Good work is good for health and wellbeing

Comcare’s work is centered on the ever increasing evidence that good work, in general, is good for health and wellbeing. Particularly that participation in work as part of recovery is good for people.

The emerging evidence alert

This Emerging Evidence Alert includes the latest news and evidence on the health benefits of work, recovery at and return to work, as well as a WHS issues to keep people healthy and safe in work.

We encourage employers to share their approaches and good practice in the emerging evidence alert.

High Performing Teams

This Emerging evidence alert features articles and research on high performance teams. The Australian Public Service Commission (APSC) identified characteristics of high performing teams as strategic oriented, vertical and horizontal systems, high employee engagement and outcomes orientated.

Several articles explore the role of various performance management processes in hindering and creating high performing teams. Other factors that are central to high performing teams include well managed change, clear expectations, a culture of training and mentoring, collaboration, team cohesion and supportive leaders that encourage success.

There are several articles and research papers that are specific to the Australian Public Service including APSC performance management guides and research on APS employee perceptions of performance management.

Emerging Evidence Topics

- Absenteeism and Presenteeism
- Ageing workforce
- Asbestos
- Bullying
- Chronic health issues
- Disability
- Health promotion
- Management and leadership
- Musculoskeletal issues
- Occupational issues
- Psychosocial issues
- Public health
- Public Service
- Rehabilitation
- Resilience
- Return to work
- Shift work
- Unemployment
- Violence at work
- Vocational rehabilitation
- Work design
- Work stress
- Work Health and Safety
- Workplace design
- Websites

Where possible, links to the full text of the articles have been included.

For further information, please contact the Comcare Library or your Employer Account Manager.
HIGH PERFORMING TEAMS

Title Annex 3: principle 1: clarity in what high performance represents and clear role purpose
Source APSC
Abstract There are various definitions of high performance and a growing body of literature around the characteristics of high performing organisations in both the public and private sectors. In this project we identified the following characteristics: strategic orientation; vertical and horizontal system alignment; outcome and citizen orientated; cooperative partnerships; capabilities and competences; high employee engagement; continuous improvement; and walking the talk.

Weblink

Title Balancing the future: the Australian Public Service gender equality strategy 2016-2019
Source APSC
Abstract This publication sets out actions for driving high performance and boosting productivity in the APS. It is a strategy for harnessing the best talent, changing cultures and challenging assumptions that hold us back.

Title Can enhanced performance management support public sector change?
Author/s Buick, F et al
Source *Journal of organizational change management*, 2015 28 2 271-289 19p
Abstract Purpose - The purpose of this paper is to focus on the potential role that performance management could play in enabling employees’ adaptability to change and, therefore, successful change implementation.
Design/methodology/approach - This research adopted a qualitative case study research design, focused on seven case studies within the Australian Public Service (APS). This study utilized documentary analysis, semi-structured individual and group interviews.
Findings - The findings of this research demonstrate that adaptability to change is integral for high performance; however, the constant change faced by many public servants is disruptive. The authors posit that applying a performance framework developed by Blackman et al. (2013a,b) to change implementation will help overcome, or at least mitigate, these issues. The authors argue that applying this framework will: enable adaptability to change; and provide an ongoing management function that enables change to occur. Research limitations/implications - This research has been limited to seven organizations within the APS, yet it does reveal interesting implications in terms of the apparent role of performance management in both developing change capacity and supporting espoused outcomes. Practical implications - This research identifies the potential role that performance management can play in supporting effective change implementation through enabling employees to cope better with the change through enabling clarity, purpose and alignment with the organizational direction.
Originality/value - The originality of this paper stems from the synthesis of different strands of literature, specifically high performance, performance management and change management, and empirical research in the public sector to provide a new way of looking at performance management as a change enabler.

Title Closing the rhetoric-reality gap? employees’ perspective of performance management in the
Australian Public Service.

**Author/s** Taylor, Jeannette

**Source** *Australian journal of public administration*  
Sep 2015 74 3 336-353 18 DOI: 10.1111/1467-8500.12066

**Abstract** Performance management has been hailed by its proponents as an essential tool to enhance public service performance. Yet, its actual capacity to improve public service performance continues to be questioned by many academics. This research on a small group of Australian Public Service employees examines their perceptions on the efficacy of the performance management system in their agencies. The study respondents did not believe that their work behaviours had significantly changed in response to performance management. Obstacles to high performance include perceptions of a poorly designed performance measurement system, an inadequate level and mix of rewards offered, and inconsistencies in the implementation process.

**Weblink**

**Title** Developing high performance: performance management in the Australia Public Service

**Abstract** Recognising that there is no ‘magic bullet’ and the concept that no ‘one size fits all’ this paper explores new propositions that will assist organisations in strengthening the performance framework within the individual organisational context. It is time to re-think the way that performance management is being conceptualised, both in general and in the APS.

**Weblink**

**Title** Developing high-performing organizations: keys to recruiting, retaining, and developing people who make the difference.

**Author/s** Sawa, Ben; Swift, Sonia

**Source** *Leadership & management in engineering*  
March 2013 13 2 96-100 5  
DOI:10.1061/(ASCE)LM.1943-5630.0000218

**Abstract** Over the past 5 years, the economy has been unsettled. As a result, the culture and mood at many companies has changed as executives have reevaluated their place in the current market and developed strategies to allow them continued success. As companies evolve, it is important that they cater to their employees, who are their biggest asset. By creating a more enjoyable work environment for employees, companies are positioning themselves better for success. In this paper, we discuss five aspects of creating competitive advantages through people: (1) a belief in individual responsibility and autonomy and a strong sense of team collaboration; (2) a culture of continual training, education, and mentoring; (3) a challenging work environment in which everyone is committed to excellence; (4) open communication and collaboration; and (5) strong leadership to challenge and support employees to reach higher levels of success. Each of these topics is complex and could be discussed in significantly more detail than it is in this paper. However, our goal is to show that implementing a few simple ideas can drastically change the culture of an organization and the disposition of its employees. As our professions become more entwined with our personal lives and as people within our companies are able to work together despite their geographic location, it becomes even more important to create an organizational culture in which employees are happy and feel that they are contributing to the company’s overall goal. A company cannot be successful without devoted employees.

**Weblink**

**Title** Exploring comparative employee engagement: six case studies of high-performing organizations.
In an increasingly hypercompetitive and interconnected globalized world and with much of the business world trying to pinpoint reasons for strategic corporate success, the topic of employee engagement is frequently discussed and debated. Employee engagement has repeatedly been shown to directly impact a variety of individual, organizational, and societal outcomes, including employee motivation, satisfaction, and overall performance levels. With the results Gallup Poll on worldwide workforce engagement showing that only the world's workforce is actively engaged in their work and while the idea of employee disengagement is widespread across industries and companies, there are companies that are taking proactive measures to boost employee engagement. This research uses a case vignette methodology and utilizes the Gallup Q12 (survey questions that identify key drivers of worker engagement) as a framework for understanding comparative workplace engagement, examining Google, Facebook, Twitter, LinkedIn, Bain & Co., and Boston Consulting Group (six of the companies that are repeatedly listed as the best places to work according to "Forbes," "Fortune," "Wall Street Journal," and "Glassdoor"). The work seeks to find recurring employee engagement trends among these companies (including elements of institutionalized organizational culture, policy, and practice). Conclusions and practical recommendations are provided to help organizational leaders further engage their employees and drive higher levels of individual and organizational performance.
Many employees don't know what's expected of them at work

Nink, M

Gallup business journal. 10/13/2015 1-1 1

The article emphasizes the need for managers to set clear expectations to free employees to take initiative and inspire high performance. Topics discussed include the failure of managers to help employees set and achieve goals, the need for managers to hold themselves accountable for meeting employees' performance needs, and steps to inspire employee performance.

Mastering the fundamentals: study confirms key performance factors critical to business success

Project Management Institute (PMI)

Business wire. 02/04/2015.

Organizations still waste an average of $109 million for every $1 billion invested in projects and programs due to poor performance. High-performing organizations, however, waste 13 times less money than their low-performing counterparts, according to the 2015 Pulse of the Profession® Report: Capturing the Value of Project Management, published today by the Project Management Institute (PMI). The difference: high performers use their mastery of fundamental project and program practices as the foundation for organizational success and competitive advantage.

Performance management in the public sector

West, D Blackman, D

Australian journal of public administration March 2015 74 1 73-81 9 DOI:10.1111/1467-8500.12130

There has been a great deal of work undertaken on employee performance management with the Australian Public Service (APS) over the last 4 years. The objective has been to focus upon achieving high performance rather than merely preventing poor performance. This refocus was adopted to reflect the increasing complexity of the work, a rise in the need for knowledge work, and escalations in the speed and frequency of change; all this within a context requiring a reduction in costs while still meeting the growing expectations of the public and government. This pair of papers reflects on where employee performance management has got to as a result of the work. Dr. Damian West from the Australian Public Service Commission identifies the continuing importance of effective employee performance management to the APS and public sectors more widely. He highlights the progress that has been made so far, demonstrating the importance of implementation of the process. He suggests that, now that a framework for assessing the potential for employee performance management processes has been established, accountability of the system implementation and adoption will become paramount. Professor Deborah Blackman, whilst echoing the real progress that has been made, suggests that for real improvement in performance management outcomes there needs to be a fundamental shift in thinking; not in terms of the processes or of ensuring compliance, but rather that organizations undertaking performance management need to be much clearer as to the strategic direction such a process is going to support. She suggests that there has been too much emphasis on having a system and not enough on determining what such a system is for. When the papers are combined, it can be seen that much progress has been made in terms of the reorientation towards high performance and how to support organizations to work towards this. The next step, for there to be real outcome improvements, is for organizations to be more overt in determining what high performance will look like in their context, then clarifying that to all
those involved in developing performance management so that accountabilities at all levels can be agreed, supported, and effective.

**Title**  Strengthening the performance framework: towards a high performing Australian Public Service

**Source**  APSC

**Abstract**  The complexity of the work undertaken in the Australian Public Service (APS) is increasing, with a rise in the need for knowledge work, as well as the speed and frequency of change. Simultaneously, there is pressure to reduce costs while still meeting the growing expectations of the public and the Government which presents a unique productivity challenge for the APS (Australian Public Service Commission [APSC], 2012). Ensuring that the APS achieves and maintains optimum levels of performance is, however, a complicated matter which needs to be addressed at four levels of activity: governance, organisational, group and individual.

**Title**  What constitutes high performance in priority setting and resource allocation? decision maker narratives identified from a survey and qualitative study in Canadian healthcare organizations

**Author/s**  Smith, Neale et al.

**Source**  Health services management research   August-November 2014 27 3/4 49-56.8p. DOI:10.1177/0951484814559714

**Abstract**  Abstract: Priority setting and resource allocation are key management functions; however, there may be different understandings as to what makes for a high-performing organization in this area. To interpret how decision makers actually approach this question, our research looks at what might contribute to one's reputation as such. Two sets of qualitative data are used. Senior healthcare leaders were asked to nominate organizations which they considered high performers in priority setting and resource allocation and to justify their choices. This open-ended question was analyzed to identify themes. Rigorous process was most often cited. Six case studies were subsequently conducted; respondents were asked to comment upon why they thought their organization might be named by others as a high performer. These replies were analyzed qualitatively to identify prominent storylines: three distinctive narratives are summarized here. These help us to understand how organization leaders in particular contexts bring together stakeholders to pursue locally appropriate strategies for achieving contextually defined high performance.

**Title**  What drives perceived fairness of performance appraisal? exploring the effects of psychological contract fulfillment on employees’ perceived fairness of performance appraisal in U.S. Federal Agencies

**Author/s**  Harrington, James R. Lee, Ji Han.

**Source**  Public personnel management.  June 2015 44 2 214-238 25

**Abstract**  While the recent literature acknowledges the importance of performance appraisal fairness in high-performing organizations, one of the major challenges facing human resource management (HRM) is establishing both an effective and a fair performance appraisal system; yet little is known about the key organizational and psychological factors that affect employees’ perception of performance appraisal fairness, especially in public organizations. In regards to employees’ perception of performance appraisal fairness, most studies have focused on the structural factors rather than the cognitive or psychological perspectives. Particularly, one of the key
overlooked factors driving employees' perceived fairness of performance appraisal is psychological contract fulfillment, which describes the expectations between an employee and the employer and what each gives and expects in return from the other. This study examines whether psychological contract fulfillments are associated with employees' perceived fairness of performance appraisals in U.S. federal agencies. Using the Federal Employee Viewpoint Survey, this study finds that psychological contract fulfillments have a positive impact on federal employees' perceived fairness of performance appraisals.

Title
What leaders can learn about teamwork and developing high performance teams from organization development practitioners.

Author/s
Warrick, DD

Abstract
The article focuses on the impact of teamwork, and high performance team development in an organization. It discusses the role of Organization Development (OD) practitioners in helping leaders of the organizations to build teamwork, and develop high performance teams so that they can easily determine their future success, and failure. It outlines the characteristics of high performance teams including effective leadership, effective planning procedures, and flexibility to respond on the changes.

