>	<b>2,103</b>	<b>610</b>	<b>5,705</b>	<b>4,794</b>	<b>10,499</b>
<b>Net balance for the financial year</b>		<b>373</b>	<b>72</b>	<b>48</b>	<b>493</b>	<b>(402)</b>	<b>91</b>
Brought forward unspent funds		1,077	712	-	1,789	1,778	3,567
<b>Accumulated unspent funds carry forward</b>	6	<b>1,450</b>	<b>784</b>	<b>48</b>	<b>2,282</b>	<b>1,376</b>	<b>3,658</b>

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.

  
**Joel Chibert**  
 Director, Research and Revenue Accounting Services

Date: 20/12/16

  
**Alex Collie**  
 Chief Executive Officer  
 Institute for Safety, Compensation and Recovery Research

Date: 19/12/16

## INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH

### Notes to the Statement of Income and Expenditure For the Financial Year ended 30 June 2016

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

#### 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. 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.

The budget for 2015-2016 referred to a recipient faculty as MIRI (Monash Injury Research Institute) Subsequent to a Monash internal restructure, all MIRI work is now conducted within MUARC (Monash University Accident Research Centre).

#### 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

**INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH**
**Notes to the Statement of Income and Expenditure  
 For the Financial Year ended 30 June 2016**

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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	2015/16 TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Core funding revenue</b>					
- 2009 RICA	361	438	-	-	799
- 2013 RICA	2,971	1,712	240	-	4,923
	<b>3,332</b>	<b>2,150</b>	<b>240</b>	<b>-</b>	<b>5,722</b>
<b>Non core funding revenue</b>		3,899	26	377	4,302
<b>Total funding revenue</b>	<b>3,332</b>	<b>6,049</b>	<b>266</b>	<b>377</b>	<b>10,024</b>

**INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH**
**Notes to the Statement of Income and Expenditure  
 For the Financial Year ended 30 June 2016**  
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 Research Institute Collaboration Agreement

**3. Expenditure: Research Activities**

Research Activities	WSV	TAC	2015/16 TOTAL
	\$'000	\$'000	\$'000
<b>3.1 Funded from Core Funding</b>			
<b>(a) 2009 RICA</b>			
<b>Medicine</b>			
RTW influences for ageing workers (ARC Linkage project)	116	-	116
Chronic pain and functional impairment following traumatic injury	-	58	58
<b>Subtotal Medicine</b>	<b>116</b>	<b>58</b>	<b>174</b>
<b>BusEco</b>			
Workplace safety culture and safety climate (Early career fellowship)	101	-	101
<b>Subtotal BusEco</b>	<b>101</b>	<b>-</b>	<b>101</b>
<b>MUARC</b>			
TAC 2015 Evaluation - Phase 2	-	82	82
Early identification of mental health needs of injured road users	10	21	31
Injury outcomes cohort study - Outcomes of compensated injury in Vic: A longitudinal approach (Prospective cohort study of Victorians injured at work or in transport accidents) - PROJECT	14	7	21
Defining Effective Safety Communication in the Workplace: An Observational Study	6	3	9
<b>Subtotal MUARC</b>	<b>30</b>	<b>113</b>	<b>143</b>
<b>Non-Monash research groups</b>			
LPG8 Integrated Workplace Mental Health Promotion for the Prevention and Management of Mental Illness in the workplace (NHMRC)	75	-	75
The CRC for Alertness, Safety and Productivity	50	-	50
<b>Subtotal Non-Monash Research Groups</b>	<b>125</b>	<b>-</b>	<b>125</b>
<b>Funded from 2009 RICA</b>	<b>372</b>	<b>171</b>	<b>543</b>



**INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH**
**Notes to the Statement of Income and Expenditure  
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Research Activities	WSV	TAC	2015/16 TOTAL
	\$'000	\$'000	\$'000
<b>(b) 2013 RICA</b>			
<b>Medicine</b>			
VOTOR 2013-16	-	538	538
Review of advisory Material for occupational violence guidelines document	187	-	187
Occupational Violence Data Project	40	-	40
098 : Health Benefits of Safe Work Evaluation Plan	17	17	34
Clinical Effectiveness Reviews 2014	11	11	22
<b>Subtotal Medicine</b>	<b>255</b>	<b>566</b>	<b>821</b>
<b>BusEco</b>			
112 : WorkHealth Improvement Networks (WIN) Evaluation	731	-	731
Community of Practice Safety Culture	33	-	33
<b>Subtotal BusEco</b>	<b>764</b>	<b>-</b>	<b>764</b>
<b>MUARC</b>			
Hospital Data Linkage	92	-	92
Evaluation WSV Services	49	-	49
The influence of perceived social support in compensable injury: A prospective study	8	8	16
<b>Subtotal MUARC</b>	<b>149</b>	<b>8</b>	<b>157</b>
<b>Other Monash faculties</b>			
Behaviour Works forum	67	-	67
<b>Subtotal Other Monash Faculties</b>	<b>67</b>	<b>-</b>	<b>67</b>
<b>Non-Monash research groups</b>			
Development of compensation health horizon scanning system for ISCRR	18	43	61
Telemed Evidence review	-	61	61
Developing a systems perspective on WMSDs: incident reporting and investigation	12	-	12
<b>Subtotal Non-Monash research groups</b>	<b>30</b>	<b>104</b>	<b>134</b>
<b>ISCRR Internal</b>			
CRD Service	185	185	370
Evidence Service	140	140	280
Internal Researchers	47	47	94
Implementation of a compensation health horizon scanning system for ISCRR (Horizon Scanning)	43	43	86
COMPensation Policy And Return to work Effectiveness (COMPARE) study	85	-	85
WorkHealth Check Database	16	-	16
Development activities	3	3	6
<b>Subtotal ISCRR Internal</b>	<b>519</b>	<b>418</b>	<b>937</b>
<b>Funded from 2013 RICA</b>	<b>1,784</b>	<b>1,096</b>	<b>2,880</b>
<b>Total research activities funded from Core Funding</b>	<b>2,156</b>	<b>1,267</b>	<b>3,423</b>

**INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH**
**Notes to the Statement of Income and Expenditure  
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Research Activities	TAC	External parties	2015/16 TOTAL
	\$'000	\$'000	\$'000
<b>3.2 Funded from Non Core Funding</b>			
<b>Medicine</b>			
GP Guidelines for Mental Health	-	273	273
MERCC	657	-	657
Reducing BoC following TBI- Intervention and Evaluation (phase 2)	620	-	620
VSCS behaviour change pilot : Quality Improvement Model	485	-	485
Evaluation of the new model of bladder management care at the VSCS	322	-	322
RIPL Frankston & Glenroy Evaluation	121	-	121
Post-traumatic amnesia: Mechanisms, assessment and efficacy of early treatment following TBI	87	-	87
Bladder management post SCI in the community	24	-	24
OzEnter-Traumatic Brain Injury Collaboration	18	-	18
RIPL Lilydale Evaluation	6	-	6
<b>Subtotal Medicine</b>	<b>2,340</b>	<b>273</b>	<b>2,613</b>
<b>Other Monash faculties</b>			
Implementation of evidence informed design principles for patients with TBI and SCI	9	-	9
<b>Subtotal Other Monash faculties</b>	<b>9</b>	<b>-</b>	<b>9</b>
<b>Non-Monash research groups</b>			
Reduction of Secondary Complications of Spinal Cord Injury: Bowel	318	-	318
Reduction of Secondary Complications of Spinal Cord Injury: Bladder	240	-	240
Immediate Cooling and Emergency Decompression (ICED) for the treatment of spinal cord injury: pilot, safety and feasibility studies	185	-	185
Rehabilitation after catastrophic acquired brain injury	183	-	183
Post TBI Psychopharmacology Guideline Development	178	-	178
MCOMConnect	119	-	119
Restoration of upper limb function in tetraplegia using nerve transfer surgery	88	-	88
Person Centred Active Support Project	81	-	81
Reducing BoC following TBI- Phase 1	24	-	24
Using Technology in supported accommodation to improve outcomes following Neurotrauma	12	-	12
The use of google calendar to increase the independence in TBI survivors	12	-	12
Complications Audit of Urological Issues in Spinal Cord Injury Evaluation Study (CAUSES)	10	-	10
Implementation and community engagement forum for injured clients with TBI and SCI	5	-	5
Remaking masculinities after SCI	1	-	1
<b>Subtotal Non-Monash research groups</b>	<b>1,456</b>	<b>-</b>	<b>1,456</b>
<b>ISCR internal</b>			
Enforceable Undertaking	-	45	45
ACI - Enforceable Undertaking	-	40	40
Safe Work Aust - RTW Analysis	-	39	39
ARC – Impacts of Compensable Injury	-	22	22
VWA-Evaluation of Work Health	-	6	6
<b>Subtotal ISCR Internal</b>	<b>-</b>	<b>152</b>	<b>152</b>
<b>Total research activities funded from Non Core Funding</b>	<b>3,805</b>	<b>425</b>	<b>4,230</b>
<b>Total Research Activities</b>	<b>5,072</b>	<b>425</b>	<b>7,653</b>

**INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH**
**Notes to the Statement of Income and Expenditure  
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**4. Expenditure : Research Development and Translation**

	Core Funding				Non-Core Funding	2015/16 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Research development and translation expenditure</b>						
Travel & conference	28	28	-	56	9	65
Research Development & Translation Salaries	508	508	-	1,016	463	1,479
End User Engagement	34	34	-	68	-	68
Research Products	7	7	-	14	3	17
Impact Assessment & Peer Review	7	7	-	14	-	14
Communication Materials	11	11	-	22	-	22
<b>Total research development and translation expenditure</b>	<b>595</b>	<b>595</b>	<b>-</b>	<b>1,190</b>	<b>475</b>	<b>1,665</b>

**5. Expenditure : Operations**

	Core Funding				Non-Core Funding	2015/16 TOTAL
	WSV	TAC	Monash	Total Core Funding		
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Operations expenditure</b>						
Salary & Related	130	130	-	260	-	260
Consultants	9	9	-	18	8	26
Accommodation Move & Office/Infrastructure	28	28	-	56	-	56
Professional Development	21	21	-	42	-	42
Project Mgmt & Reporting System	47	47	-	94	-	94
Travel & Conference	6	6	-	12	-	12
Ancillary Support & Resources	-	-	610	610	81	691
<b>Total operations expenditure</b>	<b>241</b>	<b>241</b>	<b>610</b>	<b>1,092</b>	<b>89</b>	<b>1,181</b>

**6. Accumulated Unspent Funds Carried Forward**

Accumulated Unspent Funds as at 30 June 2016	WSV	TAC	Monash	External parties	2015/16 TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Core funding revenue</b>					
- 2009 RICA	122	104	-	-	226
- 2013 RICA	1,328	680	48	-	2,056
	<b>1,450</b>	<b>784</b>	<b>48</b>	<b>-</b>	<b>2,282</b>
<b>Non core funding revenue</b>					
		812	7	557	1,376
<b>Total accumulated unspent funds carry forward</b>	<b>1,450</b>	<b>1,596</b>	<b>55</b>	<b>557</b>	<b>3,658</b>