



ISCRR

Institute for Safety,
Compensation and
Recovery Research

A joint initiative of WorkSafe Victoria and Monash University

ANNUAL REPORT

2022-2023

Impact focussed,
actionable insights

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FROM THE CO-DIRECTORS

ISCRR



This year has been a time for change and continuing to deliver quality research at the Institute for Safety, Compensation and Recovery Research (ISCRR). Having stepped into the Acting Co-

Director role with Dr Janine McMillan in February, it has been inspiring to look back at the quality and quantity of research that ISCRR has produced over the last year.

ISCRR has continued on the path of delivering research excellence and impact, with the delivery of 14 research projects and 40 research and research translation outputs. The implementation of ISCRR's five-year strategic plan has placed emphasis on key activities and initiatives in research excellence, impact through knowledge transfer, thought leadership and sustainability. Over the past year our mission to inform, advise and educate, has included growth in ISCRR's awareness, including the ISCRR Research Impact Showcase event in February 2023, our ISCRR brochure, and building awareness through external roundtables and conferences.

This year saw ISCRR being accepted as an organisational member of the Sax Institute, joining 68 other leaders in public health and health services research. Membership provides ISCRR with connections to new programs and initiatives in public health and aligns with our strategic goal of 'Thought Leadership'.

Our vision remains true to our 14-year history – to improve the health and wellbeing of the Australian working population through research and applied evidence. This Annual Report showcases our achievements to inform decision making through research and education.

I am grateful for the dedication, expertise, and collaboration of all those involved in this partnership, in particular, Janine McMillan, Anita Zanchetta, from Monash University and Nicola Wojcik, from WorkSafe Victoria. I am thankful to ISCRR's former Director, Samantha Barker, for driving the development and implementation of the strategic plan. Thank you to the members of the Steering Committee for their continued support of ISCRR's research and growth.

Dr Kim Pham

Acting Co-Director and Research Program and Operations Manager
ISCRR



This year ISCRR celebrated its 14th anniversary and we continue with our vision of improving the health and wellbeing of the Australian working population through research and applied evidence.

I am excited to be part of ISCRR's journey, continuing in my role of Research Lead while commencing as Acting Co-Director with Dr Kim Pham in February 2023. We stepped into the big shoes of our former Director Samantha Barker, who I'd like to thank for her excellent leadership of ISCRR.

This year we continued delivering and refining our Program Logic workshops, which included our first workshop completed for Comcare. In the area of prevention, the launch of the Vicarious Trauma Prevention and Awareness Toolkit was certainly a highlight, a culmination of three years' work with the Community and Public Sector Union, Departments of Justice and Community Services (DJCS) and Family, Fairness and Housing (DFFH).

Beyond the research, ISCRR continues to prioritise staff wellbeing, with a focus on flexible working conditions that foster healthy work-life balance and high-quality work. I was pleased that this was reflected in our annual staff satisfaction survey, which included 100% of staff members enjoying their job, 91% proud to work for ISCRR, and 91% having a good work-life balance.

I'd like to express my thanks to fellow Co-Director, Dr Kim Pham, and our Research Communication and Translation Manager, Dr Jimmy Twin, a vital member of our Management Team. I would also like to warmly acknowledge the close working relationship we have with Nicola Wojcik and her team from WorkSafe Victoria, and the guidance and support of Anita Zanchetta from Monash University. Through our collaborative efforts, ISCRR continues to make significant strides in advancing knowledge, contributing to safer workplaces and enhancing the recovery and wellbeing of injured workers.

Dr Janine McMillan

Acting Co-Director and Research Lead
ISCRR

FROM THE EXECUTIVE DIRECTOR (ENTERPRISE)

MONASH UNIVERSITY

It is fantastic to see ISCRR striving to improve both physical and mental health outcomes, and working across Monash University to deliver on this mission.

Monash University's Impact 2030 strategic plan includes a commitment to undertaking research of the highest international quality that addresses global challenges and develops understanding and solutions for the betterment of our communities. To this end, our 14-year partnership with WorkSafe Victoria and the establishment of ISCRR is a great example of a successful partnership with government to improve the health and wellbeing of the Australian working population.



ISCRR's continued collaboration across Monash University, in particular with Monash Business School, BehaviourWorks Australia and the School of Public Health and Preventive Medicine has created significant impact over the years. Currently, ISCRR is working closely with other Monash researchers and the Victorian Department of Families, Fairness and Housing to explore best practice building design, and the intersection of safe and effective support delivery for young people and staff in residential out of home care settings.

One of our key highlights for 2023 was the ISCRR Research Impact Showcase in February. This event featured research impact achievements and brought together researchers and end-users to celebrate collaboration and spotlight the importance of evidence-informed decision making. In line with our Impact 2030 goal of creating thriving communities, the showcase also focused on the importance of impact stories in building insight and driving strategic engagement.

ISCRR continues to showcase research successes and impact through the successful Learning Series webinars, and has also contributed to the recent review of Monash University's research impact approach.

During the 2022/23FY, ISCRR delivered 14 collaborative research projects to partners, led 11 internal projects and facilitated 3 external projects through the WorkSafe Research Register.

This year also saw the departure of Samantha Barker as ISCRR's Director, and I wish to thank her for her leadership and dedication. I equally wish to thank Dr Janine McMillan and Dr Kim Pham for their contributions as Acting ISCRR Co-Directors.

Monash is proud to continue to support ISCRR in its mission to inform policy and improve the health and wellbeing of Australian workers and their families, and I look forward to continuing this important work in the year to come.

Anita Zanchetta

Executive Director (Enterprise)
Monash University

FROM THE DIRECTOR OF RESEARCH

WORKSAFE VICTORIA

WorkSafe Victoria is proud of its 14-year research-industry partnership with Monash University. As WorkSafe's major research partner, ISCRR has delivered research during the 2022/23FY across the areas of clinical effectiveness, psychosocial health and safety, injured worker treatment and support, as well as prevention and management strategies for workplace health and safety. A collaborative, co-design approach in carrying out impactful research drives the success of this partnership.



Of particular note are six ISCRR projects completed during the 2022/23FY which have been shared with senior executives.

These comprised two projects investigating the prevention and management of occupational violence and aggression, evaluations of WorkSafe's successful Clinical Support Service and Clinical Review Panel pilots, and clinical effectiveness reviews on spinal cord stimulators and radiofrequency denervation to reduce back pain. These projects were chosen based on early research impacts and their potential to guide the future WorkSafe strategy.