Title
Workforce analytics: using advanced analysis to manage talent and risk.

Author/s
Molineux, A

Source
Human resources magazine October/ November 2013 18 4 14-15

Abstract
The article discusses the use of advanced analysis in the management of talent and risk by human resources (HR) professionals. Based on the research on data analytics habit of high-performing organisations in 2011, the Massachusetts Institute of Technology found that such organisations were over twice more likely to use data insights to guide future strategies. It claims that workforce analytics can be utilized at all points of an employee lifecycle.

Title
History of performance management

Abstract
Employee performance management is a process for establishing a shared workforce understanding about what is to be achieved at an organisation level. It is about aligning the organisational objectives with the employees' agreed measures, skills, competency requirements, development plans and the delivery of results. The emphasis is on improvement, learning and development in order to achieve the overall business strategy and to create a high performance workforce.

ABSENTEEISM AND PRESENTEEISM

Title
The association between self-assessed future work ability and long-term sickness absence, disability pension and unemployment in a general working population: a 7-year follow-up study
Purpose Work ability is commonly measured with self-assessments, in the form of indices or single items. The validity of these assessments lies in their predictive ability. Prospective studies have reported associations between work ability and sickness absence and disability pension, but few examined why these associations exist. Several correlates of work ability have been reported, but their mechanistic role is largely unknown. This study aims to investigate to what extent individual's own prognosis of work ability predicts labor market participation and whether this was due to individual characteristics and/or working conditions.

Methods Self-assessed prognosis of work ability, 2 years from "now," in the Stockholm Public Health Questionnaire (2002–2003) was linked to national registers on sickness absence, disability pension and unemployment up to year 2010. Effects were studied with Cox regression models.

Results Of a total of 12,064 individuals 1466 reported poor work ability. There were 299 cases of disability pension, 1466 long-term sickness absence cases and 765 long-term unemployed during follow-up. Poor work ability increased the risk of long-term sickness absence (HR 2.25, CI 95% 1.97–2.56), disability pension (HR 5.19, CI 95% 4.07–6.62), and long-term unemployment (HR 2.18, CI 95% 1.83–2.60). These associations were partially explained by baseline health conditions, physical and (less strongly) psychosocial aspects of working conditions.

Conclusions Self-assessed poor ability predicted future long-term sickness absence, disability pension and long-term unemployment. Self-assessed poor work ability seems to be an indicator of future labor market exclusion of different kinds, and can be used in public health monitoring.
presenteeism at baseline is a risk factor for future sickness absence and decreased self-rated health. However, our findings highlight that a consensus has not yet been reached in terms of physical and mental health. This is because the longitudinal studies included in this review adopt a wide variety of approaches including the definition of sickness presenteeism, recall periods, measures used and different statistical approaches which is problematic if this research area is to advance. Future research directions are discussed.

Title Going to work ill: a meta-analysis of the correlates of presenteeism and a dual-path model.
Author/s Miraglia, Mariella; Johns, Gary
http://dx.doi.org/10.1037/ocp0000015
Abstract Interest in presenteeism, attending work while ill, has flourished in light of its consequences for individual well-being and organizational productivity. Our goal was to identify its most significant causes and correlates by quantitatively summarizing the extant research. Additionally, we built an empirical model of some key correlates and compared the etiology of presenteeism versus absenteeism. We used meta-analysis (in total, K = 109 samples, N = 175,965) to investigate the correlates of presenteeism and meta-analytic structural equation modeling to test the empirical model. Salient correlates of working while ill included general ill health, constraints on absenteeism (e.g., strict absence policies, job insecurity), elevated job demands and felt stress, lack of job and personal resources (e.g., low support and low optimism), negative relational experiences (e.g., perceived discrimination), and positive attitudes (satisfaction, engagement, and commitment). Moreover, our dual process model clarified how job demands and job and personal resources elicit presenteeism via both health impairment and motivational paths, and they explained more variation in presenteeism than absenteeism. The study sheds light on the controversial act of presenteeism, uncovering both positive and negative underlying mechanisms. The greater variance explained in presenteeism as opposed to absenteeism underlines the opportunities for researchers to meaningfully investigate the behavior and for organizations to manage it.
as cognitive decline. Our study aimed to systematically review which psychosocial working conditions were prospectively associated with high levels of cognitive function and/or changes in cognitive function over time. Articles were identified by a systematic literature search (MEDLINE, Web of Science (WOS), PsycNET, Occupational Safety and Health (OSH)). We included only studies with longitudinal designs examining the impact of psychosocial work conditions on outcomes defined as cognitive function or changes in cognitive function. Two independent reviewers compared title-abstract screenings, full-text screenings and quality assessment ratings. Eleven studies were included in the final synthesis and showed that high levels of mental work demands, occupational complexity or job control at one point in time were prospectively associated with higher levels of cognitive function in midlife or late life. However, the evidence to clarify whether these psychosocial factors also affected cognitive decline was insufficient, conflicting or weak. It remains speculative whether job control, job demands or occupational complexity can protect against cognitive decline. Future studies using methodological advancements can reveal whether workers gain more cognitive reserve in midlife and late life than the available evidence currently suggests. The public health implications of a previous review should thereby be redefined accordingly.

Weblink

**Title**

Company policies on working hours and night work in relation to older workers' work ability and work engagement: results from a dutch longitudinal study with 2 year follow-up

**Author/s**

Vander Meer, L et al

**Source**

*Journal of occupational rehabilitation* June 2016 28 2 173-181

**Abstract**

Purpose To longitudinally investigate (1) whether lower work ability and work engagement predict the use of company policies on reduced working hours and exemption from evening/night work among older workers, and (2) whether using such policies subsequently contribute to higher work ability and work engagement. *Methods* In total 6922 employees (45–64 years) participating in the first three waves of the Study on Transitions in Employment, Ability and Motivation were included. Participants yearly filled out online questionnaires. Regression analyses were applied to study the influence of baseline work ability and work engagement on the incident use of policies during the first year of follow-up, and the incident use of these policies on work ability and work engagement during the second year of follow-up. *Results* Employees with a higher work ability were less likely to start using the policy 'reduced working hours' [OR 0.91 (95% CI 0.83–0.98)]. Starting to use this policy was in turn related to lower work ability 1 year later [B −0.28 (95% CI −0.47 to −0.08)]. Starting to use the policy 'exemption from evening/night work' was related to higher work engagement 1 year later [B 0.23 (95% CI 0.07–0.39)]. *Conclusions* Low work ability precedes the use of some company policies aiming to support sustainable employability of older workers. Further research is needed to explore whether company policies result in a (longstanding) improvement, or reduced deterioration, of older workers' employability.

**Title**

Factors important for work participation among older workers with depression, cardiovascular disease, and osteoarthritis: a mixed method study

**Author/s**

Boot, C RL et al

**Source**

*Journal of occupational rehabilitation* June 2016 26 2 160-172 DOI: 10.1007/s10926-015-9597-y

**Abstract**

Purpose The aim of this study was to gain insight into differences and similarities in factors important for work participation in older (58–65 years) workers among three different chronic diseases: depression (D), cardiovascular disease (C), and osteoarthritis (O). *Methods* A mixed method design was used, with a qualitative part (in-depth interviews) with 14 patients with D, C or O and a quantitative part based on the 2002–2003 cohort of the Longitudinal Aging Study Amsterdam. We analysed and compared 3-year (response 93%) predictors of paid work in 239 participants with D, C, or O using regression analyses. The qualitative findings were integrated with the quantitative findings aiming at complementarity. *Results* Common factors important for work participation were: working at baseline; male gender; lower age; partner with paid work; better physical and mental health; and higher mastery scores. The qualitative analyses added autonomy in work and provided contextual
information regarding the perceived importance of working as factors important for participation in paid work. For D and C, work gave purpose in life and enhanced social contacts. Participation in work was perceived as necessary to structure life only for D.

Conclusion Most factors important for work participation were similar for D, C, and O. However, the interviews revealed that for D, the context and the meaning attributed to these factors differed.

Weblink

Title A global view on the effects of work on health in later life.
Author/s Staudinger, Ursula M.; Finkelstein, Ruth; Calvo, Esteban; Sivaramakrishnan, Kavita.
Abstract Purpose of the Study: Work is an important environment shaping the aging processes during the adult years. Therefore, the cumulative and acute effects of work characteristics on late-life health deserve great attention. Given that population aging has become a global trend with ensuing changes in labor markets around the world, increased attention is paid to investigating the effects of the timing of retirement around the world and the macroeconomic benefits often associated with delaying retirement. It will be essential for societies with aging populations to maintain productivity given an aging workforce and for individuals it will be crucial to add healthy and meaningful years rather than just years to their lives.

Design and Methods: We first describe the available evidence about participation of older workers (65+) in the labor force in high, middle, and low-income countries. Second, we discuss the individual-level and societal influences that might govern labor-force participation of older adults. Thirdly, we review evidence on the association between work on the one and physical, mental, and cognitive health in later life on the other.

Results and Implications: Globally, both is true: work supports healthy aging and jeopardizes it. We draw implications for policymaking in terms of social protection, HR policies, and older employee employability.

Title Sickness absence and mental health: evidence from a nationally representative longitudinal survey
Author/s Wooden, M Bubonya, M Cobb-Clark, D
Source Scandinavian journal of work and environmental health 2016 42 3 201-208 doi:10.5271/sjweh.3553
Abstract Objectives Previous studies have consistently reported evidence of large significant associations between measures of psychological health and sickness absence. Some of this association, however, may be confounded by relevant covariates that have not been controlled. By using data with repeated observations from the same individuals, this study aimed to quantify the bias due to unobserved characteristics that are time invariant.

Methods Longitudinal data from the Household, Income, and Labour Dynamics in Australia (HILDA) Survey were used to estimate negative binomial regression models of the number of annual paid sickness absence days. Observations spanning the period 2005–2012, and covering all employed persons aged 15–64 years, were used (56 348 observations from 13 622 individuals).

Results Significant associations between the number of paid sickness absence days taken each year and scores on the mental health subscale of the SF-36 (MHI-5) were found. Inclusion of correlated random effects (which effectively control for unobserved person-specific factors that do not vary over time), however, resulted in a marked decline in the magnitude of this association. For persons with severe depressive symptoms (MHI-5 ≤52), the estimated incidence rate ratios were in the range 1.13–1.14 for men and 1.10–1.12 for women.

Conclusions Poor mental health is a risk factor affecting work attendance, but the magnitude of this effect, at least in a country where the rate of sickness absence is relatively low, is modest.

Return to top
**Title**: Incidence of mesothelioma in Lombardy, Italy: exposure to asbestos, time patterns and future projections

**Author/s**: Mensi, C et al

**Source**: *Occupational and environmental medicine* doi:10.136/oemed-2016-103652

**Abstract**

Objectives In Italy, asbestos has been extensively used from 1945 to 1992. We evaluated the impact of exposure to asbestos on occurrence of malignant mesothelioma (MM) in the Lombardy Region, Northwest Italy, the most populated and industrialised Italian region.

Methods From the Lombardy Mesothelioma Registry, we selected all incident cases of MM diagnosed between 2000 and 2012. We described sources of exposure to asbestos and examined time trends of MM rates. Using Poisson age-cohort models, we derived projections of burden of MM in the Lombardy population for the period 2013–2029.

Results In 2000–2012, we recorded 4442 cases of MM (2850 men, 1592 women). Occupational exposure to asbestos was more frequent in men (73.6%) than in women (38.2%). Non-occupational exposure was found for 13.6% of women and 3.6% of men. The average number of cases of MM per year was still increasing (+3.6% in men, +3.3% in women). Incidence rates were still increasing in individuals aged 65+ years and declining in younger people. A maximum of 417 cases of MM (267 men, 150 women) are expected in 2019. We forecast there will be 6832 more cases (4397 in men, 2435 in women) in the period 2013–2029, for a total of 11274 cases of MM (7247 in men, 4027 in women) in 30 years.

Conclusions This study documented a high burden of MM in both genders in the Lombardy Region, reflecting extensive occupational (mainly in men) and non-occupational (mainly in women) exposure to asbestos in the past. Incidence rates are still increasing; a downturn in occurrence of MM is expected to occur after 2019.

**Title**: Mesothelioma in Australia: cresting the third wave

**Author/s**: Bruce Armstrong & Tim Driscoll

**Source**: *Public health research & practice* April 2016 26 2 e2621614

**Abstract**

There has been much recent commentary about the ‘third wave’ of asbestos-related disease, arising particularly from exposures of people repairing, renovating or demolishing buildings that contain asbestos. The presence and extent of a third wave, however, are difficult to assess, and the extent and risk of both occupational and no occupational third-wave exposures are largely unmeasured. Moreover, we lack information on the extent of deterioration of in situ asbestos, and its significance for ambient and third-wave exposures. This paper considers the available evidence about the third wave. It proposes approaches to obtaining the information needed to properly estimate the risk of third-wave exposures, and guide actions that will crest a likely third wave with minimum harm and cost to the community.

