



ISCRR

Institute for Safety, Compensation
and Recovery Research

ANNUAL REPORT

2024-2025

A joint initiative of





The Institute for Safety, Compensation and Recovery Research (ISCRR) would like to acknowledge the Traditional Owners of the land on which we work and live, the Wathaurong (Wadawurrung), Wurundjeri (Woi-wurrung), and Bunurong (Boon Wurrung) peoples of the Kulin Nation, and pay our respects to their Elders past, present, and emerging.

DIRECTOR'S MESSAGE

Since joining ISCRR in 2024, I have led a team dedicated to advancing high-impact research; research that underpins safer workplaces and stronger recovery systems for workers. Our partnership with WorkSafe Victoria remains central to that mission.

The WorkSafe Strategy outlines ambitious targets to reduce workplace deaths and injuries, and improve return-to-work rates. Within this framework, ISCRR's contributions are closely aligned across the strategic pillars of reducing workplace harm, improving return to work outcomes, and strengthening the workers' compensation system.

This year, our research has continued to inform proactive approaches to harm prevention, offering insights into how workplaces can reduce risks and build a culture of safety. From investigating persistent pain and psychological injury, to evaluating return-to-work programs, we have generated evidence to support more person-centred recovery pathways that promote sustainable outcomes for workers and employers alike.

We have also sharpened our focus on implementation and evaluation science, ensuring our research not only meets the highest standards of rigour but is also practical and usable. Through co-designing research, meaningful engagement with stakeholders and people with lived experience, our work is grounded in real-world perspectives and driven by a commitment to service excellence.

Collaboration is central to our approach. We work closely with our colleagues at WorkSafe and extend our partnerships across the sector to co-design projects that are responsive, respectful and relevant. These partnerships enhance our ability to generate knowledge that is not only insightful but ready to be acted upon.



As ISCRR looks ahead, we remain focused on delivering work that contributes to a sustainable compensation system. We are investing in our internal capabilities, refining our strategic research priorities, and exploring new methods and technologies that will help us continue to deliver research with impact.

To our colleagues at WorkSafe Victoria, thank you for your ongoing trust and collaboration. To the ISCRR team, your expertise, dedication, and integrity make all our work possible. I look forward to deepening our partnership and continuing to work together to achieve WorkSafe's strategic goals, making a real difference in the lives of the Australian people.

Professor Sarah Anderson

ISCRR Director

MESSAGE from WORKSAFE VICTORIA



ISCRR continues to be an invaluable partner in delivering the evidence base that underpins WorkSafe Victoria's efforts to build a safer, fairer, and more sustainable system for all Victorian workers.

The WorkSafe Strategy sets ambitious goals: to reduce workplace fatalities by 30%, injuries by 20%, and improve return-to-work rates by 10% by 2030. Achieving these outcomes requires deep understanding, rigorous evidence, and trusted partnerships. ISCRR brings all of these elements together, supporting us to shape and evaluate the policies, programs, and interventions that will have real-world impact.

Throughout the year, ISCRR's work has supported every corner of our strategy. From evaluating complex program initiatives, advancing understanding of persistent pain and mental health, or contributing to better service design, the work undertaken by ISCRR is crucial to helping us make informed, confident decisions.

Equally important is ISCRR's commitment to collaboration. For the third year in a row ISCRR has achieved a 100% partner satisfaction rating from WorkSafe, a fantastic result that demonstrates their dedication to the partnership. This commitment was further validated with WorkSafe and ISCRR winning the Collaboration in Injury and Disability Management award at the Personal Injury Education Foundation 2024 conference in Perth.

ISCRR's co-designed research approach which is grounded in lived experience, stakeholder engagement, and strong academic expertise, ensures their findings are not only rigorous, but meaningful and ready to be applied. This is what makes ISCRR's contribution so powerful: research that drives outcomes.

As we progress through the WorkSafe Strategy, our partnership with ISCRR will remain a cornerstone of our approach. I thank Professor Sarah Anderson and the ISCRR team for their dedication, expertise, and shared vision for a safer Victoria. We look forward to continuing this important work together.