To measure research impact successes, ISCRR now measures and monitors how their research findings are used in a proactive manner. Analysis of recently completed ISCRR projects during the current RICA has shown the majority have already informed internal strategies, policies, further research, treatment options and guidelines, and the development of programs and initiatives.

Contributing to these impact successes is the continual engagement between WorkSafe thought leaders and ISCRR researchers. ISCRR leads Program Logic training throughout WorkSafe to guide the development of future evaluations, and develops tailored translation products to aid in the dissemination and uptake of research findings. ISCRR's Learning Series webinars are well attended by WorkSafe employees, and the ISCRR Research Impact Showcase was a successful event which demonstrated the power of this research partnership.

WorkSafe's appreciation of ISCRR's work is reflected in the consistently high ratings from the ISCRR Partner Satisfaction Survey. This year's results are particularly noteworthy, with 100% of respondents satisfied with the experience of using ISCRR research, 100% understanding research findings and 91% using ISCRR research in their work, discussions or planning. ISCRR is certainly fulfilling its mission of using quality evidence to help us inform decision making.

On behalf of WorkSafe, I would like to thank the entire ISCRR team for continuing to produce high-quality research, and working collaboratively with us towards the vision of reducing workplace harm and improving outcomes for injured workers.

Nicola Wojcik

Director, Research
WorkSafe Victoria

THE ISCRR TEAM

AS OF 1 JULY 2023



Dr Janine McMillan
Co-Director (Acting);
Research Lead



Dr Kim Pham
Co-Director (Acting);
Research Program and
Operations Manager



Dr Jimmy Twin
Research
Communications and
Translation Manager



Dr Sarah Oxford
Senior Research Officer
Evaluation



Dr Sophie Pointer
Senior Research Officer
Evidence Reviews



Dr Ivana Randjelovic
Senior Research Officer



Amanda Moo
Research Officer



Carmen Schroder
Research Officer



Ashleigh Blair
Research Support
Officer



Olivia Crivari
Research Support
Officer



Edwina Sekine
PhD Student



Kathryn Leslie
Research Program and
Operations Officer



Marie Muggivan
Research Program and
Operations Officer



Blaire Dobiecki
Research
Communication Officer



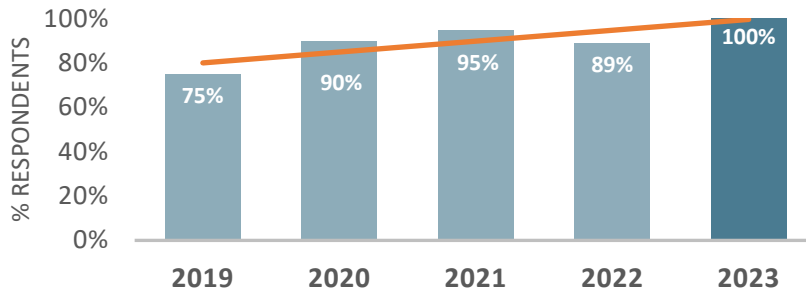
**Dr Magdaline
Koutsaplis**
Research
Communication Officer

We also acknowledge the services of Lucy Klein and Kara Tyndall during the 2022/23 FY.

PARTNER SATISFACTION

Since 2016, ISCRR has invited key contacts from WorkSafe Victoria 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 eighth Partner Satisfaction Survey was conducted in June 2023. This report summarises the key findings in relation to previous results and highlights ISCRR's focus areas for the 2022/23 FY.

Overall satisfaction



This year saw the **highest level of overall satisfaction since ISCRR first recorded partner satisfaction data in 2016.**

Performance against KPIs

The 2023 Partner Satisfaction Survey results have been assessed against current KPIs. All five KPIs were met; namely overall satisfaction, research communication, portfolio management, translation outputs and research use. In previous years ISCRR reported against six KPIs. This year two KPIs were merged to evolve with our current processes with the WorkSafe Research Division. Portfolio management and issues management have merged under one Portfolio management KPI.

The number of respondents who incorporated ISCRR research into their work, discussions or planning increased from 89% to 91%, with two respondents indicating that it was too early for translation. Overall, there was improvement across each KPI from the 2022 results.



100% were satisfied with ISCRR KPI=80%

100% understood research findings KPI=85%

100% found ISCRR research reports useful*

100% felt research met needs and expectations*

100% felt researchers were flexible in their approach, whilst ensuring the delivery of high-quality work*



90% reported ISCRR actively managed issues as they arose KPI=80%



86-100% who used ISCRR translation products found them useful KPI=80%



91% used ISCRR research in their work, discussions or planning, translating ISCRR research into improvements in their area** KPI=80%

* Not a KPI metric

** Two respondents indicated it was still too early for translation

Research usage and dissemination

While research impact can take several years to occur, immediate improvements were made for WorkSafe:

- Informed future work (82%)
- Informed decision-making, policy or practice (68%)
- Informed discussions (68%)
- Informed systems and processes (23%)
- Informed external stakeholder project planning (5%)
- Response to partner feedback results

Two thirds (64%) of respondents at WorkSafe had shared ISCRR research findings with others:

Internally (within WorkSafe)

- The Board, Executive Leadership Team and managers
- Other teams, divisions and working groups in the business
- Clinical Panel members

Externally (outside WorkSafe)

- Peak bodies
- Medical professionals
- Members of general public interested in the topic
- Interstate jurisdictions
- WorkSafe BC (Canada)

Future strategies

Based on the survey feedback, three key focus areas were identified for the 2023/24FY.

Focus area	Future strategies
Build more awareness of how ISCRR can be utilised	Annual ISCRR presentation to WorkSafe, presenting key projects that have learnings for other areas of the business. Review and enhance the Annual Planning process between the WorkSafe Research Division and ISCRR.
Increase the utility of ISCRR research communication and translation products	Work closely with WorkSafe Research Division to increase awareness of the new ISCRR communication and translation products, including podcasts and research summaries.
Continuous improvement in contract management	Review contracts and payments process, and optimise alignment with WorkSafe Research Division.

“ ISCRR research

The **useability of the research report was exceptional**, as was the quality. In turn this meant that the report and qualitative of the findings were instantly reliable, trustworthy and supported us to gain quick traction in next steps.