**Title**: Patterns in the incidence, mortality and survival of malignant pleural and peritoneal mesothelioma, New South Wales, 1972–2009

**Author/s**: Soweberg, M J et al

**Source**: *Australian and New Zealand journal of public health* June 2016 40 3 255-262 DOI: 10.1111/1753-6405.12503

**Abstract**

Introduction: Malignant pleural mesothelioma (MPM) and malignant peritoneal mesothelioma (MPeM) are often grouped together in descriptive epidemiological analyses, resulting in limited
understanding of epidemiological patterns for these tumour types.

**Methods**: We studied patterns in the incidence, mortality and survival of people diagnosed with MPM (n=4,076) and MPeM (n=293) in New South Wales (NSW), Australia, 1972–2009. We also calculated 5-year relative survival for people diagnosed 1972–2006 followed up to 2007. We assessed patterns for each tumour type and histological subtype and, where possible, by combination of these categories.

**Results**: Annual MPM cases steadily increased over time (n=208 in 2009). There was an increasing trend in the MPM age-standardised incidence rate from 1972 up to 1994. This rate increase has levelled off in the past 10 years. Since 1999, 11 cases of MPeM were diagnosed each year, on average. Five-year relative survival remained stable for MPM and MPeM. However, 5-year relative survival in 2002–2006 was substantially higher for people with MPM epithelioid histological subtype (11.7% [95%CI 6.8–18.2%]) compared to all other non-epithelioid histological subtypes (6.9% [95%CI 5.0–9.1%]), a 70% difference. Survival was also greater for women with MPM (13.4% [95%CI 8.5–19.4%]) compared to men (7.0% [95%CI 5.1–9.2%]).

**Interpretation**: MPM incidence rates have stabilised since the mid-1990s, suggesting that maximum incidence levels have been reached. When more up-to-date data are available, survival estimates should be reanalysed to include people likely to benefit from the wide introduction of combination chemotherapy in 2007, including pemetrexed.

**BULLYING**

**Title** Does perceived stress mediate the association between workplace bullying and long-term sickness absence?

**Author/s** Grynderup, M B e al

**Source** Journal of occupational & environmental medicine June 2016 58 6 226–230
doi: 10.1097/JOM.0000000000000750

**Abstract**

**Objective**: To examine if perceived stress mediated the association between workplace bullying and subsequent long-term sickness absence.

**Methods**: The PRISME cohort was established in 2007 and re-examined in 2009. Questionnaire data about workplace bullying and perceived stress were obtained from 4114 individuals. Participants were followed in registers on long-term sickness absence (≥30 consecutive days of sickness absence).

**Results**: Workplace bullying was associated with subsequent sickness absence (odds ratio [OR]=2.05; 95% confidence interval [CI]: 1.57 to 2.65) and concurrent high perceived stress levels (OR=2.34; 95% CI: 1.86 to 2.96). A high perceived stress level was also associated with subsequent sickness absence (OR=1.33; 95% CI: 1.13 to 1.56). Perceived stress explained 13% (95% CI: 6 to 23%) of the total association between bullying and sickness absence.

**Conclusions**: The association between workplace bullying and subsequent long-term sickness absence may be partially mediated by perceived stress.

**Title** Eliminate bullies to improve the workplace diversity and foster creativity

**Author/s** Rodriguez, J E

**Source** Journal of women's health June 2016

**Abstract** Bullying and other abuses by those in authority have been documented by underrepresented minority in medicine faculty (URMM) and have a common experience in residency,2 as evidenced in the popular press and the media, as well as the academic literature.3,4 However, this study has some surprising results, which should make us question which behaviors we should tolerate in academic medicine.
Prevention of workplace bullying through risk assessment

Tuckey et al

Asia Pacific centre for Work Health and Safety, University of South Australia

Workplace bullying is a severe work health and safety hazard that is a major contributor to psychological injuries at work. Unlike other forms of inappropriate workplace behaviour, which may be one-off events, bullying involves repeated unreasonable treatment of a worker that creates a risk to health and safety. The balance of evidence suggests that organisational factors (e.g., role ambiguity, job control) are more important determinants of workplace bullying than individual target characteristics. Accordingly, a key recommendation to prevent bullying is to improve psychosocial job factors at work. Generic, high-level recommendations like these are, however, difficult to translate into practice.

CHRONIC HEALTH ISSUES

Chronic disease risks from exposure to long-hour work schedules over a 32-year period

Allard E Dembe, et al, US,

Journal of occupational and environmental medicine, online first June 2016. doi: 10.1097/JOM.0000000000000810,

Objectives: This study aims at evaluating the chronic disease risk related to prolonged work in long-hour schedules for eight major chronic diseases: heart disease, non-skin cancer, arthritis, diabetes, chronic lung disease, asthma, chronic depression, and hypertension. Methods: The study used data from the National Longitudinal Survey of Youth, 1979 covering 32 years of job history (1978 to 2009) for 7492 respondents. Logistic regression analyses were performed to test the relationship between average weekly work hours, and the reported prevalence of those conditions for each individual. Results: Regularly working long hours over 32 years was significantly associated with elevated risks of heart disease, non-skin cancer, arthritis, and diabetes. The observed risk was much larger among women than among men. Conclusions: Working long-hour schedules over many years increases the risk for some specific chronic diseases, especially for women.

Depression in patients with chronic pain attending a specialised pain treatment centre: prevalence and impact on health care costs

Rayner, L et al

Pain July 2016 157 7 1472-1479doi:10.1097/j.pain.0000000000000542

This cross-sectional study aimed to determine the prevalence and impact of depression on health care costs in patients with complex chronic pain. The sample included 1204 patients attending a tertiary pain management service for people with chronic disabling pain, unresponsive to medical treatment. As part of routine care, patients completed a web-based questionnaire assessing mental and physical health, functioning, and service use in the preceding 3 months. Depression was assessed using the 9-item Patient Health Questionnaire. Self-report health care utilisation was measured across 4 domains: general practitioner contacts, contacts with secondary/tertiary care doctors, accident and emergency department visits, and days hospitalised. The participation rate was 89%. Seven hundred and thirty-two patients (60.8%; 95% CI 58.0-63.6) met criteria for probable depression, and 407 (33.8%) met the threshold for severe depression. Patients with depression were more likely to be unable to work
because of ill health and reported greater work absence, greater pain-related interference with functioning, lower pain acceptance, and more generalised pain. Mean total health care costs per 3-month period were £731 (95% CI £646-£817) for patients with depression, compared with £448 (95% CI £366-£530) for patients without depression. A positive association between severe depression and total health care costs persisted after controlling for key demographic, functional, and clinical covariates using multiple linear regression models. These findings reveal the extent, severity, and impact of depression in patients with chronic pain and make evident a need for action. Effective treatment of depression may improve patient health and functioning and reduce the burden of chronic pain

Weblink

Title  Do we need a third mechanistic descriptor for chronic pain states?
Author/s  Kosek, E et al
Abstract  The redefinition of neuropathic pain, which specifically excludes the concept of “dysfunction,” has left a large group of patients without a valid pathophysiological descriptor for their experience of pain. This group comprises people who have neither obvious activation of nociceptors nor neuropathy (defined as disease or damage of the somatosensory system) but in whom clinical and psychophysical findings suggest altered nociceptive function. Typical such patient groups include those labelled as having fibromyalgia, complex regional pain syndrome (CRPS) type 1, other instances of “musculoskeletal” pain (such as “nonspecific” chronic low-back pain), and “functional” visceral pain disorders (such as irritable bowel syndrome, bladder pain syndrome). The aim of this topical review was to propose, for debate, a third mechanistic descriptor intended for chronic pain characterized by altered nociceptive function.

Weblink

Title  Health surveillance for occupational asthma in the UK
Author/s  Fiswick, D et al
Abstract  Background Periodic health surveillance (HS) of workers can identify early cases of occupational asthma. Information about its uptake and its content in the UK is lacking. Aims To identify the overall levels of uptake and quality of HS for occupational asthma within three high-risk industry sectors in the UK. Methods A telephone survey of employers, and their occupational health (OH) professionals, carried out in three sectors with exposures potentially capable of causing occupational asthma (bakeries, wood working and motor vehicle repair). Results A total of 457 organizations participated (31% response rate). About 77% employed <10 people, 17% between 10 and 50 and 6% >50. Risk assessments were common (67%) and 14% carried out some form of HS for occupational asthma, rising to 19% if only organizations reporting asthma hazards and risks were considered. HS was carried out both by in-house (31%) and external providers (69%). Organizational policies were often used to define HS approaches (80%), but infrequently shared with the OH provider. OH providers described considerable variation in practice. Record keeping was universal, but worker-held records were not reported. HS tools were generally developed in-house. Lung function was commonly measured, but only limited interpretation evident. Referral of workers to local specialist respiratory services was variable. Conclusions This study provided new insights into the real world of HS for occupational asthma. We consider that future work could and should define simpler, more practical and evidence-based approaches to HS to ensure maximal consistency and use of high-quality approaches.
Title: Pain assessment in context: a state of the science review of the McGill pain questionnaire 40 years on
Author/s: Main, CJ
Abstract: The McGill pain questionnaire (MPQ) and its later derivative the short form-MPQ have been used widely both in experimental and clinical pain studies. They have been of considerable importance in stimulating research into the perception of pain and now, with the publication of its latest variant, the short form-MPQ-2, it is appropriate to appraise their utility in the light of subsequent research into the nature of pain and the purpose of pain assessment. Following a description of the content and development of the questionnaires, issues of validity, reliability, and utility are addressed, not only in terms of the individual pain descriptors and the scales, but also in terms of methods of quantification. In addition, other methods of pain depiction are considered. In the second part of the review, advances in pain measurement and methodology, in the elucidation of pain mechanisms and pathways, in the psychology of pain, and in the nature of pain behavior are presented and their implications for pain assessment in general and the MPQ family of measures in particular will be addressed. It is suggested that pain assessment needs to be cast in its social context. We need to understand the influences on pain expression using a socio-communication model of pain that recognizes the function of pain and the importance of both innate pain responses and the effects of social learning. The review concludes with recommendations for future use of the MPQ and identifies a number of research challenges which lie ahead.

Title: ‘Well, this is it, just get on with it’: pain willingness and activity engagement in people with chronic pain
Author/s: Titus, CA Biggs, HC
Source: The Australian journal of rehabilitation counselling July 2016 22 01 13-26 DOI: http://dx.doi.org/10.1017/jrc.2016.5
Abstract: Acceptance of chronic pain is associated with positive health outcomes. The study examined participants’ chronic pain experiences by exploring two acceptance factors: pain willingness and activity engagement. Eleven participants (seven women and four men) participated in semi-structured interviews. Interview transcripts were analysed to identify pain willingness and activity engagement in participants’ experiences. The study found that participants demonstrated some pain willingness and activity engagement, but that avoidance and control could result in unwanted activity restrictions. Three themes were identified in participants’ accounts of getting on with their lives: making necessary adjustments, taking control and finding purpose and meaning. To improve outcomes for people with chronic pain, counsellors and rehabilitation professionals should encourage pain acceptance, and educate their clients about the effects of social withdrawal, and avoidance and control of pain.

Title: What will it take to improve prevention of chronic diseases in Australia? a case study of two national approaches
Author/s: Wutzke, S et al
Source: Australian health review http://dx.doi.org/10.1071/AH16002
Abstract: Objective Despite being a healthy country by international standards, Australia has a growing and serious burden from chronic diseases. There have been several national efforts to tackle this problem, but despite some important advances much more needs to be done. From the viewpoint of diverse stakeholders, the present study examined two approaches to controlling chronic disease in Australia: (1) the 2005 National Chronic Disease Strategy (NCDS); and (2)
the 2008 National Partnership Agreement on Preventive Health (NPAPH).

Methods Individual and small group semi-structured interviews were undertaken with 29 leaders across Australia, reflecting a diverse cross-section of senior public health managers and program implementation staff from state and territory health departments, as well as academics, thought leaders and public health advocates. A grounded theory approach was used to generate themes relevant to the research.

Results There are general support for national approaches to the prevention of chronic disease. The NCDS was viewed as necessary and useful for national coordination, setting a common agenda and serving as an anchor to align jurisdictional priorities and action. However, without funding or other infrastructure commitments or implementation plans, any expectations as to what could be meaningfully achieved were limited. In contrast, although jurisdictions welcomed the NPAPH, its associated funding and the opportunity to tailor strategy to their unique needs and populations, there were calls for greater national leadership as well as guidance on the evidence base to inform decision making. Key aspects of successful national action were strong Australian Government leadership and coordination, setting a common agenda, national alignment on priorities, evidence-informed implementation strategies, partnerships within and across governments, as well as with other sectors, and funding and infrastructure to support implementation.

Conclusions Both the NCDS and NPAPH were seen to have overlapping strengths and weaknesses. A key need identified was for future approaches to focus on generating more sustainable, system-wide change.

What is known about the topic? Despite some important advances, chronic diseases remain Australia’s greatest health challenge. In efforts to tackle this increasing burden from chronic diseases, several large-scale, national initiatives have been released in Australia over recent years, including the 2005 NCDS and the 2008 NPAPH.