Nicola Wojcik

Senior Manager, Research, WorkSafe Victoria

SNAPSHOT OF 2024-25

Research Projects



21 completed projects

- 7 Research Projects
- 7 Evaluations
- 3 Program Logic Workshops
- 2 Evidence Reviews
- 2 Environmental Scans



Research Communication

20 reports, 17 research translation pieces, 4 journal articles, 16 partner presentations, 6 conference presentations, 5 webinars

100% Partner Satisfaction rating from WorkSafe Victoria



Partner Satisfaction



Awards

PIEF Collaboration in Injury and Disability Management Award
ANZSOM David Goddard Best Paper Award

Research Impact



90% of ISCRR-led projects achieved their impact goals

OUR PURPOSE

Our Vision

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

Since 2009, ISCRR has been a trusted partnership between Monash University and WorkSafe Victoria, translating rapid research into policy that makes a real-world difference. Our vision is to improve the health and wellbeing of the Australian working population through research and applied evidence. We deliver on this vision through high-quality, timely research in areas such as injury prevention and recovery, return-to-work initiatives, and improvements in mental health and workers' compensation systems.

Our Mission

To inform, advise and educate.

Our mission is to inform, advise, and educate through quality evidence. We do this through research that is responsive to our partners' needs, and focused on impact.



OUR SERVICES

Program & Policy Evaluation

ISCRR's evaluations have informed the continuation and improvement of key WorkSafe initiatives. ISCRR's evaluation of the Pain Education pilot program demonstrated that 85% of injured workers reported their overall situation was better after the program.

Evidence Reviews & Environmental Scans

ISCRR synthesises global evidence and best practices to inform WorkSafe's programs, ensuring Victoria remains at the forefront of workplace health and safety innovation. For example, our rTMS review provided an evidence base for decision-making regarding the support and funding of rTMS for depression in injured workers.

Research Projects

A range of research projects that aim to improve support for injured workers returning to work have been undertaken this year. One project demonstrated how an Agent's Employment Care Coordination program assisted injured workers in returning to work and improved their quality of life.

Program Logic

ISCRR assists WorkSafe in designing programs, policies and research through program logics. Creating a program logic includes brainstorming and clarifying the problem the program aims to address, required resources, strategies and, most importantly, outcomes. ISCRR undertook three program logics to guide WorkSafe decision-making this year.

Research Translation

Research summaries and tailored outputs help WorkSafe quickly apply evidence in practice, supporting faster, informed decisions. Infographics, like the one for the Minimally Invasive Sacroiliac Joint Fusion Evidence Review, make findings easier to understand and extend their impact beyond the report alone.



HIGHLIGHT: Safety

Driving Safety Culture on Victorian Farms through Research Excellence

Farms remain among the most dangerous workplaces in Victoria. Although the agriculture sector employs just 2% of the state's workforce, it accounts for approximately 30% of workplace fatalities.

To address this, the VEG Education Victorian Fresh Produce Network, funded by WorkSafe Victoria, is working directly with farm owners and workers to promote a safety-first culture across the industry.

ISCRR was invited by WorkSafe Victoria to conduct a program logic workshop for VEG Education to help them develop their ideas for this pilot program. ISCRR was then commissioned to evaluate this pilot initiative to understand its effect on safety culture, attitudes, and behaviours on participating farms.

The evaluation involved eleven farms across four Victorian regions. VEG Education worked closely with each to conduct tailored risk assessments and co-design safe work systems, ranging from induction materials for culturally and linguistically diverse (CALD) workers, to improvements in tractor safety and noise level management.

The findings demonstrate clear behaviour change at the leadership level. Farm owners and managers reported increased awareness of Occupational Health and Safety (OHS), resulting in a shift in mindset where safety is now seen as a leadership priority. This cultural shift has led to greater accountability and proactive integration of safety measures into farm operations. Early indicators show improved safety awareness and preparedness among workers too.

Feedback from participants strongly affirmed the value of the initiative. VEG Education's credibility, deep understanding of the farming community, and ability to foster trust and collaboration were cited as key drivers of success.

"I think to have a network in this particular industry, VEG Education are great drivers of it. They're great connectors too—of different farmers, growers, distributors in this industry. I think they're the right people to bring people together on it."

Participant #6

The findings of this research were communicated at the Hort Connections conference, via WorkSafe Victoria's Health and Safety Week, and as an ISCRR Learning Series Webinar in December 2024. The research highlights that were shared on social media led to a collaboration with EML Group on a project exploring how to make work safer for CALD workers. This project is now being drafted and expected to go to the executive committee soon for approval. This work is also stimulating collaboration within Monash University, with the Monash University Accident Research Centre (MUARC) asking for ISCRR to play an advisory role on a future project involving CALD drivers.

This work exemplifies WorkSafe Victoria's ambition to lead with purpose and partner for change. It demonstrates how high-quality, applied research can translate into tangible improvements in workplace safety that drive a safety culture, influence behaviours and ultimately contribute to reducing harm, while fostering collaboration across a high-risk industry.

OUR AWARDS



“This award belongs to everyone in the [WorkSafe] Research team, the people we do research with in WorkSafe Victoria and the ISCRR team – we combine our strengths to advance research for positive impact. It’s collaboration at its best.”