“ ISCRR engagement

Reputation, long-lasting relationships within the business, quality outputs, and **continually engaging WSV staff in the research process.**

“ ISCRR translation

Easy to read reports, graphics and slides. The conference event was very informative.

“ ISCRR support

Thanks for your support, you are all **very approachable** and willing to chat at any time!

OVERVIEW OF INSTITUTE ACTIVITIES

In 2022/23, ISCRR delivered a total of 14 projects to WorkSafe, with four projects in progress (as of 1st July 2023). Four program logic workshops were conducted over a number of sessions and program logic models developed. In total ISCRR delivered 40 research and research translation outputs. These were in a broad range of areas including prevention of workplace injury and illness, recovery and return to work, mental health and compensation scheme design.

Research communication and translation activities

Research summaries

This financial year saw an implementation pilot of new single page graphical research summaries which will accompany every ISCRR project in the 2023/24FY. These summaries aim to complement existing reports and slide packs which are disseminated within WorkSafe.

ISCRR Research Summary - December 2022
The clinical benefit of assistance dogs for injured workers with PTSD is currently unknown

Workers with post-traumatic stress disorder (PTSD) are at high risk of social isolation and delays in returning to work. Psychiatric assistance dogs may offer another therapy option.

What research was carried out?
In 2022 ISCRR carried out an evidence review analysing one systematic review and nine primary studies (January 2019 – April 2022).

This review highlighted the lack of rigorous research examining the effectiveness of assistance dogs as a single or adjunct intervention for those with PTSD or other psychological conditions

- Predominantly based on non-clinical research
- Based solely on the experience of military veterans
- Did not distinguish between the impact of the assistance dog's trained behaviour and the impact of the human to animal interaction
- Longer-term benefits and adverse effects are currently unknown

Summary of PTSD assistance dog evidence

Benefits
Low to moderate strength evidence suggesting adjunctive therapy may be promising in some cases.

Adverse Effects
Adverse effects included unwanted public attention, difficulties with access, travel, maintenance, costs and stigma. Some trained tasks (e.g. block and guarding) can be in conflict with other therapy (e.g. exposure therapy). Animal welfare was also a concern with individuals that have severe symptoms.

Workplace Policies and Compensation Schemes
No policies identified internationally that related specifically to PTSD associated with compensation schemes. Three international jurisdictions fund assistance dogs for people living with PTSD on a case-by-case basis (Denmark, British Columbia Canada, Alberta Canada), and two jurisdictions fund through social services and disabilities support agencies (Germany, Alberta Canada).

Further research is needed
This is a new research field and there are few controlled studies examining the effectiveness of assistance dogs as a single or adjunctive therapy for individuals with PTSD or other psychological conditions. There is a need for more rigorous studies as well as a focus on populations other than military veterans, including injured workers.

This summary was developed from ISCRR Project 200
Download a copy of this report here

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ISCRR Research Summary - March 2023
Experts identify the labour market, mental health and changes in work as key issues facing WorkSafe

In 2023, ISCRR carried out an Environmental Scan to provide WorkSafe with information to build overall awareness of the immediate (short-term) conditions that may influence WorkSafe's performance or strategic outcomes.

ISCRR interviewed 11 topic experts representing academia, government, the private sector and the non-profit sector.

Findings aligned to WorkSafe's table of factors

- Health & Wellbeing:** Mental health, Health system snap back, Emerging inventions and system change, Climate change
- Organisational:** WorkSafe financial sustainability, Alignment with government agenda, Ongoing pressures on stretched systems
- Socioeconomic:** Reskilling for future economy, Global economic factors, Social values change affecting workforce, Changes in work figures and support
- Technology:** Global economic factors, Social values change affecting workforce

Additional factors: Case Management, System integration, Early support, Software, Relationship with employees, Productivity drive, Management issues, Accessibility, Customer feedback, Data collection, Decision making, Health system integration, Lack of attention, Resilience, Professional service, Work from home, Continued to learn responsibility, Qualities needed, Qualities in jurisdiction

Interconnected challenges

- Labour market:** Staff shortages coupled with low unemployment provides staff the confidence to demand more of their workplace because employers will do what they can to keep them.
- Mental Health:** Most pressing issue and WorkSafe is on the forefront
- Changes in work environment:** Work is evolving due to acceleration in changes required by the pandemic (e.g., work from home, artificial intelligence)

Opportunities: Reconceptualising the concept of health and WorkSafe's relationship with the health system, Early triage and intervention, Improving job design, Creating intersectoral partnerships for return to work

"The change is as significant as the Industrial revolution. So the changing nature of work is profound. We already had some of that underway with the gig economy, but the gig economy was reducing the power of workers, not increasing the power of workers. And what we're seeing is something very interesting here." - Expert in

Please contact ISCRR (info@iscrr.com.au) for a copy of the Strategic Environmental Scan (ISCRR Project 245) which informed this summary

ISCRR Institute for Safety, Compensation and Recovery Research
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ISCRR presentations and newsletters

ISCRR continued to deliver five Learning Series webinars with an average number of 76 attendees per session. These webinars have a combined number of 634 online Vimeo views. We also delivered a special ISCRR Research Impact Showcase to celebrate the impacts of ISCRR research (see Event Highlight on following page).

We deliver an ISCRR newsletter every two months to our stakeholder network. Our readership continues to grow and we now see an average of 639 readers per newsletter.

EVENT HIGHLIGHT – ISCRR RESEARCH IMPACT SHOWCASE

The ISCRR Research Impact Showcase hybrid event was held on Thursday 9th February 2023, at Monash College, Melbourne CBD. It was a great success with close to 200 attendees joining us either in person or via live stream. The event commenced with opening addresses by Colin Radford (Chief Executive, WorkSafe Victoria), Professor Doron Ben-Meir (Deputy Vice-Chancellor (Enterprise and Engagement) and Senior Vice-President, Monash University) and ISCRR's then Director, Samantha Barker. Research impact presentations showcasing ISCRR research and how that research led to evidence-informed decision making followed.



Sessions

Vicarious trauma

Carmen Schroder
Research Officer, ISCRR

Grace Norrie
Project Officer, CPSU Victoria

Vicarious trauma is the indirect trauma people experience from repeated, empathetic engagement with other people's trauma. Approximately half of workers exposed to traumatic content in the course of their work are at risk of mental injury.