What does this paper add? From the viewpoint of practitioners, policy makers, advocates, researchers and public health thought leaders, this paper examines the usefulness and significance of the NCDS and NPAPH as national initiatives for achieving improvements to the prevention of chronic disease.

What are the implications for practitioners? By better understanding how previous countrywide chronic disease initiatives were viewed and used at national, state and local levels, this research is well placed to inform current, planned and future large-scale, population-level health initiatives.

Weblink

Return to top

DISABILITY

Title Emerging issues regarding the employment and career development of Americans with disabilities

Author/s Chan, F Rumrill, P

Source Journal of vocational rehabilitation 2016 45 1–4 DOI: 10.3233/JVR-160805

Abstract Despite encouraging trends in Federal legislation and a growing societal commitment to the ideals of equal opportunity and social justice, poverty and income inequality continue to have dire consequences for Americans with disabilities there is ample evidence to indicate that income inequality produces psychosocial stress, and high levels of stress lead to deteriorating health and higher mortality

Weblink

Title Hiring people with disabilities: a scoping review

Weblink
Participant recruitment for studies on disability and work: challenges and solutions

Lysaght, R et al

Journal of occupational rehabilitation June 2016 26 2 125-140

Purpose
A number of key issues related to employment of persons with disabilities demand ongoing and effective lines of inquiry. There is evidence, however, that work researchers struggle with recruitment of participants, and that this may limit the types and appropriateness of methods selected. This two phase study sought to identify the nature of recruitment challenges in workplace-based disability research, and to identify strategies for addressing identified barriers.

Methods
The first phase of this study was a scoping review of the literature to identify the study designs and approaches frequently used in this field of inquiry, and the success of the various recruitment methods in use. In the second phase, we used qualitative methods to explore with employers and other stakeholders in the field their perceived challenges related to participating in disability-related research, and approaches that might address these.

Results
The most frequently used recruitment methods identified in the literature were non-probability approaches for qualitative studies, and sampling from existing worker databases for survey research. Struggles in participant recruitment were evidenced by the use of multiple recruitment strategies, and heavy reliance on convenience sampling. Employers cited a number of barriers to participation, including time pressures, fear of legal reprisal, and perceived lack of relevance to the organization.

Conclusions
Participant recruitment in disability-related research is a concern, particularly in studies that require collection of new data from organizations and individuals, and where large probability samples and/or stratified or purposeful samples are desirable. A number of strategies may contribute to improved success, including development of participatory research models that will enhance benefits and perceived benefits of workplace involvement.
Source: International journal of industrial ergonomics May 2016 53 130-139
doi:10.1016/j.ergon.2015.11.008

Abstract: A computer-based expert system (SONEX) was developed to identify ergonomic risks for work-related musculoskeletal disorders (WRMSDs) in a wide variety of jobs and provide expert prevention advice. SONEX uses a rule base and 6 knowledge base modules: WRMSD risk factors are grouped into two main knowledge base modules (symptoms, engaged body part) with four supplementary knowledge base modules (work environment, work chair, work tools, organization factors). SONEX uses a menu-based interface and a series of simple questions that lead a user through each of the two main modules. Based on user responses it then recommends other knowledge base modules that are relevant for a detailed analysis of work risks. The SONEX rule base has over 140 questions, the knowledge base includes over 200 risk factors, and around 500 possible answers can be generated. SONEX relates ergonomic shortcomings in the job with worker's subjective symptoms; it predicts possible WRMSDs; and it offers preventive suggestions for ergonomic improvements to the job to prevent WRMSDs. It has been tested in a variety of work places with known ergonomic problems and with known employee WRMSDs by comparing its performance with conventional analytical methods and results show that it accurately predicts possible WRMSD risks and identifies ergonomic shortcomings. The advantages of SONEX are that it is much faster than other ergonomic analysis methods and it can be used by ergonomists and other professionals and also by workers themselves.

Weblink: Perceived success factors of participatory ergonomics in ship design

Title: Perceived success factors of participatory ergonomics in ship design

Author/s: Costa, N et al

Source: Occupational ergonomics 2016 12 4 131-140

Abstract: Background: The more complex and perilous a sociotechnical system is, the more crucial it is to have users and other relevant stakeholder groups in focus throughout its design lifecycle. In the design and development of ships and ship systems, there has been resistance towards the integration of ergonomic principles through a human-centred approach as well as to involving the user. This inattention can result in an inadequate design, which may have negative repercussions on usability, ultimately threatening the safety of onboard operations, overall system performance and the well-being of the crew. The more complex and perilous a sociotechnical system is, the more crucial it is to have users and other relevant stakeholder groups in focus throughout its design lifecycle. In the design and development of ships and ship systems, there has been resistance towards the integration of ergonomic principles through a human-centred approach as well as to involving the user. This inattention can result in an inadequate design, which may have negative repercussions on usability, ultimately threatening the safety of onboard operations, overall system performance and the well-being of the crew. Objective: This study explores the perceived success factors of participatory ergonomics based on the standpoint of young seafarers. This study explores the perceived success factors of participatory ergonomics based on the standpoint of young seafarers. Methods: Such is achieved by examining a focus group with cadets inspired by Grounded Theory approach. Such is achieved by examining a focus group with cadets inspired by Grounded Theory approach. Results: The findings reveal user participation as a designer’s essential contact with reality, provided that a set of pre-conditions that supports the success of participatory ergonomics can be fulfilled: involving the right users and filling in the gap between end-user needs and ship-owner requirements. The consequent success factors are described at a usability level, an intrinsic level for the end-users, and ultimately at the level of increased safety and efficiency. The findings reveal user participation as a designer’s essential contact with reality, provided that a set of pre-conditions that supports the success of participatory ergonomics can be fulfilled: involving the right users and filling in the gap between end-user needs and ship-owner requirements. The consequent success factors are described at a usability level, an intrinsic level for the end-users, and ultimately at the level of increased safety and efficiency. Conclusions: User input may not only affect design as an outcome, it may also influence the way participatory ergonomics is performed in the maritime sector. User input may not only affect design as an outcome, it may also influence the way participatory ergonomics is performed in the maritime sector.
HEALTH PROMOTION

Title  Effectiveness of a multilevel workplace health promotion program on vitality, health, and work-related outcomes

Author/s  Hendriksen, I et al

Source  JOEM journal of occupational and environmental medicine  June 2016 58 6 575-583

Abstract  Objective: Evaluation of the effectiveness of a workplace health promotion program on employees' vitality, health, and work-related outcomes, and exploring the influence of organizational support and the supervisors' role on these outcomes.

Methods: The 5-month intervention included activities at management, team, and individual level targeting self-management to perform healthy behaviors: a kick-off session, vitality training sessions, workshops, individual coaching, and intervention. Outcome measures were collected using questionnaires, health checks, and sickness absence data at baseline, after the intervention and at 10 months follow-up. For analysis linear and generalized mixed models were used.

Results: Vitality, work performance, sickness absence, and self-management significantly improved. Good organizational support and involved supervisors were significantly associated with lower sickness absence.

Conclusions: Including all organizational levels and focusing on increasing self-management provided promising results for improving vitality, health, and work-related outcomes.

Title  Evolution of a multilevel framework for health program evaluation

Author/s  Masso, M Quinsey, K Fildes, D

Source  Australian health review  http://dx.doi.org/10.1071/AH15117

Abstract  A well-conceived evaluation framework increases understanding of a program’s goals and objectives, facilitates the identification of outcomes and can be used as a planning tool during program development. Herein we describe the origins and development of an evaluation framework that recognises that implementation is influenced by the setting in which it takes place, the individuals involved and the processes by which implementation is accomplished. The framework includes an evaluation hierarchy that focuses on outcomes for consumers, providers and the care delivery system, and is structured according to six domains: program delivery, impact, sustainability, capacity building, generalisability and dissemination. These components of the evaluation framework fit into a matrix structure, and cells within the matrix are supported by relevant evaluation tools. The development of the framework has been influenced by feedback from various stakeholders, existing knowledge of the evaluators and the literature on health promotion and implementation science. Over the years, the framework has matured and is generic enough to be useful in a wide variety of circumstances, yet specific enough to focus data collection, data analysis and the presentation of findings.

What is known about the topic? Evaluation in healthcare typically investigates the implementation of complex innovations in uncontrolled ‘real world’ settings. This presents many challenges for evaluators and those wanting to commission evaluations.

What does this paper add? Herein we describe the origins and development of an evaluation framework that is structured in terms of three levels and six domains. The framework has stood the test of time and been used to evaluate a variety of innovations in the delivery of health and aged care. Novel aspects of the framework include the concepts of levels, capacity building and sustainability.

What are the implications for practitioners? The structure of the evaluation framework is simple,
yet comprehensive, and is suitable for use in a wide range of settings. The framework can also be used to both evaluate and plan the implementation of innovations in health service delivery.

Title
Virtual issue – Looking back, looking forward – 30 years of the Ottawa charter
Source
Health promotion journal of Australia
Abstract
In 1986, a new document began to be circulated through health professional networks, and in particular health education circles. It came to be called the ‘Ottawa Charter’, because its guiding principles were the result of an international conference held in Ottawa, Canada. At that time, who would have realised the impact that this Charter would have 30 years later? The succinct articulation of the themes around healthy public policy, healthy environments and reorienting health systems towards prevention helped re-frame the classic health education approach to embrace a broader health promotion approach including the social determinants as highlighted by Marmot. It acknowledged the need for health education while at the same time highlighting that health education alone would not achieve the health outcomes being sought. Health promotion in Australia over the past 30 years has genuinely adopted the principles of the Ottawa Charter, as you can see in the articles published together in this virtual issue of the Journal. I invite you to revisit these papers, starting with the Lead Article by Watson and James in the first edition of the Health Promotion Journal of Australia and look forward to seeing what the next 30 years is able to achieve.

MANAGEMENT AND LEADERSHIP

Title
Abusive supervision, psychosomatic symptoms, and deviance: can job autonomy make a difference?
Author/s
Velez, Maria João; Neves, Pedro
Source
Abstract
Recently, interest in abusive supervision has grown (Tepper, 2000). However, little is still known about organizational factors that can reduce its adverse effects on employee behavior. Based on the Job Demands–Resources Model (Demerouti, Bakker, Nachreiner, & Schaufeli, 2001), we predict that job autonomy acts as a buffer of the positive relationship between abusive supervision, psychosomatic symptoms and deviance. Therefore, when job autonomy is low, a higher level of abusive supervision should be accompanied by increased psychosomatic symptoms and thus lead to higher production deviance. When job autonomy is high, abusive supervision should fail to produce increased psychosomatic symptoms and thus should not lead to higher production deviance. Our model was explored among a sample of 170 supervisor–subordinate dyads from 4 organizations. The results of the moderated mediation analysis supported our hypotheses. That is, abusive supervision was significantly related to production deviance via psychosomatic symptoms when job autonomy was low, but not when job autonomy was high. These findings suggest that job autonomy buffers the impact of abusive supervision perceptions on psychosomatic symptoms, with consequences for production deviance.

Title
The influence of family-supportive supervisor training on employee job performance and attitudes: An organizational work–family intervention.
Author/s
Odle-Dusseau et al
Abstract Training supervisors to increase their family-supportive supervisor behaviors (FSSB) has demonstrated significant benefits for employee physical health, job satisfaction, and turnover intentions among employees with high levels of family-to-work conflict in prior research in a grocery store context. We replicate and extend these results in a health care setting with additional important employee outcomes (i.e., employee engagement, organizational commitment, and supervisor ratings of job performance), and consider the role of the 4 dimensions underlying the FSSB. Using a quasi-experimental, pretest–posttest design and 143 health care employees completed surveys at 2 time periods approximately 10 months apart, along with their supervisors who provided ratings of employees’ job performance. Between these surveys, we offered their supervisors FSSB training; 86 (71%) of these supervisors participated. Results demonstrated significant and beneficial indirect effects of FSSB training on changes in employee job performance, organizational commitment, engagement, job satisfaction, and turnover intentions through changes in employee perceptions of their supervisor’s overall FSSBs. Further analyses suggest that these indirect effects are due primarily to changes in the creative work–family management dimension of FSSB.

Title Keeping it together: the role of transactional situation awareness in team performance

Author/s Sorensen, LJ Stanton, N A

Source International journal of industrial ergonomics May 2016 53 267-273

Abstract It has been argued that communications in teams are a means of transmitting Situation Awareness to improve performance. This study explored the frequency and types of situation awareness transactions in two groups of teams. Twelve teams were grouped into either more effective or less effective teams, based on performance measures. Distributed Situation Awareness theory predicts that Situation Awareness transaction is a medium for coordinating teamwork, and that more of these transactions will lead to improved performance. Differences in the frequency and type of transactions were observed between the more effective teams and the less effective teams with the former having a higher frequency of overall communications and, more importantly, a higher number of relevant situation awareness transaction types compared to less effective teams. Situation awareness transactions supported the team in making sense of the situation they found themselves in as it unfolded and enabled team members to perform their discrete tasks and therefore contribute to overall team success.