Nicola Wojcik (pictured above, left)

Celebrating Research Excellence Through Collaboration

In October 2024, ISCRR and WorkSafe Victoria were honoured with the ‘Collaboration in Injury and Disability Management’ award at the PIEF Personal Injury and Disability Management National Conference in Perth. This prestigious national recognition celebrates the power of long-standing partnerships in delivering evidence-informed solutions to improve outcomes for injured workers.

The award was accepted by WorkSafe Victoria’s Senior Manager of Research, Nicola Wojcik, along with ISCRR’s Dr. Kim Pham and Dr. Janine McMillan, at the conference’s gala dinner and awards ceremony.

This award reinforces the strength and longevity of ISCRR’s partnership with WorkSafe Victoria, a collaboration since 2009, and highlights our shared commitment to innovative research, evidence-based policy, and real-world impact.

“This award belongs to all who have worked in the ISCRR and WorkSafe Research teams. I’d also like to thank Monash University for continuing to see the value in this strong partnership and driving meaningful change together.”

— Dr. Kim Pham (pictured above, middle)

“It was very exciting for ISCRR’s 15-year collaboration with WorkSafe Victoria to be recognised and celebrated, together providing evidence through research, evaluation and translation to improve safety at work and injured worker recovery and return to work.”

— Dr. Janine McMillan (pictured above, right)



Award-Winning Research Supporting Evidence-Based Decisions in Pain Management

At the 2024 Australian and New Zealand Society of Occupational Medicine (ANZSOM) Annual Scientific Meeting in Perth, ISCRR Senior Researcher Dr. Sophie Pointer (pictured above, fourth from the left) was awarded the prestigious David Goddard Best Paper Award for her presentation: "Spinal Cord Stimulators: Putting the 'evidence' into evidence-based practice."

Drawing on findings from ISCRR's comprehensive Evidence Review into the clinical effectiveness of Spinal Cord Stimulators (SCS) for persistent pain, Dr. Pointer's presentation showcased how ISCRR research is directly informing decision-making at WorkSafe Victoria.

The review found that while SCS implants offer some clinical benefit in the short to medium term, there is a significant lack of high-quality evidence regarding long-term outcomes for patients. These insights have since played a critical role in validating and supporting WorkSafe Victoria's evidence-based decision model, helping guide policy and clinical decisions related to pain management interventions.

ISCRR's impact tracking revealed that this research has already influenced decision-making processes, with the potential to reduce unnecessary procedures, promote appropriate treatment pathways, and ultimately improve outcomes for injured workers.

This work is a strong example of ISCRR's commitment to research excellence and knowledge translation, directly supporting the WorkSafe Strategy. It highlights how rigorous, independent research can contribute to smarter, more sustainable health and compensation systems, and better outcomes for those they serve.





OUR ENGAGEMENT

ISCRR engages closely with end users and stakeholders to ensure our research is relevant, practical, and impactful. This includes co-designing projects with stakeholders and maintaining open channels for consultation and feedback. ISCRR also prioritises knowledge translation by tailoring research outputs to meet stakeholder needs and sharing findings through reports, infographics, webinars, podcasts, newsletters, and events.

Conference presentations

- Comcare National Conference 2024: Dr Janine McMillan presented "Prevention of vicarious trauma – what is evidence-based?"
- 2024 International Congress on Neuropsychiatry Conference: Edwina Sekine presented "The effects of injury compensation systems on recovery outcomes in people with conversion disorder."
- The Australian and New Zealand Society of Occupational Medicine (ANZSOM)'s Annual Scientific Meeting for 2024: Dr Sophie Pointer presented "Spinal Cord Stimulators: Putting the 'evidence' into evidence-based practice."
- The Australian Sociological Association (TASA) 2024 Conference: Dr Ivana Randjelovic presented "Politics of care in research: We have ethics, risk assessment, and distress protocol. And what about researchers?"
- Personal Injury and Disability Conference (PIEF) 2024: Dr Janine McMillan presented "Pain Education intervention for injured workers showed improved pain and mental health outcomes and was appreciated by case managers."
- Self-Insurance Association of Victoria (SIAV) Conference 2025: Dr Faye Forbes presented with EML Group on "Advancing a biopsychosocial approach to claims management."