Impacts

ISCRR's research in vicarious trauma has filled knowledge gaps and led to activities that have increased awareness and informed decision-making on preventing and managing vicarious trauma in the workplace.

Bitumen fume exposure

Dr Janine McMillan
Research Lead, ISCRR

Nick Blackford
OHS Officer, AWU Victorian Branch

Workers may experience acute health effects such as dizziness, nausea and respiratory discomfort after bitumen fume exposure. Bitumen is used as a binder in the production of asphalt for road surfaces and the material is heated to 170°C to 180°C to facilitate spreading. During this process, a complex mixture of vapours and particulate matter is emitted.

Impacts

ISCRR's research in bitumen fume risks have led to collaborative discussions on risk reduction, initiatives to decrease risk and improved testing and monitoring.

Evaluating pilot programs

Dr Sarah Oxford
Senior Research Officer, ISCRR

Melinda Rice
Manager, Transformation Enablement Team, WorkSafe Victoria

ISCRR is regularly involved in the evaluation of WorkSafe programs and initiatives. ISCRR's involvement started at the program design phase for two pilot programs and continued throughout these pilots, providing an independent research voice in working group discussions.

Impacts

ISCRR's contribution to these pilot programs led to improvements during their implementation, with direct links to positive impacts for injured workers.

Systems thinking

Prof Sharon Newnam
Head of School, Psychology and Counselling, QUT

Dr Natassia Goode
Manager, Manual Handling and Social

Research has found that many healthcare services in Australia currently do not have any standardised systems in place for reviewing risk controls following an injury to staff. There is little guidance available for OHS practitioners on how to investigate why risk controls for these tasks are failing.

Impacts

Through the Patient Handling Injuries Review of Systems (PHIRES) project, it was demonstrated that systems thinking can be applied to hospital environments, with this process guiding manual handling coordinators to more accurately assess risks. This work led to the development of the STIR Accident Investigation Toolkit for investigating injuries in the workplace.

“ Event content

The practical focus and focus on solutions was good



“ Speakers

Very professional speakers and engaging discussion



“ Event management

Well run, kept to time. Appreciate that it was run hybrid.



RESEARCH IMPACT UPDATE

As part of ISCRR’s continuous measurement and monitoring of research impacts, we report here the findings of 35 ISCRR projects completed during the current RICA agreement (between 2019 and end 2022).

Research impact measurement creates a greater understanding of research user needs and how effective research communication strategies have been. Understanding where and how impacts were achieved allows the development of tailored translation activities to serve as a catalyst for impact goals. Impact data serves as a measure of research investment success with ongoing data collection able to connect research learnings to longer-term societal impacts.

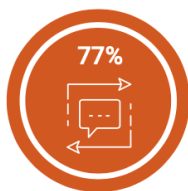
Included were projects completed during 2019 to 2022	Research impact level			Research type totals
	Research Dissemination and Diffusion	Informing Decision Making	Contribution towards Societal Change	
Prevention portfolio	16 (100%)	13 (81%)	-	16
Identifying and measuring workplace risks	11 (100%)	10 (91%)	-	11
Preventing workplace injury and illness	3 (100%)	3 (100%)	-	3
Promoting healthy working environments	2 (100%)	-	-	2
Recovery portfolio	19 (100%)	14 (74%)	2 (11%)	19
Treatment	10 (100%)	9 (90%)	-	10
Claims management	6 (100%)	4 (67%)	2 (33%)	6
Return to work	3 (100%)	1 (33%)	-	3
Research impact totals	35 (100%)	27 (77%)	2 (6%)	35



Research Dissemination and Diffusion

All ISCRR research findings are disseminated via a report and presentation to key stakeholders. Evidence relating to the extent of research diffusion was largely based on how involved ISCRR was with the project, and whether champions were identified who could provide such information (data not shown).

NB. All research included in this analysis was requested by WorkSafe Victoria and it is expected for all research to be disseminated to appropriate stakeholders.



Informing Decision Making

The majority of ISCRR projects informed decision making which ranged from informing internal strategies, treatment options and guidelines, and further research, as well as leading to the development of programs and initiatives. For the research projects without measured decision-making impacts (n=8), these were either too early in their impact journey, or there were difficulties in obtaining research impact metrics.



Contribution towards Societal Change

Two research projects demonstrated a connection to preliminary societal level impacts improving the outcome of injured workers receiving compensation entitlements. Both of these projects were pilot program evaluations where ISCRR researchers were actively involved in implementation discussions and was seen as improving the pilots during their trial.

Exclusion criteria

- Non-ISCRR researcher led projects
- Development of program logics
- Student projects (e.g. Honours)
- Projects less than a week in duration

ACTIVITIES AND OUTPUTS

The following pages detail the outputs from ISCRR projects active during the 2022-23FY.

Research projects: 2022-23FY

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: Findings from the evaluation show the pilot and resultant toolkit took a novel and much-needed approach to preventing vicarious trauma. Although the effectiveness of the website could not be determined by the pilot, by targeting at-risk workers and organisation-level prevention, the toolkit was found to be addressing an identified need.

Outputs: Schroder C, Oxford S, McMillan J. Evaluation of Vicarious Trauma Prevention and Awareness Toolkit - Final Evaluation. Melbourne, AU. Page 1-42. ISCRR Reference: 251-1022-R03.

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 further developed and field tested online risk management procedures, via an existing set of risk management procedures: A Participative Hazard Identification and Risk Management (APHIRM) Toolkit, enabled 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: Implementation quality varied between the organisations, and between workgroups within organisations. High-quality implementation was defined as implementing the toolkit within the specified timeframe, engaging all levels of the organisation, obtaining a high response rate for each of the toolkit surveys, developing and implementing effective control actions, and completing each of the five toolkit stages.

Outputs: Oakman J, Kinsman N. Emerging Findings - Project 275 Workplace evaluation procedures risk of MSDs and MHDs. Presented to: WSV Working Group; 2022 November 24; Melbourne, AU. ISCRR Reference: 275-1122-P01.

Oakman J, Kinsman N. EA Workplace evaluation of A Participative Hazard Identification and Risk Management toolkit for the work-related musculoskeletal disorders. Melbourne (AU), Australia; 2023. 55 p. Report no.: 275-0523-R01.

Project 287 Support Coordination Pilot Evaluation

Aims: The aim of this project was to evaluate the first-year implementation of the Support Coordination pilot trial service, focusing on the extent to which WorkSafe Victoria processed and facilitated effective coordination with providers and agents and promoted injured worker engagement in and satisfaction with Support Coordination.