Relevance to industry: Teams are a major feature of most industrial applications of work and communication play an important role in coordinating team work. Communication has been found to be linked to both team performance and situation awareness. Situation awareness is distributed in teams through transactions of information. A study was devised to explore the differences between more effective and less effective teams on a number of situation awareness transactional factors. Analysing the team as a functional unit of situation awareness is presented for future work.

MUSCULOSKELETAL ISSUES

Title The added value of collecting information on pain experience when predicting time on benefits for injured workers with back pain

Author/s Steenstra, I A et al

Source Journal of occupational rehabilitation June 2016 26 2 117 124

Abstract Objectives Some injured workers with work-related, compensated back pain experience a troubling course in return to work. A prediction tool was developed in an earlier study, using administrative data only. This study explored the added value of worker reported data in
Methods This was a cohort study of workers with compensated back pain in 2005 in Ontario. Workplace Safety and Insurance Board (WSIB) data was used. As well, we examined the added value of patient-reported prognostic factors obtained from a prospective cohort study. Improvement of model fit was determined by comparing area under the curve (AUC) statistics. The outcome measure was time on benefits during a first workers’ compensation claim for back pain. Follow-up was 2 years. Results Among 1442 workers with WSIB data still on full benefits at 4 weeks, 113 were also part of the prospective cohort study. Model fit of an established rule in the smaller dataset of 113 workers was comparable to the fit previously established in the larger dataset. Adding worker rating of pain at baseline improved the rule substantially (AUC = 0.80, 95% CI 0.68, 0.91 compared to benefit status at 180 days, AUC = 0.88, 95% CI 0.74, 1.00 compared to benefits status at 360 days). Conclusion Although data routinely collected by workers’ compensation boards show some ability to predict prolonged time on benefits, adding information on experienced pain reported by the worker improves the predictive ability of the model from ‘fairly good’ to ‘good’. In this study, a combination of prognostic factors, reported by multiple stakeholders, including the worker, could identify those at high risk of extended duration on disability benefits and in potentially in need of additional support at the individual level.
preceding month, strenuous work history, current physical workload, job demands, job control, support at work, lifestyle, and chronic diseases were obtained in 2000/2001 by questionnaire, interview, and clinical examination. Musculoskeletal pain in 18 body locations was combined into four sites (neck, upper limbs, low back, and lower limbs) and classified as no pain, single-site pain, and multisite pain (2–4 sites). The data were linked with information from national registers on annual SA periods lasting ≥10 workdays for 2002–2008. Negative binomial regression analysis was used.

Results At baseline, one-third of the study sample reported single-site and one-third multisite pain. Allowing for gender and age, the employees with multisite pain in strata with high physical workload and high job demands tended to have the highest risk of SA, but no statistically significant interactive effects between work factors and pain were observed. Further adjustment for health-related lifestyle and chronic diseases decreased the risk estimates in all strata.

Conclusion We did not find evidence for significant modification by physical or psychosocial workload of the relationship between musculoskeletal pain and SA periods lasting ≥10 workdays.

Title Early workplace communication and problem solving to prevent back disability: results of a randomized controlled trial among high-risk workers and their supervisors

Author/s Linton, SJ et al

Source Journal of Occupational Rehabilitation June 2016 26 2 150-159

Abstract Purpose There is a clear need for interventions that successfully prevent the development of disability due to back pain. We hypothesized that an intervention aimed at both the worker and the workplace could be effective. Hence, we tested the effects of a new early intervention, based on the misdirected problem solving model, aimed at both workers at risk of long-term impairments and their workplace. Methods Supervisors of volunteers with back pain, no red flags, and a high score on a screen (Orebro Musculoskeletal Screening Questionnaire) were randomized to either an evidence based treatment as usual (TAU) or to a worker and workplace package (WWP). The WWP intervention included communication and problem solving skills for the patient and their immediate supervisor. The key outcome variables of work absence due to pain, health-care utilization, perceived health, and pain intensity were collected before, after and at a 6 month follow up. Results The WWP showed significantly larger improvements relative to the TAU for work absence due to pain, perceived health, and health-care utilization. Both groups improved on pain ratings but there was no significant difference between the groups. The WWP not only had significantly fewer participants utilizing health care and work absence due to pain, but the number of health care visits and days absent were also significantly lower than the TAU. Conclusions The WWP with problem solving and communication skills resulted in fewer days off work, fewer health care visits and better perceived health. This supports the misdirected problem solving model and indicates that screening combined with an active intervention to enhance skills is quite successful and likely cost-effective. Future research should replicate and extend these findings with health-economic analyses.

Weblink

Title Exposure–response relationships for work-related neck and shoulder musculoskeletal disorders – analyses of pooled uniform data sets

Author/s Norlander, C et al

Source Applied ergonomics July 2016 55 1 70-84

Abstract There is a lack of quantitative data regarding exposure–response relationships between occupational risk factors and musculoskeletal disorders in the neck and shoulders. We explored such relationships in pooled data from a series of our cross-sectional studies. We recorded the prevalence of complaints/discomfort (Nordic Questionnaire) and diagnoses (physical examination) in 33 groups (24 female and 9 male) within which the workers had similar work tasks (3141 workers, of which 817 were males). In representative sub-groups,
we recorded postures and velocities of the head (N = 299) and right upper arm (inclinometry; N = 306), right wrist postures and velocities (electrogoniometry; N = 499), and muscular activity (electromyography) in the right trapezius muscle (N = 431) and forearm extensors (N = 206). We also assessed the psychosocial work environment (Job Content Questionnaire). Uni- and multivariate linear meta-regression analysis revealed several statistically significant group-wise associations. Neck disorders were associated with head inclination, upper arm elevation, muscle activity of the trapezius and forearm extensors and wrist posture and angular velocity. Right-side shoulder disorders were associated with head and upper arm velocity, activity in the trapezius and forearm extensor muscles and wrist posture and angular velocity.

The psychosocial work environment (low job control, job strain and isostrain) was also associated with disorders. Women exhibited a higher prevalence of neck and shoulder complaints and tension neck syndrome than men, when adjusting for postures, velocities, muscular activity or psychosocial exposure.

In conclusion, the analyses established quantitative exposure–response relationships between neck and shoulder disorders and objective measures of the physical workload on the arm. Such information can be used for risk assessment in different occupations/work tasks, to establish quantitative exposure limits, and for the evaluation of preventive measures.

**Weblink**

**Return to top**

**OCCUPATIONAL ISSUES**

**Title**  Annual review of industrial relations 2015

**Source**  JIR: journal of industrial relations June 2016 58 3

**Abstract**  This issue for this publication is dedicated to a 2015 review of industrial relations.

**Weblink**

**Title**  Family, employment, and individual resource-based antecedents of maternal work–family enrichment from infancy through middle childhood

**Author/s**  Zhou, Nan; Buehler, Cheryl

http://dx.doi.org/10.1037/ocp0000016

**Abstract**  This study used data from the National Institute of Child Health and Human Development (NICHD) Study of Early Child Care and Youth Development (N = 1,019) to examine family, employment, and individual antecedents of maternal work–family enrichment from infancy through middle childhood. Work–family conflict and important confounding factors were controlled. From the family domain, higher income-to-needs ratio and social support were associated with higher work–family enrichment. From the employment domain, greater job rewards, benefits of employment for children, and work commitment were associated with higher work–family enrichment. From the individual domain, higher maternal education and extroversion were associated with higher work–family enrichment. No family, employment, and individual characteristics were associated with work–family conflict across time except for partner intimacy. In general, the results supported antecedents of work–family enrichment that supply needed resources. The present study contributed to the literature by identifying antecedents of maternal work–family enrichment across early child developmental stages, which goes beyond examinations of particular life stages and a work–family conflict perspective. Implications for theory and practice are discussed.
How organisational culture can eat strategy for breakfast

Papay, M Simon, A

The mandarin June 23 2016

Sound strategy means little if you can’t execute it because your workforce has a destructive organisational culture. What are the next steps in transforming your agency?

Mindfulness training and employee well-being
After-hours availability expectations, work-related smartphone use during leisure, and psychological detachment: The moderating role of boundary control
Workaholism and incivility: stress and psychological capital’s role
Workplace aggression targets’ vulnerability factor: job engagement
A workplace intervention designed to interrupt prolonged occupational sitting: Self-reported perceptions of health from a cohort of desk-based employees over 26 weeks

Interventions to reduce sedentary behaviour and increase physical activity during productive work: a systematic review

Commissaris, DACM et al

Scandinavian journal of work and environmental health 2016 42 3 181-191 doi:10.5271/sjweh.3544

Objective This review addresses the effectiveness of workplace interventions that are implemented during productive work and are intended to change workers’ SB and/or PA. Methods We searched Scopus for articles published from 1992 until 12 March 2015. Relevant studies were evaluated using the Quality Assessment Tool for Quantitative Studies and summarized in a best-evidence synthesis. Primary outcomes were SB and PA, both at work and overall (ie, during the whole day); work performance and health-related parameters were secondary outcomes. Results The review included 40 studies describing 41 interventions organized into three categories: alternative workstations (20), interventions promoting stair use (11), and personalized behavioural interventions (10). Alternative workstations were found to decrease overall SB (strong evidence; even for treadmills separately); interventions promoting stair use were found to increase PA at work while personalized behavioural interventions increased overall PA (both with moderate evidence). There was moderate evidence to show alternative workstations influenced neither hemodynamic nor cardiorespiratory fitness and personalized behavioural interventions did not influence anthropometric measures. Evidence was either insufficient or conflicting for intervention effects on work performance and lipid and metabolic profiles. Conclusions Current evidence suggests that some of the reviewed workplace interventions that are compatible with productive work indeed have positive effects on SB or PA at work. In addition, some of the interventions were found to influence overall SB or PA positively. Putative long-term effects remain to be established.
A static organization in a dynamic context – a qualitative study of changes in working conditions for Swedish engine officers

Lundh, M Rydstedt, LW

Applied ergonomics July 2016 55 1-7

During the last decades the shipping industry has undergone rapid technical developments and experienced hard economic conditions and increased striving for profitability. This has led to reduced staffing and changes in task performance, which has been reported to increase workload for the remaining seafarers. The working conditions on board have a number of distinct and in many ways unique characteristics, which makes the job demands and resources for seafarers unique in several ways. The purpose of this study was to assess how engine room staff perceives how these major technical and organizational changes in the shipping industry have affected job demands as well as resources. The study compiled individual interviews and focus groups interviews with engine crew members where they were asked to elaborate on the psychosocial work environment and the major changes in the working conditions on board. Engine crew describes a work situation where they feel a lack of resources. The content of the work has changed, staffing has been reduced, new tasks are being added but the organization of the crew and the design of the work place remains unaltered.

Explore the e-guide and manage age at work

EU-OSHA

Looking for practical information and guidance on how to manage age at work? Then you’re in luck. In tandem with its Healthy Workplaces for All Ages campaign, EU-OSHA has released an e-guide on managing safety and health at work for an ageing workforce. Whether you’re an employer, worker, human resources manager or OSH professional, the e-guide has something for you. Simply select your profile and discover more.

Going digital? harnessing social media for employee voice.

Dromey, Joe

The involvement and participation association (IPA) for ACAS

This report examines the extent to which employers are making use of social media to promote and access employee voice. The types of enterprise social networks described in this report can potentially help to promote a richer employee voice, allowing organisations to go beyond monologue and one-way communication to two-way and indeed multi-directional communication. Using such networks for employee voice provides the opportunity for organisations to drive insight and innovation. It also has immense potential to support collaboration, allowing employers to access ‘the wisdom of crowds’ – where, rather than an individual, groups of people work together to reach a solution or an outcome.

Measuring dimensions of a healthy workplace climate: a user-friendly assessment tool
Although the concept of healthy workplaces has historical roots in the extant literature, it remains an elusive concept to define and apply in the workplace. Nonetheless, the literature does suggest that it is a challenging and continuously improving process of supporting, protecting and promoting the health of the employee. The aim of this study was to devise a user-friendly, climate-specific assessment tool to evaluate employees’ perceptions and knowledge of the practices and procedures in the workplace that prioritise the development of a healthy, supportive workplace. After extensive literature review and early stage pilot-testing of several independent sites within an organisation, a 31-item Likert-type scale — The Workplace Scale (WPS) — was brought forward to test its psychometric properties using an independent international sample that was gathered using email distribution. These initial distribution contacts were two of the author’s professional colleagues and thereafter the scale was cascaded electronically to respondents in several countries. The factor analysis conducted on the data obtained from 108 respondents yielded a solid five factor solution that was consistent with earlier test administrations and revealed interpretable and distinct factors that strongly loaded on pertinent dimensions relevant to a healthy workplace. The tangible product is a user-friendly tool to baseline the development of a healthy, supportive workplace, while providing employees with an efficient upward communication mechanism to enable management to monitor progress. Devising the WPS was undertaken as part of wider study that subsequently compared the WPS against measures of climate, leadership and culture and is reported elsewhere.

Weblink

Return to top
Abstract

Background: Previous studies on changes in working conditions and mental health are few and have typically focused only on psychosocial working conditions. We assessed the impact of changes in both psychosocial and physical working conditions on common mental disorders (CMDs) in a cohort of midlife and older employees.