ISCRR Learning Series webinars

338 attendees over **5** webinars

89%
were satisfied
on average

88%
were likely to share
the information

The ISCRR Learning Series was launched in 2021 as a series of informative webinars on topics of interest to our broader stakeholder network. In 2024-25, ISCRR held five of these webinars, with their recordings available post event on Vimeo:

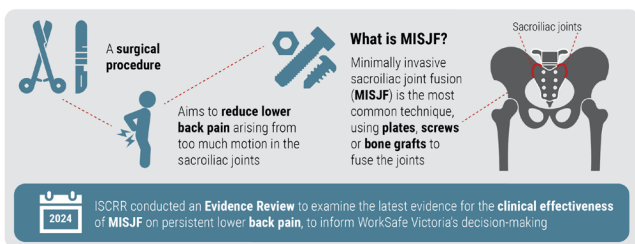
- 'Pain Education: ISCRR's Evaluation of WorkSafe's Program' (Dr Janine McMillan (ISCRR), Dr Ivana Randjelovic (ISCRR), Dr Anne Daly, and Mark Phillips (WorkSafe Victoria)).
- 'Transforming Farm Safety: Insights from the Victorian Fresh Produce Network' (Dr Sarah Oxford (ISCRR), Neil Salvador (VEG Education), Jody O'Brien (Bulmer Farms)).
- 'Empowering voices: lived experience in health and safety research design' (Dr Kim Pham, ISCRR, Professor Alex Collie and Dr Elizabeth Pritchard, Healthy Working Lives Research Group, Monash University, and Lived Experience Advisor Grainne Cruickshank).
- "Safe Journeys, Safe Workers: The Future of Workplace Road Safety" (Dr Sjaan Koppel (MUARC), Tahlee Norton (TAC), and Jerome Carslake (NRSP)).
- 'AI and Collaborative Robots: new frontiers in work health and safety' (Professor Herman Tse, Department of Management, Monash Business School).

Research translation

ISCRR produces tailored research translation pieces for each research project to support easy dissemination by end users. These pieces distil complex research findings into clear, accessible visuals that make key messages easier to understand and share. Each one is customised to suit the needs, language, and priorities of its intended audience, such as policymakers, industry partners, or community members, ensuring the information is relevant, engaging, and actionable.

Is Sacroiliac Joint Fusion effective at relieving pain?

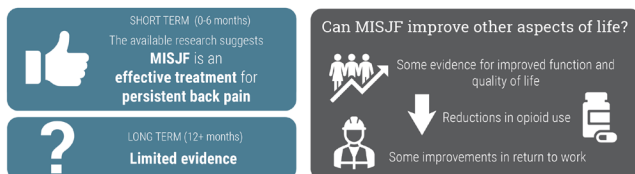
What is Sacroiliac Joint Fusion?



What did the ISCRR Evidence Review find?



How effective is MISJF in treating pain?



This research summary was prepared in March 2024. Please contact ISCRR (info@iscrr.com.au) for a copy of the report (ISCRR Project 355) which informed this summary.

ISCRR Institute for Safety, Compensation and Recovery Research
A joint initiative of WorkSafe Victoria and Monash University

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



Interconnected challenges



Opportunities



Please contact ISCRR (info@iscrr.com.au) for a copy of this Environmental Scan (ISCRR Project 345)

ISCRR Institute for Safety, Compensation and Recovery Research
A joint initiative of WorkSafe Victoria and Monash University

Newsletters

2000+ subscribers

5 newsletters in 2024-25 **51%** average open rate

ISCRR delivers regular newsletters to a list of over 2000 subscribers, covering research stories, research impact, conference and workshop insights, staff showcases, and news about upcoming events. In 2024, ISCRR delivered 5 newsletters with an average open rate of 51%, which is considered very high engagement in our industry.

Podcasts

The ISCRR podcast showcases workplace health and safety research conducted by the Institute and the work of our colleagues and partners. It's a place for deeper discussions about how research can be applied in the real world. In 2024-25, ISCRR released one new podcast: 'How can researchers work with people with lived experience?' with Dr Elizabeth Pritchard from the Healthy Working Lives Research Group at Monash University, and Lived Experience Advisor Grainne Cruickshank. Following a review of our podcasts, we have decided to pause future episodes for now, while considering the best ways to continue sharing knowledge.

Social media

ISCRR regularly posts research stories, conference highlights and event promotions on our social media platforms. Our social media posts have led to new projects being commissioned, broadening our impact.



HIGHLIGHT: Support

Shaping the future of claims management through biopsychosocial profiling

Injury recovery extends beyond the physical. Evidence shows that a biopsychosocial approach—one that considers the interplay between biological, psychological, and social factors—can lead to more effective claim management, better recovery outcomes for workers, and a more efficient compensation system overall.

To support more targeted and effective claims management, the Federal Self Insurance business unit of EML Group developed a new claim profiling tool. The tool helps case managers assess biopsychosocial recovery risks and triage claims based on need, using a scoring system that prioritises support and interventions.