Outcomes: The initial target group of injured workers for this Pilot had complex needs related to their work-related injury and had been under the Scheme for typically 130 weeks. Any program will take time to display tangible outcomes, given the complexities and length of time this group was managed under the Scheme.

The Pilot has shown some positive early signs of injured workers engagement and progress

towards their goals. Additionally, all stakeholder groups involved in the Pilot support the principles of the program and see value in providing support coordination to injured workers with complex needs.

The evaluation identified that training and information delivery to stakeholders needs to be improved, to better understand their role and support to facilitate stakeholder collaboration. Additionally, there was a lack of foundational support for stakeholders e.g., training Support Coordinators (SCs) and Case Managers.

If these issues can be addressed, there is potential for this Pilot to achieve its intended outcomes and improve quality of life for injured workers with complex needs.

Outputs: Kantar Public. Support Coordination Pilot Evaluation - Year 1 - Emerging findings presentation. Presented to: WSV; 2022 July 27; Geelong, AU. ISCRR Reference: 287-0722-P01.

Kantar Public. Support Coordination Pilot Evaluation - Year 1 – Process Evaluation. Melbourne (AU), Australia; 2022. 66 p. Report no.: 287-0722-R01.

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 recovery. This pilot, linked to WorkSafe Victoria's Clinical Services Redesign Project, aimed 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: ISCRR researchers applied a rapid evaluation methodology in collaboration with the WorkSafe project team to quickly and systematically collect qualitative data during and after the three pilot phases. The majority of interview participants wanted the pilot to become business as usual at WorkSafe.

The Clinical Panel pilot provided THPs better access to Clinical Panellists and a safe space for treaters to develop multi-disciplinary treatment plans for injured workers. The Clinical

Panel members' knowledge and experience was respected, and THPs valued the opportunity to receive feedback from them.

Outputs: Schroder C, Oxford S. Clinical Review Panel Evaluation Update: Phase 2. Presented to: WSV Working Group; 2022 September; Melbourne, AU. ISCRR Reference: 296-0922-P02.

Schroder C, Moo A, Oxford S. Evaluation of the Clinical Review Panel Pilot: Exploring a new model of in-house multidisciplinary panel reviews. Melbourne, Australia; 2022. 19 p. Report number: 296-1122-R01.

Schroder C, Oxford S. Evaluation of the Clinical Review Panel Pilot: Phase 1-3. Presented to: WSV Working Group; 2022 October; Melbourne, AU. ISCRR Reference: 296-1022-P04.

Schroder C, Moo A, Oxford S. Evaluation of the Clinical Review Panel Pilot. Presented to: WSV Working Group; 2022 November 17; Melbourne, AU. ISCRR Reference: 296-1122-P05.

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 312 Vicarious trauma burden in teachers during the COVID-19 pandemic (Honours project)

Aims: This study aimed to explore the burden of vicarious trauma in teachers in Victoria during the COVID-19 pandemic (2020-2022).

Outcomes: During the COVID-19 pandemic, the number of vulnerable students increased. This increase resulted in teachers engaging with traumatic content more often and putting more emphasis on pastoral care. Organisational factors that potentially increased the symptoms of vicarious trauma included job insecurity, multifaceted teaching, heavy

workload, burnout, and the school environment. Survey response rates were low, but participants at the two schools surveyed revealed symptoms of vicarious trauma. High levels of compassion fatigue, moderate levels of burnout and low-to-moderate levels of vicarious trauma/secondary traumatic stress/compassion fatigue were seen from the ProQOL results.

Outputs: Crivari O. "It's something you can't wash off; you carry it with you.": Vicarious Trauma Burden in Teachers in Victoria during the COVID-19 Pandemic. Melbourne (AU), Australia; 2022. 65 p. Report no.: 312-1022-R01.

Project 315 EML Transition Support Evaluation

Aims: The aim of this evaluation was to evaluate 15 injured workers' experience and outcomes of the Transition Support Program applied by EML. The program aims to support long-term injured workers as they exit the workers' compensation scheme.

Outcomes: – Half the participants reported a good experience, saying they felt supported, encouraged and reassured. Three quarters achieved all their goals. The evaluation identified that it is possible for long-term injured workers to return to work when appropriate support was provided. Findings from the EML dashboard and interviews revealed that some injured workers returned to work with appropriate support whereas others reported that they did not benefit from the program. While the timeliness of program referral requires further exploration, participants who found the program helpful reported an increase in their self-confidence and job readiness.

Outputs: Moo A, Oxford S, McMillan J. Emerging Findings - Evaluation of EML Transition Support Program in Victoria. Presented to: WSV; 2022 November 2022; Melbourne, AU. ISCRR Reference: 315-1022-P01.

Moo A, Oxford S, McMillan J. Evaluation of the EML Transition Support Program - Exploring a person-centred transition support program in Victoria. Melbourne (AU): ISCRR, Monash University; 2023. 23 p. Report No: 315-0123-R02.

Moo A, Oxford S, McMillan J. Transition Support Program Presentation. Presented to: WSV Agents; 2023 March 2023; Melbourne, AU. ISCRR Reference: 315-0323-P03.

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

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

Outcomes: Interventions were identified from academic literature and the Health Services. Overall the interventions had predominantly positive outcomes and predominantly positive impact on staff.

Findings showed a decrease in OVA incidents, physical violence, verbal violence, Emergency Code Greys and the need for restraints. They also helped screen patients/situations and helped monitor and manage patients. The interventions also increased Planned Code Greys, effectiveness of skills and strategies used in patients' management plans, reporting OVA incidents and perception of organisational support.

Outputs: Oxford S, Randjelovic I. Emerging Findings - Prevention of Occupational Violence and Aggression (OVA) in Acute and Home Based Health Services. Presented to: WSV; 16 January 2023; Melbourne, AU. ISCRR Reference: 317-0123-P01.

Oxford S, Randjelovic I, Blair A, Pointer S, McMillan J. Prevention of Occupational Violence and Aggression in Acute and Home-Based Health Services - Exploring interventions for prevention and management. Melbourne (AU), Australia; 2022. 57 p. Report no.: 317-1222-R01.