Methods: Repeat data were derived from the Helsinki Health Study, which is a cohort study on employees of the City of Helsinki, Finland (aged 40–60 years at baseline). Changes in working conditions were assessed between Phase 1 (2000–2002) and Phase 2 (2007). CMD was assessed at Phase 1, Phase 2 and Phase 3 (2012) using the 12-item General Health Questionnaire. In total, 4946 participants (82% women) who were still employed at Phase 2 were available for the analyses. Logistic regression analyses using generalized estimating equations were conducted to examine the association between changes in working conditions and the likelihood of CMD. ORs and their 95% CIs were estimated.

Results: After adjustment for sex, age, marital status, health behaviours and obesity; increased and repeated exposure to low job control, high job demands and repetitive movements and repeated exposure to awkward postures and rotation of back were associated with a higher likelihood of CMD at Phases 1–3. Fully adjusted ORs ranged from 1.27 to 2.39 for psychosocial, and from 1.18 to 1.29 for physical working conditions.

Conclusions: Repeated and increased exposures to several adverse psychosocial and physical working conditions are associated with a higher likelihood of CMD.

Weblink

Title

Course of depressive symptoms following a workplace injury: a 12-month follow-up update

Author/s

Carnide N et al

Source

Journal of occupational rehabilitation June 2016 26 2 204-215

Title

Facilitators and barriers to doing workplace mental health research: case study of acute psychological trauma in a public transit system

Author/s

Bender, A et al

Source

Work. 2016 1-6 DOI: 10.3233/WOR-162264

Abstract

The Acute Psychological Trauma (APT) Study was collaboration between an acute care hospital, a specialized multidisciplinary program designed to meet the mental health needs of injured workers, and a large urban public transit system. The overall purpose was to evaluate a Best Practices Intervention (BPI) for employees affected by acute psychological trauma compared to a Treatment as Usual (TAU) group. The specific purpose is to discuss facilitators and barriers that were recognized in implementing and carrying out mental health research in a workplace setting. Over the course of the APT study, a joint implementation committee was responsible for day-to-day study operations and made regular observations on the facilitators and barriers that arose throughout the study. The facilitators to this study included the longstanding relationships among the partners, increased recognition for the need of mental health research in the workplace, and the existence of a community advisory committee. The significant barriers to doing this study of mental health research in the
workplace included differences in organizational culture, inconsistent union support, co-
interventions, and stigma. Researchers and funding agencies need to be flexible and provide
additional resources in order to overcome the barriers that can exist doing workplace mental
health research.

**Title**
Firefighting and mental health: experiences of repeated exposure to trauma

**Author/s**
Jahnke, SA et al

**Source**
*Work* 2016 53 4 737-744 DOI: 10.3233/WOR-162255

**Abstract**
Background: Firefighters must be ready to respond to a broad range of emergencies every
duty day. In the course of many of these emergencies, firefighters witness events which have
the potential to induce emotional trauma, such as badly injured people, deceased children,
and individuals who are highly distraught. Previous research suggests that repeated
exposure to these traumas (RET) may have negative impacts on the emotional and mental
health of fire service personnel. Research on the mental health of firefighters has been
limited to small surveys reporting the prevalence of specific mental health problems such as
depression and post-traumatic stress disorder among firefighters. Firefighters must be ready
to respond to a broad range of emergencies every duty day. In the course of many of these
emergencies, firefighters witness events which have the potential to induce emotional
trauma, such as badly injured people, deceased children, and individuals who are highly
distraught. Previous research suggests that repeated exposure to these traumas (RET) may
have negative impacts on the emotional and mental health of fire service personnel.
Research on the mental health of firefighters has been limited to small surveys reporting the
prevalence of specific mental health problems such as depression and post-traumatic stress
disorder among firefighters.

Objective: Despite the likelihood that RET leads to negative outcomes in firefighters, data is
lacking on how exposure impacts fire service personnel. The current study examines the
experiences of firefighters related to RET. Despite the likelihood that RET leads to negative
outcomes in firefighters, data is lacking on how exposure impacts fire service personnel. The
current study examines the experiences of firefighters related to RET.

Methods: Using formative research methods, we examined the beliefs and experiences of
firefighters and administrators from across the United States regarding the impact of RET on
firefighter health. Using formative research methods, we examined the beliefs and
experiences of firefighters and administrators from across the United States regarding the
impact of RET on firefighter health.

Results: Study findings highlight the cumulative psychological toll of repeated exposure to
traumatic events including desensitization, flashbacks, and irritability. Study findings highlight
the cumulative psychological toll of repeated exposure to traumatic events including
desensitization, flashbacks, and irritability.

Conclusion: Results of the current study suggest that RET is a significant concern for
emergency responders that warrants additional research and attention. It is likely that the
long term consequences of RET are closely intertwined with other mental health outcomes
and general well-being of this important occupational group. Results of the current study
suggest that RET is a significant concern for emergency responders that warrants additional
research and attention. It is likely that the long term consequences of RET are closely
intertwined with other mental health outcomes and general well-being of this important
occupational group.

---

**Title**
Screening for depression in the occupational health setting

**Author/s**
Newxcomb RD et al

**Source**

**Abstract**
Background The cost of workplace absenteeism and presenteeism due to depression in the
USA is substantial.

Aims To assess the frequency of depression and its impact at the point of care in an
occupational health (OH) practice.

Methods Patients presenting to an OH practice completed a standardized depression screening tool and were compared to an unscreened group in the same clinic. Respondents with a nine-item Patient Health Questionnaire (PHQ-9) score >15 and untreated for depression were referred for further evaluation per usual practice. A comparison group of unscreened patients were selected from the same clinic from 1 year prior and records were reviewed for evidence of prior depression, treatment and outcomes. After 1 year, frequency of depression, PHQ-9 scoring for screened patients, days absent from work, days on restricted duties and permanent restrictions were recorded for both groups.

Results Two hundred and five patients were screened for depression. Screening was associated with increased frequency of a diagnosis of current depression (30 versus 4%; \( P < 0.05 \)). Screening was associated with similar rates of absenteeism but lower number of days on restricted duties (97 versus 159 days; \( P < 0.001 \)). After adjusting for age, sex, history of and treatment for depression, screening was associated with lower odds of being on work restrictions [odds ratio (OR) 0.55; 95% confidence interval (CI) 0.38–0.78] or permanent restrictions (OR 0.35; 95% CI 0.23–0.52).

Conclusions Depression was common in this OH practice. Screening for depression, with appropriate recognition and referral, may reduce time for employed patients on restricted duties and permanent restrictions.

Title

Psychosocial working conditions and suicide ideation: evidence from a cross-sectional survey of working Australians

Author/s

Milner, A  Page, K Witt, K LaMontagne, A

Source

Journal of occupational & environmental medicine June 2016 58 6 584–587
doi: 10.1097/JOM.0000000000000700

Abstract

Objectives: Objectives: This study examined the relationship between psychosocial working factors such as job control, job demands, job insecurity, supervisor support, and workplace bullying as risk factors for suicide ideation.

Methods: We used a logistic analytic approach to assess risk factors for thoughts of suicide in a cross-sectional sample of working Australians. Potential predictors included psychosocial job stressors (described above); we also controlled for age, gender, occupational skill level, and psychological distress.

Results: We found that workplace bullying or harassment was associated with 1.54 greater odds of suicide ideation (95% confidence interval 1.64 to 2.05) in the model including psychological distress. Results also suggest that higher job control and security were associated with lower odds of suicide ideation.

Conclusions: These results suggest the need for organizational level intervention to address psychosocial job stressors, including bullying.

Title

Impact of a population-wide mental health promotion campaign on people with a diagnosed mental illness or recent mental health problem

Author/s

Donovan, R et al

Source

Australian and New Zealand journal of public health June 2016 40 3 274-275
DOI: 10.1111/1753-6405.12514

Abstract

Objectives: To determine the impact of the Act-Belong-Commit mental health promotion campaign on people with a diagnosed mental illness or who had sought professional help for a mental health problem in the previous 12 months.

Method: In 2013 and 2014, 1,200 adults in Western Australia were interviewed by telephone. The questionnaire measured campaign reach, impact on beliefs about mental health and mental illness and behavioural impact.

Results: Campaign impact on changing the way respondents thought about mental health was significantly higher among those with a mental illness or who had sought help (41.4% vs 24.2%;
as was doing something for their mental health as a result of their exposure to the campaign (20.5% vs 8.7%; \( p<0.001 \)).

Conclusions: The campaign appears to empower people with a mental illness or who recently sought help to take steps of their own to enhance their mental health.

---

**Title**  
Workplace psychosocial and organizational factors for neck pain in workers in the United States

**Author/s**  
Yang, H et al

**Source**  
American journal of industrial medicine July 2016 59 7 549-560

**Abstract**  
Background: Neck pain is a prevalent musculoskeletal condition among workers in the United States. This study explores a set of workplace psychosocial and organization-related factors for neck pain.

Methods: Data used for this study come from the 2010 National Health Interview Survey which provides a representative sample of the US population. To account for the complex sampling design, the Taylor linearized variance estimation method was used. Logistic regression models were constructed to measure the associations.

Results: This study demonstrated significant associations between neck pain and a set of workplace risk factors, including work-family imbalance, exposure to a hostile work environment and job insecurity, non-standard work arrangements, multiple jobs, and long work hours.

Conclusion: Workers with neck pain may benefit from intervention programs that address issues related to these workplace risk factors. Future studies exploring both psychosocial risk factors and physical risk factors with a longitudinal design will be important.

---

**Title**  
How do we capture the emergency nurse practitioners' contribution to value in health service delivery?

**Author/s**  
Jennings, N Lutze, M Clifford, S Maw, M

**Source**  
Australian health review  
[http://dx.doi.org/10.1071/AH15155](http://dx.doi.org/10.1071/AH15155)

**Abstract**  
The emergency nurse practitioner is now a well-established and respected member of the healthcare team. Evaluation of the role has focused on patient safety, effectiveness and quality of care outcomes. Comparisons of the role continue to focus on cost, with findings based on incomplete and almost impossible to define, recognition of contribution to service delivery by paralleled practitioners. Currently there is no clear definition as to how nurse practitioners contribute to value in health service delivery. Robust and rigorous research needs to be commissioned taking into consideration the unique hybrid nature of the emergency nurse practitioner role and focusing on the value they contribute to health care delivery.

---

**Title**  
Moving beyond the rhetoric of patient input in health technology assessment deliberations

**Author/s**  
Wortley, S et al

**Source**  
Australian health review  
[http://dx.doi.org/10.1071/AH15216](http://dx.doi.org/10.1071/AH15216)

**Abstract**  
At a health system level, the importance of patient and public input into healthcare decision making is well recognised. Patient and public involvement not only provides a mechanism to legitimise decisions, but also contributes to improved translation of these decisions into practice, ultimately leading to better patient outcomes. Recent reviews in the health technology
assessment space have identified the need for, and increased use of, patient input through systematic methodologies. Yet, what does this mean in practical terms? This paper outlines both short- and longer-term options for strengthening patient input into health technology assessment deliberations. This is particularly important given the planned reforms in this area and the commitment to public consultation as part of the reform process.

PUBLIC SERVICE

**Title**  Psychology innovation in the public sector
**Source**  *Inpsych* June 2016 40 3
**Abstract**  Currently, the APS has more than 3,400 psychologists who provide their psychological expertise as public sector employees across a diverse range of settings. Whilst most people would be familiar with psychologists working in the health and mental health sectors across the age spectrum (covering inpatient, outpatient and community-based settings), APS public sector psychologists are also employed in wide-ranging areas such as education, justice and corrective services, disability, and human services. Psychologists also play a key role in non-service delivery areas, such as policy development, program evaluation and general management.

**Title**  Open government partnership needs a little more time and attention
**Author/s**  Timmins, P Lawrence, A
**Source**  *Australian policy online*  June 2016 DOI:http://dx.doi.org/10.4225/50/574F972D5640A
**Abstract**  The Open Government Partnership is an international initiative that provides a platform for reformers inside and outside governments around the world to develop reforms that “promote transparency, empower citizens, fight corruption and harness new technologies to strengthen governance”. Since its foundation in September 2011, over 2,000 commitments have been made by 65 participating countries, covering a third of the world’s population.

**Title**  Orange book 2016: priorities for the next Commonwealth Government
**Author/s**  Daley, John
**Source**  *Grattan Institute*
**Abstract**  Australia faces many domestic policy challenges as it enters the last weeks of an election campaign. Yet a government that is prepared to forcefully articulate the public interest could stare down interest groups and wins public support for a brave and powerful reform agenda.

**Title**  Understanding Aboriginal and Torres Strait Islander employee decisions to exit the Australian...
Public Service

**Author/s** Biddle, N Lahn, J

**Source** *CAEPR working paper 110 26*

**Abstract** Despite some success in recruiting Aboriginal and Torres Strait Islander people to the Australian Public Service (APS), the long-term trend is one of declining representation. A fundamental issue is that rates of separation among Indigenous public servants remain consistently greater than those of their non-Indigenous counterparts.