ISCRR conducted an evaluation of this tool to assess its design and alignment with current best practices in biopsychosocial risk screening. Drawing on a literature review and insights from subject matter experts, ISCRR found that the tool's domain structure and scoring approach are consistent with the evidence base. Compared with other tools in the sector, EML's profiling tool stands out for its concise design, practical relevance, and integration of biopsychosocial factors within a compensation setting.

Expert reviewers highlighted strengths in the tool's ease of use and system alignment, while also identifying opportunities to enhance its ability to capture psychosocial risks.

These findings will guide refinements to the tool, helping ensure that it provides both injured workers and case managers with the best possible support. For policymakers and system designers, the evaluation demonstrates the value of tools that connect robust evidence with real-world application.

By advancing this work with EML, ISCRR is helping shape a future-ready claims model. One that is evidence-informed, worker-centred, and aligned with the WorkSafe Strategy to modernise and improve compensation outcomes.

The WorkSafe Strategy identifies the need to “commence thinking about the best claims model for the future.” Through our collaboration with EML Group, ISCRR is supporting this vision by evaluating innovative approaches to claim profiling that reflect the full complexity of injured workers’ recovery journeys.



OUR COLLABORATION

Since 2016, ISCRR has invited key contacts from WorkSafe Victoria to complete an annual partner satisfaction survey. This year the survey was sent to 80 stakeholders who have worked on a research project with ISCRR during 2024-25, including collaborators outside of WorkSafe. Of those 80 stakeholders, 18 completed the partner satisfaction survey.

Key results:

- 100% satisfaction with ISCRR
- 100% understood research findings
- 100% felt ISCRR managed issues as they arose

The partner satisfaction survey asks whether ISCRR research was shared, and if so, whether it had an impact on decision-making.

- 93% shared ISCRR research

- 59% said the research informed discussions.
- 24% said the research informed future work.
- 24% said the research informed decision-making, policy or practice.
- 6% said the research improved systems and processes.

“Solid research that is easy to read and eagerness to create additional value from the insights.”

“Clear communication of timelines, clarification of any areas of uncertainty, guiding us through improvements in approach to the evidence review, friendly and helpful always.”

“Great communication and they take control. Therefore you can trust they know what they are doing and you can trust a great job to be done.”

OUR IMPACT

Research impact has always been at the heart of ISCRR's operations, and the Institute has taken significant steps in this area over the past year. In 2024, ISCRR undertook research impact analysis of 59 ISCRR projects funded through the 2019 Research Institute Collaboration Agreement between WorkSafe Victoria and Monash University. The analysis found that 90% of ISCRR-led projects achieved their impact goals (36/40 projects).

90% of ISCRR-led projects achieved their impact goals

These impact goals included informing decision-making regarding WorkSafe's strategy and programming, enhancing the evidence and knowledge base, informing policy and regulation, and developing practical tools and resources to support injured workers in their recovery. Six projects showed evidence of contributing to broader outcomes beyond these original goals, delivering benefits for both injured workers and the compensation system.

Moving forward, ISCRR will continue to measure and monitor impacts, providing quarterly updates on progress towards its identified goals.



OUR GOVERNANCE

In July 2024, ISCRR transitioned to a new contractual agreement and revised funding arrangement. ISCRR moved from a Steering Committee to adopting a Management Committee, strengthening strategic oversight and operational effectiveness.

In December 2024, the governance organisational structure changed when ISCRR moved from Monash University's Enterprise and Engagement portfolio to a newly integrated portfolio named Research and Enterprise, under the leadership of Professor Mike Ryan.

Professor Sarah Anderson was appointed as ISCRR's new Director and inaugural Monash Professor of Practice, Workplace Health, Safety and Wellbeing, bringing deep expertise and a strong vision for the Institute's next chapter.

OUR PEOPLE



Professor Sarah Anderson (Director)

Sarah leads ISCRR's strategic vision, advancing research to enhance workplace health and safety. With over 20 years' experience across academic, government, and NGO sectors, she specialises in bridging research and policy. Sarah sits on the NHMRC Loneliness grant Steering Committee meeting (Connecting for Better Health project), and is a CI on a recently submitted MRFF grant. Sarah holds a PhD in Ergonomics and Human Factors, Master in Public Health and Prosthetics and Orthotics Bachelor degree.



Research and Evaluation Team

Dr Janine McMillan (Research and Evaluation Lead)

Janine leads research at ISCRR and is an Adjunct Academic at Monash University. She brings experience from the personal injury sector, translational research, and genetics research. Janine holds a PhD from the University of Melbourne.