Oxford S, Randjelovic I. Emerging Findings - Prevention of Occupational Violence and Aggression (OVA) in Acute and Home Based Health Services. Presented to: WSV; 16 January 2023; Melbourne, AU. ISCRR Reference: 317-0623-P02.

Project 318 Pain Education Pilot Evaluation

Aims: This project will evaluate the pain education pilot program. It will explore the effectiveness of the program as an early intervention for some injured workers flagged at risk of a delayed recovery and return to work, and provide insights into the barriers to uptake or success.

Outcomes: Project in progress.

Outputs: Randjelovic I, Moo A, McMillan J. Emerging Findings - Evaluation of the Pain Education Pilot. Presented to: WSV; 2023 April; Melbourne, AU. ISCR Reference: 318-0523-P01.

Project 320 Assistance Dogs

Aims: The aim of this project was to examine the evidence on the effectiveness of assistance dogs for PTSD and other mental health conditions. It was also to determine which worldwide jurisdictions have a policy on assistance dogs use for PTSD and other mental health conditions in the workplace.

Outcomes: One systematic review and nine primary studies provided the evidence base for this review.

Use of assistance dogs for veterans with PTSD reported overall beneficial effects, however this was based primarily on anecdotal evidence. It was difficult to determine the clinical significance of assistance dogs due to lack of appropriate controls, small sample sizes and inadequate consideration of confounders in the analyses. Combined with the heterogeneity across studies and the focus exclusively on PTSD in military veterans, it was not possible to determine whether assistance dogs provided clinically relevant benefits for injured workers with PTSD or other psychological injury. In particular, it was unclear to what extent any perceived positive effects reported by veterans with PTSD could be attributed to the trained behaviour of the assistance dogs or whether they were simply associated with the human-animal interaction.

Outputs: Bywood P, Randjelovic I, Clark B, McMillan J. Assistance Dogs: An Evidence Review and Environmental Scan on the role of assistance dogs for clients with post-traumatic stress disorder or other psychological injury. Melbourne (AU), Australia; 2022. 48 p. Report no.: 320-1022-R01.

Project 323 Clinical effectiveness of spinal cord stimulators for persistent pain

Aims: The aim of this project was to conduct a review of the latest evidence for the clinical effectiveness of spinal cord stimulators for persistent pain. This review updated a previous ISCR review conducted in 2014. The objective of this project was to inform Worksafe Victoria decision making in the area of spinal cord stimulator implant use, with a particular focus on medium- and long-term outcomes.

Outcomes: Based on a large evidence base of 21 systematic reviews and 29 primary studies, the current review provides limited support for the efficacy of SCS implants for persistent pain in the short and medium-term. Larger, well controlled trials are still needed to determine longer-term effects.

Outputs: Pointer S, McMillan J. Emerging Findings - Clinical effectiveness of spinal cord stimulators for persistent pain. Presented to: WSV; 7 February 2023; Melbourne, AU. ISCR Reference: 323-0223-P01.

Pointer S, McMillan J. Clinical effectiveness of spinal cord stimulators for persistent pain - A review of the evidence. Melbourne (AU), Australia; 2023. 64 p. Report no.: 323-0223-R01.

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 WHS 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 to capture the benefits of the digital economy and enhance their competitive advantage.

Outcomes and Outputs: Project in progress.

Project 332 Longitudinal Silica – Associated Lung Disease Health Screening and Analysis

Aims: Silica-associated lung disease health screening and analysis will assist with evaluating and monitoring WorkSafe Victoria prevention policies, such as the ban on uncontrolled dry processing of artificial stone, regulatory changes and the industry licensing system. Comparison of data gathered from participants on the determinants of exposure before and after the new Regulations are introduced, is anticipated to demonstrate whether there have been further changes in how artificial stone is handled and associated potential levels of exposure.

Outcomes and Outputs: Project in progress.

Project 333 Medicinal Cannabis

Aims: The aim of this project was to determine who is most appropriate or likely to be prescribed and receive medicinal cannabis as a treatment, and inform WorkSafe Victoria's policy position on medicinal cannabis.

Outcomes: The findings of this update are consistent with the two previous ISCRR reviews. Generally, the included reviews and primary studies found no effect, small effects, or were inconclusive. The evidence was of mixed quality, there was wide heterogeneity in treatment protocols and outcome measures, and results were inconsistent. Across all conditions within the update review, there is insufficient evidence to support a shift in WorkSafe's medicinal cannabis policy.

Outputs: Nielsen S, Tsering D, Waddell A, Grundy E, Lennox A, Bragge P, Delafosse V, Kellner P. Medicinal Cannabis Evidence and Practice Review. Melbourne, Australia; 2022 October. 62 p. Report number: 333-1222-R01.

BehaviourWorks. Medicinal Cannabis Update Review WorkSafe Victoria. Melbourne, AU; 2022 November. ISCRR Reference: 333-1222-R03.

Nielsen S, Tsering D, Waddell A, Grundy E, Lennox A, Bragge P, Delafosse V, Kellner P. Medicinal Cannabis Evidence and Practice Review. Presented to: WSV, 2022 November 18; Melbourne, AU. ISCRR Reference: 333-1222-P01.

Project 336 WorkWell Essentials evaluation

Aims: The project aimed to evaluate the WorkWell Essentials Pilot, using quantitative and qualitative data.

Outcomes: Overall, findings from the evaluation showed that the WorkWell Essentials pilot was welcomed and well-received by the participating businesses and consultants. It was reiterated by multiple businesses that the best part of the program was the tailored guidance from the consultants. Both survey results and interview findings reflected an increase in business confidence to identify and address mental health issues at their workplaces.

Outputs: Moo A, Blair A, Oxford S. WorkWell Essentials Pilot Evaluation - Emerging Findings Presentation. Presented to: WSV; 2023 May 2023; Geelong, AU. ISCRR Reference: 336-0523-P01.

Moo A, Blair A, Oxford S. WorkWell Essentials Pilot Evaluation - Supporting small-to-medium businesses in creating a mentally healthy workplace. Melbourne (AU), Australia; 2023. 38 p. Report no.: 336-0623-R01.

Project 341 – ISCRR's Learning Series Sessions

Collie A. Leading Indicators. July 28, 2022. <https://vimeo.com/734581481>

Twin J. Developing Research Impact Stories. August 30, 2022. <https://vimeo.com/747891761>

Crivari O, Vicarious trauma burden in teachers during the COVID-19 pandemic. October 25, 2022. <https://vimeo.com/764762553>

Barker S. ISCRR: A Year in Review. Thursday 15 December.