The research presented here seeks to understand the reasons Aboriginal and Torres Strait Islander employees opt to leave the APS. Drawing on the analysis of existing datasets, and original interviews with former and current APS employees, the findings presented here offer insights into the key factors involved in APS employment. The paper also raises important implications for strategies that aim to increase rates of Indigenous employment in the APS.

**Weblink**

**Return to top**

---

**REHABILITATION**

**Title** An examination of concepts in vocational rehabilitation that could not be linked to the ICF based on an analysis of secondary data

**Author/s** Finger, M de Bie, R Selb, M Escorpizo, R


**Abstract** Background: In the last few years the International Classification of Functioning, Disability and Health (ICF) has become a widely known and useful reference classification in vocational rehabilitation. It would be equally important to know which aspects of work-related health information cannot be assigned to distinct ICF categories.

Objective: The objective of this study is to examine the concepts derived from three studies conducted within the ICF Core Set for vocational rehabilitation project, which could not be linked to distinct ICF codes in order to complement the current understanding of functioning in vocational rehabilitation.

Methods: Secondary data analysis of the concepts from the systematic literature review, expert survey and patient focus group study of the ICF Core Set for vocational rehabilitation project that were marked as nd=not definable, nc=not covered or pf=personal factor. Nd-concepts were assigned to the biopsychosocial model of the ICF; additional ICF categories were formulated where needed. Nc-concepts were grouped into common themes not covered by the ICF. Pf-categories were linked to a proposed personal factors classification.

Results: 1093 nd-concepts were matched to overarching terms in the ICF, and “other specified”-categories were detailed. 1924 pf-concepts were linked to 31 second level categories of a proposed personal factors classification. 441 nc-concepts were grouped into six themes including the concept of well-being and attributes related to processes and time.

Conclusions: With concepts that emerged from the secondary analysis of data gathered during the vocational rehabilitation ICF Core Set project, we have enriched the ICF model with constructs specific to vocational rehabilitation. However, additional research is needed to further explore personal factors specific to vocational rehabilitation. The influence of themes complementary to the ICF such as well-being and quality of life on return-to-work should be further investigated.

**Weblink**

**Title** Developing brief opportunistic interactions: practitioners facilitate patients to identify and change health risk behaviours at an early preventive stage
Aim To identify shortcomings in existing models of patient behaviour change, and present the development and testing of a novel approach using practitioner facilitation and person-focussed conversations that identifies and addresses behaviours at an earlier stage than current models.

Background Systematic strategies used by health professionals to change patient behaviours began with motivational interviewing and brief intervention approaches for serious addictive behaviours. Practitioners typically presume they should drive the process of patient behaviour change. Attempts to transfer these approaches to primary care, and a broader range of health risk behaviours, have been less successful. The TADS programme (Tobacco, Alcohol and Other Drugs, later Training and Development Services) began teaching motivational interviewing and brief interventions to practitioners in New Zealand in 1996. Formal and informal evaluations showed that practitioners used screening tools that patients rejected and that led to incomplete disclosure, used language that did not engage patients, failed to identify the behaviours patients wished to address and therefore misdirected interventions.

Methods Iterative development of new tools with input from patients and primary care clinicians.

Findings The TADS programme developed a questionnaire whose results remained private to the patient, which enabled the patient to identify personal behaviours that they might choose to change (the TADS Personal Assessment Choice Tool). This was assisted by a brief conversation that facilitated and supported any change prioritised by the patient (the TADS Brief Opportunistic Interaction). The need for this approach, and its effectiveness, appeared to be similar across adults, youth, different ethnic groups and people in different socio-economic circumstances. Behaviours patients identified were often linked to other health risk behaviours or early-stage mental health disorders that were not easily detected by practitioner-driven screening or inquiry. The long-term effectiveness of this approach in different populations in primary health care settings requires further evaluation.
Can resilience be developed at work? a meta-analytic review of resilience-building programme effectiveness

Vanhove, AJ et al

Journal of occupational and organizational psychology June 2016 89 2 278-307
DOI: 10.1111/joop.12123

Organizations have increasingly sought to adopt resilience-building programmes to prevent absenteeism, counterproductive work behaviour, and other stress-related issues. However, the effectiveness of these programmes remains unclear as a comprehensive review of existing primary evidence has not been undertaken. Using 42 independent samples across 37 studies, the present meta-analysis sought to address this limitation in the literature by summarizing the effectiveness of resilience-building programmes implemented in organizational contexts. Results demonstrated that the overall effect of such programmes was small ($d = 0.21$) and that programme effects diminish over time ($d_{proximal} = 0.26$ vs. $d_{distal} = 0.07$). Alternatively, moderator analyses revealed that programmes targeting individuals thought to be at greater risk of experiencing stress and lacking core protective factors showed the opposite effect over time. Programmes employing a one-on-one delivery format (e.g., coaching) were most effective, followed by the classroom-based group delivery format. Programmes using train-the-trainer and computer-based delivery formats were least effective. Finally, substantially stronger effects were observed among studies employing single-group-within-participant designs, in comparison with studies utilizing between-participant designs. Taken together, these findings provide important theoretical and practical implications for advancing the study and use of resilience-building in the workplace.

Practitioner points
Resilience-building programmes have had a modest effect in the workplace. The effect is weaker than that associated with secondary prevention techniques, but similar to those shown for other primary prevention techniques. Across primary studies, programme effects diminished substantially from proximal ($\leq$ 1 month post-intervention) to distal time points ($>1$ month). However, among those at greater risk of experiencing stress or who lack protective resources, weak proximal effects became stronger when measured distally. To optimize the effectiveness of resilience-building programmes, developers should carefully conduct needs assessments, identifying individuals at elevated risk. Methodological decisions (i.e., the use of within- vs. between-participant designs) may have a substantial impact on the conclusions researchers draw regarding the effectiveness of resilience-building programmes. When evaluating the effectiveness of resilience-building programmes, researchers and practitioners should compare observed effects to estimates of mean effects across studies using similar evaluative designs.

The concept of resilience in OSH management: a review of approaches

Pecillo, M

International journal of occupational safety and ergonomics 2016 22 2
DOI: 10.1080/10803548.2015.1126142

The concept of resilience has become very popular, especially in the 21st century. This concept is applicable to many fields, from mechanics to a broad range of social sciences. Resilience has even become part of the national and global policies of the USA, the United Nations and the European Commission. The concept of resilience has also been implemented in the area of safety and health based on the criticism of the traditional approach to occupational safety and health, which does not result in a satisfactory level of occupational safety. The concept of resilience was adopted to research occupational safety and health in different fields and thus with different approaches, such as via socio-technical studies, the psychological and behavioral aspects of organizational resilience and the link with research on individual or family resilience and its influence on work.
Developing a workplace resilience instrument

**Title**
Developing a workplace resilience instrument

**Author/s**
Mallak, L A Yildiz, M

**Source**
*Work* 2016.1 13

**Abstract**
Background: Resilience benefits from the use of protective factors, as opposed to risk factors, which are associated with vulnerability. Considerable research and instrument development has been conducted in clinical settings for patients. The need existed for an instrument to be developed in a workplace setting to measure resilience of employees.

Objective: This study developed and tested a resilience instrument for employees in the workplace. Participants and methods: The research instrument was distributed to executives and nurses working in the United States in hospital settings. Five-hundred-forty completed and usable responses were obtained. The instrument contained an inventory of workplace resilience, a job stress questionnaire, and relevant demographics. The resilience items were written based on previous work by the lead author and inspired by Wieck's [1] sense-making theory.

Results: A four-factor model yielded an instrument having psychometric properties showing good model fit. Twenty items were retained for the resulting Workplace Resilience Instrument (WRI). Parallel analysis was conducted with successive iterations of exploratory and confirmatory factor analyses. Respondents were classified based on their employment with either a rural or an urban hospital. Executives had significantly higher WRI scores than nurses, controlling for gender. WRI scores were positively and significantly correlated with years of experience and the Brief Job Stress Questionnaire.

Conclusions: An instrument to measure individual resilience in the workplace (WRI) was developed. The WRI's four factors identify dimensions of workplace resilience for use in subsequent investigations: Active Problem-Solving, Team Efficacy, Confident Sense-Making, and Bricolage.

---

Personal resilience and coping part II: identifying resilience and coping among U.S. military service members and veterans with implications for work

**Title**
Personal resilience and coping part II: identifying resilience and coping among U.S. military service members and veterans with implications for work

**Author/s**
Rice, V Liu, B

**Source**
*Work* 2016 1-16 DOI: 10.3233/WOR-162301

**Abstract**
Background: U.S. military personnel face challenging situations including frequent deployments, family separations, and exposure to war. Identifying coping strategies used by the most resilient service members and veterans could positively influence military resiliency training programs.

Objective: The purposes of this paper are to investigate the relationship between coping and resilience among U.S. military active service members and veterans, to identify the coping strategies used by those considered most resilient, and to discuss coping and resilience as they relate to the workplace.

Methods: U.S. military active service members and veterans (N=191) completed a demographic survey and two self-report questionnaires: The 14-Item Resilience Scale [1] and the Brief COPE [2]. Results: Active duty service members had higher resilience scores than veterans (p<0.05), but both fell into the moderate range. Coping strategies were not significantly different between the two groups (p>0.05). Active service members’ resilience was predicted by their use of positive reframing and less use of self-blame as coping strategies, accounting for 52.3% of the variance (R2=0.523, F(2, 60)=32.92, p=0.000). Veterans’ resilience was predicted by longer time-in-service, greater use of humor, and less use of self-blame as coping strategies, explaining 44.8% of the variance (R2=0.448, F(3, 116)=31.408, p=0.000).

Conclusions: This research identifies the positive coping strategies, and least-used negative coping strategies, of the U.S. service members and veterans in our study population with higher resilience scores. Incorporating this information into military- or veteran-based resilience training is likely to increase training effectiveness.
RETURN TO WORK

Title: The effectiveness of an intervention to enhance cooperation between sick-listed employees and their supervisors (COSS)

Author/s: Hoefsmit, N et al

Source: Journal of occupational rehabilitation June 2016 26 2 229-236

Abstract: Introduction Early return-to-work (RTW) after sick leave is considered to support employees' quality of life. Successful RTW requires adequate cooperation between absent employees and their supervisors. This study assesses the effectiveness of an intervention for cooperation regarding RTW between Sick-listed employees and their Supervisors (COSS; i.e. 'conversation roadmap', monitoring of cooperation and, if necessary, extra occupational physician support). Methods In this field study, employees on sick leave for 2–10 weeks, aged 18 up to and including 60, and performing paid labour for at least 12 h per week were included. Terminally ill were excluded. Multivariate regression (correcting for baseline quality of life) was used to compare 6-months follow up data regarding quality of life between the groups. Using Cox regression analyses, time until first-, full-, and sustainable RTW was compared between groups. Results In total 64 employees received COSS or common practice. No significant group differences were found regarding all study outcomes. The COSS group had a higher chance of work resumption than the common practice group. The hazard ratio was 1.39 for first RTW (95% CI 0.81–2.37), 1.12 for full RTW (95% CI 0.65–1.93) and 1.10 for sustainable RTW (95% CI 0.63–1.95). Conclusions COSS has no significant effects. Yet, the results regarding work resumption show a tendency towards effectiveness. Therefore, COSS can be further developed and applied in practice. Researchers should try to prevent some limitations of the present study in future research, for instance by finding a more common research setting.

SHIFT WORK

Title: Associations between number of consecutive night shifts and impairment of neurobehavioral performance during a subsequent simulated night shift


Abstract: Objective This study aimed to investigate sleep and circadian phase in the relationships between neurobehavioral performance and the number of consecutive shifts worked. Methods Thirty-four shift workers [20 men, mean age 31.8 (SD 10.9) years] worked 2–7 consecutive night shifts immediately prior to a laboratory-based, simulated night shift. For 7 days prior, participants worked their usual shift sequence, and sleep was assessed with logs and actigraphy. Participants completed a 10-minute auditory psychomotor vigilance task (PVT) at the start (~21:00 hours) and end (~07:00 hours) of the simulated night shift. Mean reaction times (RT), number of lapses and RT distribution was compared between those who worked 2–3 consecutive night shifts versus those who worked 4–7 shifts. Results Following 4–7 shifts, night shift workers had significantly longer mean RT at the start and end of shift, compared to those who worked 2–3 shifts. The slowest and fastest 10% RT were significantly slower at the start, but not end, of shift among participants who worked 4–7 nights. Those working 4–7 nights also demonstrated a broader RT distribution at the start and end of shift and had significantly slower RT based on cumulative distribution analysis (5th, 25th, 50th, 75th percentiles at the start of shift; 75th percentile at the end of shift). No group differences in sleep parameters were found for 7 days and 24 hours prior to the simulated night shift. Conclusion A greater number of consecutive night shifts has a negative impact on neurobehavioral performance, likely due to cognitive slowing.
24-hour work shifts, sedentary work, and obesity in male firefighters

Choi, B, Dobson, M, Schnall, P, Garcia-Rivas, J


Abstract

Background: Little is known about the occupational risk factors for obesity in US firefighters.