Dr Sarah Oxford (Research and Evaluation Lead)

Sarah designs and delivers evaluations and qualitative research at ISCRR, with a focus on inclusive and stakeholder-driven methodologies. Sarah lends her expertise to two collaborative groups at Monash University: The Consumer and Community Engagement Committee (SPHPM), and the Evaluation Learning and Improvement Network (ELIN). She holds a PhD in Sociology from Victoria University, a Master of Arts (Bradford, UK), and a Bachelor of Arts (Sewanee, USA).



Dr Sophie Pointer (Senior Officer – Evidence Reviews)

Sophie specialises in injury surveillance and evidence reviews, with experience across university and government sectors. Sophie is interested in increasing the understanding of the nature, causes and effects of human injury, and reducing its occurrence and consequences. She holds a PhD in Neuropsychology and a Bachelor of Science (Hons) from Flinders University.



Dr Ivana Randjelovic (Senior Research Officer - until June 2025)

Ivana leads primary research and environmental scans at ISCRR. With extensive experience across university, government, and non-government sectors since 2006, she holds a PhD in Social Sciences from Swinburne University, alongside degrees in Anthropology (BA Hons) and Gender and Politics (MA).



Amanda Moo (Research Officer)

Amanda supports ISCRR's research and operations teams, leading and delivering mixed-methods research projects, and contributes to financial management and continuous process improvement across the Institute. Amanda holds a Master of Information Systems and a Bachelor of Management from Queensland University of Technology.



Carmen Schroder (Senior Research Officer – Evaluations)

Carmen works on evaluations and research projects focused on systems improvement and capacity building. Since 2010, Carmen has worked with government, academic, not-for-profit and community organisations to evaluate and strengthen services, systems and policy. She holds a Bachelor of Applied Science (Psychology, Hons) from RMIT University.



Dr Faye Forbes (Research Officer)

Faye supports ISCRR's research and evaluation projects, with expertise in qualitative and quantitative methods. Her work focuses on family wellbeing and cultural diversity, helping inform policy development. She holds a PhD from Monash University on male partner involvement in perinatal healthcare.



Ashleigh Blair (Research Support Officer)

Ashleigh coordinates research and administrative activities at ISCRR, including data collection, analysis, and literature reviews. She brings experience from government and not-for-profit roles in the mental health sector in the UK. Ashleigh holds a Bachelor of Science (Psychology, Hons) and a Graduate Diploma in Forensic Behaviour Science.



Olivia Crivari (Research Support Officer)

Olivia supports research and evaluation projects at ISCRR. She joined in 2021 through a student placement during her Bachelor of Health Science at Monash University. She completed her Honours year with ISCRR in 2022, achieving 1st Class Honours for her thesis on vicarious trauma in teachers during the COVID-19 pandemic.



Edwina Sekine (PhD student)

Edwina is a PhD candidate jointly supervised by ISCRR and the Healthy Working Lives Research Group (HWLRG) within the School of Public Health and Preventative Medicine at Monash University. With a background in physiotherapy and extensive experience in clinical and injury compensation settings, including Victoria's State Government schemes, Edwina aims to contribute to improved recovery outcomes following injury.



Research Program and Operations Team

Dr Kim Pham (Research Program and Operations Manager)

Kim manages ISCRR's operations and research projects, promoting continuous improvement and collaboration. She holds a Bachelor of Biomedical Science (Hons, Melbourne University), a PhD in Cellular Immunology (Swinburne), a Graduate Certificate in Business Development (WEHI) and a Certificate in Foundations of Directors (Australian Institute of Company Directors).



Marie Muggivan (Research Program and Operations Officer - until June 2025)

Marie manages key aspects of research project operations, including milestone tracking, data capture, reporting, finances, and compliance with ISCRR's governance. She has held diverse roles from executive assistant to photographer. Marie holds a Bachelor of Arts in Psychology and Sociology (Monash) and is currently pursuing Honours in Psychology (CSU).



Kathryn Leslie (Research Program and Operations Officer - extended leave)

Kathryn oversees research project management, including data capture, milestone tracking, reporting, and compliance with ISCRR governance. Before joining ISCRR, she was a classroom teacher at Marnoo Primary School and a clinical education administrator at Ambulance Victoria. She holds a Bachelor of Business and a Graduate Diploma in Education.



Research Communications and Translation Team

Dr Jimmy Twin (Research Communications and Translation Manager)

Jimmy specialises in research translation, communication, and product development, and oversees research translation at ISCRR, delivering tailored products that enhance research impact. Jimmy lends his expertise to several research impact and translation communities of practice. He holds a PhD in Microbiology (University of Tasmania) and a Master of Communication (Deakin University).