Pointer S, Clinical effectiveness of spinal cord stimulators for persistent pain. April 4, 2023. <https://vimeo.com/814792472>

McMillan J, Blackford N. Bitumen Fume Exposure. June 13, 2023. <https://vimeo.com/8207132>

Project 342 CPSU Vicarious Trauma Prevention strategies Evidence Review

Aims: The Community and Public Sector Union (CPSU) commissioned ISCRR to conduct an evidence review focusing on effective interventions and preventive strategies to address vicarious trauma in the workplace. The search period covered August 2019 to January 2023.

Outcomes: Four relevant systematic reviews, two literature reviews, one scoping review and 15 primary studies were identified. Interventions were categorised into three groups, organisational, individual and reactive interventions. No single intervention was found to be effective on its own or suitable for all workplaces. Workplaces should consider tailoring strategies to their specific setting and providing more than one type of approach to address different needs.

Outputs: Crivari O, Pointer S, Schroder C, Randjelovic I, McMillan J. Vicarious trauma in the workplace - Prevention and Intervention Strategies - Emerging Findings presentation. Presented to CPSU. Melbourne: ISCRR; 2023. Report No.: 342-0423-P01.

Crivari O, Pointer S, Schroder C, Randjelovic I, McMillan J. Vicarious trauma in the workplace - Prevention and Intervention Strategies. Melbourne (AU), Australia; 2023. 49 p. Report no.: 342-0523-R01.

Project 345 – Strategy Environmental Scan

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

Outcomes: Experts from diverse work backgrounds agreed with WorkSafe's table of factors. Interconnected factors including the current labour market, mental health and changes in work were identified as the most

critical to potentially impacting WorkSafe's mission. Additional factors to consider included Case Management, WorkSafe's relationship with employers, collecting and using injured worker data, WorkSafe's interaction with the health system and the complications of working from home.

Outputs: Oxford S, Pointer S. Strategy Environmental Scan - Slide pack. Melbourne (AU), Australia; 2023. 60 p. Report no.: 345-0323-R01.

Twin J, Oxford S, Pointer S. Strategy Environmental Scan - Summary. Melbourne (AU), Australia; 2023. 1 p. Report no.: 345-0323-R02.

Project 348 Medical and Like

Aims: To identify and report on what existing ISCRR research tells us about Medical and Like service request pain points and opportunities for injured workers, case managers, and THPs.

Outcomes: The key findings suggest that delays and long waiting times to access medical treatment are pain points in the Medical and Like service request process for injured workers, case managers, and THPs, and that the issue was consistently discussed during interviews for a number of evaluations of WorkSafe Victoria's initiatives/programs. The summary evidence is also consistent with the findings reported in the external review of WorkSafe's management of complex workers' compensation claims, which included case study examples of injured workers waiting for extended periods of time for treatment with potentially dangerous health consequences.

Outputs: Blair A, McMillan J. Enabling Medical and Like Processing. Melbourne: ISCRR, Monash University; 2023 April. ISCRR report 348-0423-R01.

Program Logic Workshops

316 Treating Health Practitioner Reports Program Logic

334 WorkWell Work-related Gendered Violence including Sexual Harassment Program Logic

335 Agriculture Safety Learning Network: Victoria Produce Network Program Logic

335 Agriculture Safety Learning Network: ORM Program Logic

Conference Presentations

Barker S, Pham K, De Cieri H. WorkSafe Agent research partnerships - Agent meeting. Presented to: WSV; 2023 February 2; Melbourne, AU. ISCRR Reference: 337-0223-P01.

Twin J, Barker S. Rapid case study development to showcase research impact progression. Presented at: ARMS 2022 Virtual Conference; 2022 November 1; Melbourne, AU. ISCRR Reference: 337-1122-P02.

Moo A, Barker S. Success factors of a long-term research-policy partnership. Presented at: ARMS 2022 Virtual Conference; 2022 November 1; Melbourne, AU. ISCRR Reference: 337-1122-P03.

Oxford S. Program Evaluation. Presented at: It Pays to Care Biopsychosocial Symposium; 2023 April 27; Sydney, AU. ISCRR Reference: 337-0423-P04

STATEMENT OF INCOME AND EXPENDITURE

INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH

Statement of Income and Expenditure

For the Financial Year ended 30 June 2023

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	2022/23 TOTAL
		WSV	Monash	Total Core Funding		
		\$'000	\$'000	\$'000	\$'000	\$'000
Revenue						
Funding revenue	2	2,354	-	2,354	257	2,611
Monash ancillary contribution		-	265	265	-	265
Interest income		23	-	23	2	25
Total Revenue		2,377	265	2,642	259	2,901
Expenditure						
Research & Evaluation by Research Partners	3	709	-	709	-	709
Research & Evaluation by ISCRR (Non Operational)	4	-	-	-	53	53
Research & Evaluation by ISCRR (Operational)	5	885	-	885	2	887
Research Communication & Translation	6	276	-	276	-	276
Research Program Management	7	353	-	353	-	353
ISCRR Management	8	144	-	144	-	144
Institute costs	9	100	265	365	-	365
Total Expenditure before Adjustments		2,467	265	2,732	55	2,787
Prior Period Adjustments		-	1	1	-	1
Net balance for the financial year		(90)	(1)	(91)	204	113
Brought forward unspent funds		980	1	981	410	1,391
Accumulated unspent funds carry forward	10	890	0	890	614	1,504

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 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 Revenue Accounting Services (Central Portfolio)

Date: 07/09/2023



Kim Pham

Acting Co-Director and Research Program & Operations Manager

Institute for Safety, Compensation and Recovery Research

Date: 07/09/2023

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 (“WorkSafe”) 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. Since 2018, 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, WorkSafe 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) WorkSafe 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 WorkSafe subsequent to this reporting date.
- b) TAC has opted not to participate in the new five-year contract from 1st July 2019 to 30th June 2024, New RICA. The remaining Neurotrauma projects that continue past 1st July 2019 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 to TAC in December 2019. Accordingly, there has been no further funding received from WorkSafe 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, WorkSafe 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 WorkSafe 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) WorkSafe ancillary contribution:

WorkSafe 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 ISCR. 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