Blaire Dobiecki (Research Communications Officer)

Blaire translates research content for ISCRR via infographics, reports, social media posts, and newsletters. With 15 years' experience in science communication and education, she is passionate about telling the human stories in science, especially through videography. Blaire holds a Bachelor of Science (Hons) (Melbourne University) and Master's degrees in Science Communication (Australian National University) and Teaching (Deakin University).



Dr Magdaline Koutsaplis (Research Communications Officer)

Magdaline is passionate about capturing and communicating research impact. She has experience in grants management and research development at the Monash Research Office. Magdaline holds a Bachelor of Science (Hons), Bachelor of Arts, and a PhD in Organometallic Chemistry from Monash University.



LOOKING AHEAD

ISCRR's 2025-26 priorities are shaped by our Strategic Plan 2022-27 and aligns closely with the WorkSafe Strategy. Our work for the next 12 months will address key areas related to WorkSafe's needs, with ISCRR having the ability to deliver our broad range of research and evaluation approaches. A feature of ISCRR's internal research and evaluation program is the flexibility to adjust our methods and approach to balance the research need, timing, intended use, and impacts.

To ensure we maintain research excellence and provide our clients with the best evidence to inform their decision making, our key goals for the next year include:

- Increasing the number of Subject Matter Experts, including Lived and Living Experience Experts on projects.
- Building our future research talent at ISCRR by recruiting and supervising higher research students.
- Increasing our number of academic publications to share new knowledge and participate in the peer review process, ensuring academic rigor.
- Tracking the impact of ISCRR research projects, with intended impacts explicitly identified with client at project conception.
- Conducting our annual Partner Satisfaction Survey to ensure our clients are satisfied with our work and can utilise the findings.

Looking more broadly, ISCRR aims to influence and challenge thinking in workplace health and safety, and remain a financially sustainable institute. Our key goals working towards this for next year include:

- Working with WorkSafe Victoria to meet their strategic goals to reduce workplace fatalities by 30%, injuries by 20%, and improve return-to-work rates by 10% by 2030.
- Maintaining and enhancing our partnership with WorkSafe Victoria.
- Pursuing tender and grant opportunities across sectors aligned with ISCRR's research expertise.
- Targeting areas for ISCRR research expertise and portfolio development.
- Broadening our influence and networks via publications, conferences, committees, and strategic communications including a research showcase event.



HIGHLIGHT: Financial management

Using evidence to guide treatment funding decisions

By showing which treatments are clinically effective, ISCRR's evidence reviews help WorkSafe give injured workers the best chance to recover, while safeguarding the scheme for the future.

WorkSafe Victoria's responsibility to injured workers includes ensuring they receive treatments that are safe, effective and backed by the best available evidence. At the same time, WorkSafe must manage scheme funds responsibly, making decisions that balance worker wellbeing with long-term financial sustainability.

ISCRR plays a critical role in this process through its evidence reviews. When WorkSafe is considering whether to fund a treatment, either a new therapy entering the market or an existing service under review, it turns to ISCRR to assess the scientific evidence. These reviews draw on global research and clinical guidelines to answer key questions: Is the treatment effective for the condition? Does it provide benefits beyond existing options? Are there potential harms? And is it a good use of resources?

The result is a clear, independent summary of what the evidence says, presented in a way that supports informed, transparent decision-making. This enables WorkSafe to fund treatments that are proven to help workers recover and return to life and work, while avoiding investment in those that are ineffective or potentially harmful.

Through this partnership, ISCRR helps WorkSafe protect both the health of injured workers and the financial health of the compensation scheme.

FINANCIAL PERFORMANCE

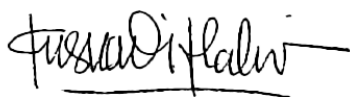
ISCRR statement of income and expenditure for the financial year ended 30 June 2025

For purpose of compliance with the reporting requirements of the Research Institute Collaboration Agreement 2024. The Statement of Income and Expenditure should be read in conjunction with the accompanying notes to the Statement.