Total expenditure in the operating statement includes the cost of ancillary assistance and resources directly attributable to the conduct of ISCR activities which has been provided by Monash as set out in the agreement between WorkSafe and Monash. The value of such ancillary assistance and resources provided is recognised as contribution by Monash and as revenue to ISCR. In addition, Monash also provides research infrastructure support for ISCR projects conducted by Monash organisational units, where overheads are not fully funded via ISCR. 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	2022/23 TOTAL	2022/23 BUDGET
	\$'000	\$'000	\$'000	\$'000	\$'000
Core Funding revenue					
- 2019 RICA	1,600	-		1,600	1,600
- 2019 RICA Projects	754	-		754	1,187
- Monash ancillary contribution		265		265	265
	2,354	265	-	2,619	3,052
Non core funding revenue					
	-	-	257	257	18
Total funding revenue	2,354	265	257	2,876	3,070

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	2022/23 TOTAL	2022/23 BUDGET
	\$'000	\$'000	\$'000	\$'000
(a) 2013 RICA				
Faculty of Business and Economics				
Inspector Training Evaluation	22	-	22	22
Sub-total Faculty of Business and Economics	22	-	22	22
Funded from 2013 RICA				
	22	-	22	22
(b) 2019 RICA				
Faculty of Business and Economics				
Health and safety for healthcare workers	112		112	112
Artificial intelligence Collaborative Robots	64		64	64
Identifying Workplace Health and Safety Risks Faced by Home-based Care Workers	18		18	18
Sub-total Faculty of Business and Economics	194	-	194	194
Faculty of Medicine, Nursing & Health Sciences				
Longitudinal Silica – Associated Lung Disease Health Screening and Analysis	112	-	112	112
Sub-total Faculty of Medicine, Nursing & Health Sciences	112	-	112	112
BehaviourWorks				
Medicinal Cannabis	40		40	40
Sub-total BehaviourWorks	40		40	40
Non-Monash Research Groups				
Systems thinking & risk controls	55		55	55
Workplace evaluation to manage risk of MSD & SRMHD	28		28	28
Workplace evaluation of online procedures (budget increase)	13		13	13
Agricultural Chemical Use Mapping Research Project	117		117	117
Agricultural Chemical Use Mapping Research Project (Budget increase)	21		21	
Sub-total Non-Monash Research Groups	234		234	213
External Providers				
Support Coordination Evaluation	45		45	45
Information and education materials: the regulatory framework	20		20	20
Support Coordination Pilot Evaluation Project (Phase 2)	42		42	42
Sub-total External Providers	107	-	107	107
Total Research & Evaluation by Research Partners funded from 2019 RICA				
	687	-	687	666

3.2 Funded from Non Core Funding				
Research & Evaluation by Research Partners	WSV	External parties	2022/23 TOTAL	2022/23 BUDGET
	\$'000	\$'000	\$'000	\$'000
Non-Monash research groups				
	-	-	-	-
Sub-total Non-Monash research groups	-	-	-	-
Total Research & Evaluation by Research Partners from Non Core Funding	-	-	-	-
Total Research & Evaluation by Research Partners	709	-	709	688

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	2022/23 TOTAL	2022/23 BUDGET
	\$'000	\$'000	\$'000	\$'000
ISCRR				
Community and Public Sector		4	4	4
Community and Public Sector - Project extension	-	46	46	46
Building design in residential care settings (DFFH EU)		3	3	3
Sub-total ISCRR	-	53	53	53
Total Research & Evaluation by ISCRR Non Core Funding	-	53	53	53

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.

Research activities by ISCRR	WSV	External parties	2022/23 TOTAL	2022/23 BUDGET
	\$'000	\$'000	\$'000	\$'000
5.1 Funded from Core Funding				
ISCRR Internal				
Research & Evaluation by ISCRR Staff (incl. on-costs)	882	-	882	882
Research & Evaluation by ISCRR Ancillary Support	-	-	-	-
Research & Evaluation by ISCRR Centre Specific Expenditure	3	2	5	5
Sub-total ISCRR Internal	885	2	887	887
Total Research & Evaluation by ISCRR	885	2	887	887

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	2022/23 TOTAL	2022/23 BUDGET
	WSV	Monash	Total Core Funding			
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Research Communication & Translation (Operational)						
Staff (incl. on-costs)	249	-	249	-	249	249
Centre Specific Expenditure	27	-	27	-	27	27
Research Communication & Translation	276	-	276	-	276	276

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	2022/23 TOTAL	2022/23 BUDGET
	WSV	Monash	Total Core Funding			
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Research Program Management						
Staff (incl. on-costs)	353	-	353	-	353	353
Centre Specific Expenditure	-	-	-	-	-	-
Research Program Management	353	-	353	-	353	353

8. Expenditure: ISCRR Management

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

	Core Funding			Non-Core Funding	2022/23 TOTAL	2022/23 BUDGET
	WSV	Monash	Total Core Funding			
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
ISCRR Management						
Staff (incl. on-costs)	144	-	144	-	144	144
Centre Specific Expenditure	-	-	-	-	-	-
ISCRR Management	144	-	144	-	144	144

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	2022/23 TOTAL	2022/23 BUDGET
	WSV	Monash	Total Core Funding			
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Institute costs						
Operational expenses	28	-	28	-	28	28
Infrastructure expenses	27		27	-	27	27
Central Support Costs	45	265	310	-	310	310
Institute costs	100	265	365	-	365	365

10. Accumulated Unspent Funds as at 30 June 2023

Accumulated unspent funds at 30 Jun 2023	WSV	TAC	Monash	External parties	2021/22 TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
Core Funding revenue					
- 2009 to 2018 RICA	31	-	1	-	32
- 2019 RICA	859	-	-	-	859
- Prior Period Adjustments			(1)		(1)
	890	-	-	-	890
Non core Funding revenue	-	-	-	614	614
Total accumulated unspent funds carry forward	890	-	-	614	1,504

- a) The RICA extension expired on 30 June 2019. Accordingly, there is no funding to be received from WorkSafe and TAC under the terms of the 2013 RICA or the RICA extension of 2018. The \$1K carry forward interest income has been transferred to the new RICA fund for use in ISCRR activities.
- b) WorkSafe is in its fourth year of a five-year contract with Monash from 1st July 2019 to 30th June 2024. The unspent RICA (2013 & 2019) funds amounted to \$890K carried forward from FY22/23.