Statement of Income and Expenditure	Note	Core Funding			Other Funding	2024/25 TOTAL
		WorkSafe	Monash	Total		
		\$'000	\$'000	\$'000	\$'000	\$'000
Revenue						
Funding revenue	2	2,363	-	2,363	544	2,907
Monash cash contribution	2	-	293	293	5	298
Interest income		33	-	33	8	41
Total Revenue		2,396	293	2,689	557	3,246
Expenditure						
Research & Evaluation by Research Partners	3	529	-	529	-	529
Research & Evaluation by ISCRR (Non Operational)	4	171	-	171	273	444
Research & Evaluation by ISCRR (Operational)	5	823	-	823	-	823
Research Communication & Translation	6	363	-	363	-	363
Research Program Management	7	335	-	335	--	335
BD Management	8	-	-	-	5	5
ISCRR Management	9	206	-	206	-	206
Institute costs	10	128	293	421	-	421
Total Expenditure before Adjustments		2,556	293	2,849	278	3,127
Adjustments		-	-	-	-	-
Net balance for the financial year		(160)	0	(160)	279	119
Brought forward unspent funds		801	(0)	801	706	1,506
Accumulated unspent funds carry forward	11	641	0	641	984	1,625

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 WorkSafe Victoria and Monash University and has been expended in accordance with the 2024 Research Institution.



Robert Halim

Manager, Research and Revenue Accounting Services
(Central Portfolio)

Date: 29/09/2025



Sarah Anderson

Director, Institute for Safety, Compensation and
Recovery Research

Date: 29/09/2025

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 considered an unincorporated joint venture entity.

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

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

Following the expiration of the 2018 Agreement, WSV and Monash entered into a five-year contract with Monash from 1st July 2019 to 30th June 2024 ("2019 RICA"). The unspent 2009 & 2013 RICA funds amount to \$434,582. This amount less the project commitments was returned to WSV subsequent to this reporting date.

The 2019 RICA expired on 30 June 2024. Following the expiration of 2019 RICA, WSV and Monash entered into the 2024 Agreement ("2024 RICA") to continue to fund the operation of the Institute and carry out Institute Activities including financial reporting from the final year of 2019 RICA FY23/24. Accordingly, for FY23/24, \$801K of unspent RICA 2019 funds, comprising of \$100K RICA 2019 operational, \$701K RICA 2013 and 2019 remaining project commitments, were transferred over into 2024 RICA.

Following commencement of 2024 RICA, WSV and Monash intend that the Institute and Institute Activities will have a broader scope than in the past, reflecting an ability for the Institute to take on new external collaborations and research partners.

In addition, WSV and Monash intend that the Institute continues to partner on a national and international agenda of research excellence during the Agreement period and leverage WSV's and Monash's investment and learnings since 2009, to continue to deliver increasing value and impact to the Victorian community, whilst remaining committed to the WSV-Monash foundation partners. The parties also intend that funding streams will be diversified through the Institute engaging with new research partners and collaborators, including developing and growing new products and services related to research and training. The parties acknowledge that projects undertaken by the Institute utilising the new Diversified Funding Streams (Other Funding) will not receive any WSV funding.

INDEPENDENT AUDIT REPORT INSTITUTE FOR SAFETY, COMPENSATION AND RECOVERY RESEARCH

This audit opinion is prepared for the purpose of the 2019 Collaboration Agreement executed 24 June 2025 and 2024 Research institute collaboration agreement executed 9 April 2024, between the Victorian Workcover Authority ('WorkSafe') and Monash University (the 'University').

Scope

We have conducted an independent audit in accordance with Australian Auditing Standards of the attached Statement of Income and Expenditure (the 'Statement') for the period 01 July 2024 to 30 June 2025. The Statement specifies an amount of \$3,126,699 Expenditure and an amount of \$3,245,527 Revenue to support the activities of the Institute for Safety, Compensation and Recovery Research.

Our audit has been conducted in accordance with the Australian Auditing Standard ASAE 3000 'Assurance Engagements Other than Audits or Reviews of Historical Financial Information'. Our audit involved an examination, on a test basis, of evidence supporting the amount of the grant funds incurred, and the amount of the income received on the Project. This included an examination of the University's financial records, and receipts, and an evaluation of the policies and procedures used to calculate the expenditure on the Project. These procedures have been undertaken to form an opinion as to whether the methodology used to calculate the expenditure is in accordance with the Agreement, and that the figures stated are true and fair.

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

Audit Opinion

We confirm that in our opinion:

- The Statement of Income and Expenditure is true and fair;
- The funding was expended for the Project in accordance with the Agreement; and
- The balance of funds as at 30 June 2025 is \$1,625,174.



RSM AUSTRALIA PTY LTD



K J DUNDON

Director

Melbourne, Victoria

Date: 29 September 2025

THE POWER OF BEING UNDERSTOOD
ASSURANCE | TAX | CONSULTING

RSM Australia Pty Ltd is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction. RSM Australia Pty Ltd ACN 009 321 377 atf Birdanco Practice Trust ABN 65 319 382 479 trading as RSM Liability limited by a scheme approved under Professional Standards Legislation