Methods: 308 male California firefighters, who participated in a work and obesity project, were chosen. Working conditions were measured with a firefighter-specific occupational health questionnaire. Adiposity was clinically assessed using body mass index (BMI), waist circumference (WC), and body fat percent.

Results: In a multivariate analysis, the prevalence of obesity by all measures was significantly higher (PRs = 3.69-6.03, P < 0.05) in the firefighters who reported seventeen to twenty-one shifts than those who reported eight to eleven shifts in the past month. Prolonged sedentary work was also a risk factor for obesity by BMI (PR = 4.18, P < 0.05). Furthermore, there was a linear dose-response relationship of obesity by BMI and WC with the number of 24-hr shifts and sedentary work.

Conclusions: Many additional 24-hr shifts and prolonged sedentary work substantially increased the risk for obesity in male firefighters.
Excellence is within your reach: the importance of planning for performance in the state-federal vocational rehabilitation program

Groomes, Darlene A. G.; Shoemaker, Michael; Vandergoot, David; Collins, Steven W.

Journal of rehabilitation April/May 2015 81 2 39-46

Leadership across the state-federal Vocational Rehabilitation (VR) Program must be strategic in demonstrating accountability for employment outcomes given ever-present internal and external challenges to its operations. In order to reach for excellence in performance, leadership must have a lens toward systems thinking and build the components of a high performing organization. The authors introduce rehabilitation professionals to a context of performance in the state-federal VR Program and discuss the planning processes involved to manage a system that addresses employment outcomes. We provide information on the components of high performance organizations; systems thinking; strategic development, implementation, and leadership; and tools for use in project planning and tracking effectiveness of state agency services and practices. We discuss training and practice implications.

The ecology of work-related injury and Illness in Australia

Athanasou, James A

The Australian journal of rehabilitation counselling July 2016 22 01 1-12
DOI: http://dx.doi.org/10.1017/jrc.2016.4

The purpose of this paper is to explore the context of injury and its consequences for the vocational rehabilitation of Australian workers. This report was derived from a secondary analysis of the seventh national survey of Work-Related Injuries by the Australian Bureau of Statistics. This is a stratified, random, multiple household survey of 42,100 private dwellings. Work-related injury affects 1 in every 25 of those who had worked at some time in the last 12 months. There were high probabilities of a workplace injury for those in labouring-type jobs and workers who exceeded 35–39 hours per week. Occupational injury is heterogeneous in nature and but there is clearly a restriction in the range of clientele encountered in rehabilitation. A second implication for professional rehabilitation arises from the type of injury. Work-related injuries in Australia are dominated overwhelmingly by musculoskeletal conditions. Work-related injury is a major cause of disability and there are consistently large numbers of people each year that will be requiring some vocational rehabilitation services.

Personal, environmental, and service-delivery determinants of employment quality for state vocational rehabilitation consumers: a multilevel analysis

Chan, Fong et al

Journal of vocational rehabilitation 2016 45 1-4
DOI: 10.3233/JVR-160805

Background: This study used the World Health Organization’s International Classification of Functioning, Disability and Health (ICF) framework to examine the individual and interactional impact of personal characteristics, state vocational rehabilitation (VR) services, and state environmental factors on employment quality for people with disabilities served by the state-federal VR system. Design: Quantitative descriptive research design using multilevel analysis. PARTICIPANTS: Data extracted from the Rehabilitation Services Administration (RSA) case service report (RSA-911) database and other related databases from FY 2007 to 2009 were analyzed using multilevel (hierarchical) linear modeling to investigate patterns explaining variations among state VR agencies in achieving quality employment outcomes for consumers.
whose cases were closed successfully. Results: Consumer characteristics predominantly predicted employment quality among the personal, service, and environmental factors studied. Personal factors also explained a considerable amount of between-state differences in quality employment outcomes. Improvement in educational attainment was related to higher employment quality, whereas receiving supported employment and job placement-related services were associated with lower employment quality. Additionally, the proportion of consumers receiving social security benefits in a particular state and state per capita income factors were strong environmental predictors of employment quality. Conclusion: Personal and environmental factors used in the present study were useful in predicting the quality of employment outcomes of VR consumers. However, developing a better measurement model for assessing quality employment and including additional factors in future research is warranted.

**VIOLENCE AT WORK**

**Title**  Interactive training improves workplace climate, knowledge, and support towards domestic violence

**Author/s**  Glass, N et al

**Source**  American journal of industrial medicine July 2016 59 7 538-548

**Abstract**  Background: As Intimate Partner Violence (IPV) affects the workplace, a supportive workplace climate is important. The study evaluated the effectiveness of an “IPV and the Workplace” training on workplace climate towards IPV.

Methods: IPV training was provided to 14 intervention counties and 13 control counties (receiving training 6 months delayed). Measures included workplace climate surveys, IPV knowledge test, and workplace observations.

Results: (i) Training significantly improved supervisor knowledge on IPV and received positive evaluations, (ii) training improved workplace climate towards IPV significantly which was maintained over time, and (iii) after the training, supervisors provided more IPV information to employees and more IPV postings were available in the workplace.

Conclusions: The study provides evidence to support on-site interactive, computer based training as a means for improved workplace safety. IPV and the Workplace training effectively increased knowledge and positively changed workplace climate

**WORK DESIGN**

**Title**  Involving users in a ship bridge re-design process using scenarios and mock-up models

**Author/s**  Osterman, C Berlin, C Bligard, LO

**Source**  International journal of industrial ergonomics May 2016 53 236-244

**Abstract**  The context for this study is the maritime domain and the design of shipboard workspaces. Due to the globalized nature of shipping, the traditional approach to a participative ergonomics process can be a logistical challenge since stakeholders like designers, manufacturers and operators are often scattered both geographically and organizationally. The participative design study presented in this paper addresses this challenge by exploring the ability of three types of simple three-dimensional (3D) models to act as mediating objects for representative users in
order to elicit design feedback in a use scenario-workshop format. The study found that all three types of 3D models, when coupled with a scenario description, elicited several types of useful design feedback that served not only as direct input to changing proposed design parameters, but also as an unprompted long-term learning opportunity for the design team to gain insight into the lives and challenges of their users, who both work and live on board. Relevance to industry the paper presents a procedure for a participatory design process in the maritime domain where the involved stakeholders are geographically and organizationally dispersed. Mock-up models coupled with use scenario descriptions elicited useful design feedback and an unprompted long-term learning opportunity for the design team.

WORKERS COMPENSATION

Title Does medical certification of workers with injuries influence patterns of health service use?
Author/s Ruseckaite, R et al
Source Work June 2016
Abstract Background: Among workers with injuries who seek compensation, a general practitioner (GP) usually plays an important role in a person's return to work (RTW) by advising if the worker is unfit for work (UFW), is able to work on alternate (ALT) duties or is fit for work and also providing referrals to other health service providers.
Objective: To examine patterns of health service utilization (HSU) in workers with injuries by condition and type of certificate issued by GP.
Methods: Zero-inflated negative binomial and logistic regressions were conducted for major healthcare services accessed over the 12-month period post-initial medical examination.
Services included GP consultations, pharmacy, physiotherapy, occupational rehabilitation and psychology.
Results: The average number of physiotherapy services was greater in workers with musculoskeletal disorders, back pain and fractures. In contrast, the median number of psychological services was greater in mental health conditions (MHC). Workers with ALT certificates were more likely to use GPs, pharmacy and physiotherapy services.
Conclusion: HSU in the 12 months post-initial medical certification varied substantially according to the worker's condition, certificate type, age, gender and residential location. Understanding these factors can facilitate more appropriate resource allocation; strategic thinking on optimal use of particular health services and enables better targeting of particular provider groups for more education on the health benefits of RTW.

WORK HEALTH AND SAFETY

Title The accuracy of subjective measures for assessing fatigue related decrements in multi-stressor environments
Author/s Smith, B P et al
Source Safety science July 2016 86 238-244 doi:10.1016/j.ssci.2016.03.006
Abstract It has become increasingly common for rural fire-fighting agencies to encourage their volunteers to control and monitor their own levels of fatigue and performance abilities. Yet, the accuracy of subjective evaluations, especially during exposure to multi-stressor working conditions similar to those faced by rural fire-fighters has yet to be examined. A total of 91 rural fire-fighters took part in a 4-day/3-night live-in study that simulated a fire-ground tour. Fire-fighters were required to perform a total of 14 circuits that involved intermittent intense physical work, whilst exposed to heat, sleep deprivation, or a combination of both. Cognitive performance was measured using
the Psychomotor Vigilance Task, with a self-reported measure of performance obtained before each cognitive battery. Overall, participants were able to predict their cognitive performance, however, there was a variety of factors involved in accuracy, including individual differences, and contributory factors fatigue such as environmental stressors, the length of shift, and the number of days worked. Subjective judgments appear to offer an effective, efficient, and cost effective tool in providing feedback in regard to in continuing work. In order for these to be effective however, subjective assessments should not be used in isolation, and fire-fighters must be trained, informed and given the tools to be able to recognise and monitor their own fatigue.

**Title**
Analysis of occupational accidents: prevention through the use of additional technical safety measures for machinery

**Author/s**
Dziarek, M Latala, A

**Source**
*International journal of occupational safety and ergonomics* 2016 22 2
DOI:10.1080/10803548.2015.1129154

**Abstract**
This article presents an analysis of results of 1035 serious and 341 minor accidents recorded by Poland's National Labour Inspectorate (PIP) in 2005–2011, in view of their prevention by means of additional safety measures applied by machinery users. Since the analysis aimed at formulating principles for the application of technical safety measures, the analysed accidents should bear additional attributes: the type of machine operation, technical safety measures and the type of events causing injuries. The analysis proved that the executed tasks and injury-causing events were closely connected and there was a relation between casualty events and technical safety measures. In the case of tasks consisting of manual feeding and collecting materials, the injuries usually occur because of the rotating motion of tools or crushing due to a closing motion. Numerous accidents also happened in the course of supporting actions, like removing pollutants, correcting material position, cleaning, etc.

**Weblink**

**Title**
Australian workplace exposure study

**Source**
*Safe Work Australia*

**Abstract**
A random, population-based sample of 5528 Australian workers participated in the Australian Work Exposure Study (AWES). Workers answered questions about the tasks they completed and the controls used at work. Based on their responses to those questions, the likelihood of exposure to 38 known or suspected carcinogens was estimated. The AWES focused on the most common tasks performed at work. Workers were not asked directly about their exposures to carcinogens and exposure levels were not measured in the workplace.

**Weblink**

**Title**
Classification of human errors in grounding and collision accidents using the TRACEr taxonomy

**Author/s**
Grazino,A et al

**Source**
*Safety science* July 2016 86 245-257

**Abstract**
This paper applies a Human Error Identification tool called Technique for the Retrospective and Predictive Analysis of Cognitive Errors to the analysis of ship accidents. Grounding and collision accidents investigation reports involving sixty-four vessels published by the UK’s Maritime Accident Investigation Branch, the Transportation Safety Board of Canada and the National Transportation Safety board of the United States of America are coded and analysed using the taxonomy of the Technique for the Retrospective and Predictive Analysis of Cognitive Errors. A total of two hundred and eighty-nine errors performed by the operators are coded. The results of
the codification process are analysed with the objective of identifying the main task errors, cognitive domains and the technical equipment involved in grounding and collision accidents and the factors that affect the performance of the operators. This identification is a necessary step towards safety improvements resulting from dealing with the identified problems. A discussion on the use of the taxonomy of the Technique for the Retrospective and Predictive Analysis of Cognitive Errors is provided and it is proposed to combine it with some elements of the CASMET approach to accident investigation so as to improve the applicability of the methodology to the analysis of ship accidents.

Title: Creating a culture of prevention in occupational safety and health practice
Author/s: Kim, Y Park, J Park, M
Source: Safety and health at work June 2016 7 2 89-96
Abstract: The incidence of occupational injuries and diseases associated with industrialization has declined markedly following developments in science and technology, such as engineering controls, protective equipment, safer machinery and processes, and greater adherence to regulations and labour inspections. Although the introduction of health and safety management systems has further decreased the incidence of occupational injuries and diseases, these systems are not effective unless accompanied by a positive safety culture in the workplace. The characteristics of work in the 21st century have given rise to new issues related to workers’ health, such as new types of work-related disorders, no communicable diseases, and inequality in the availability of occupational health services. Overcoming these new and emerging issues requires a culture of prevention at the national level. The present paper addresses: (1) how to change safety cultures in both theory and practice at the level of the workplace; and (2) the role of prevention culture at the national level.

Title: Duty hours and incidents in flight among commercial airline pilots
Author/s: O’Hagen AD Issartel, J Fletcher, R Warrington, G
Abstract: Introduction. Working long duty hours has often been associated with increased risk of incidents and accidents in transport industries. Despite this, information regarding the intermediate relationship between duty hours and incident risk is limited. This study aimed to test a work hours/incident model to identify the interplay of factors contributing to incidents within the aviation industry.
Methods. Nine hundred and fifty-four European-registered commercial airline pilots completed a 30-item survey investigating self-report attitudes and experiences of fatigue. Path analysis was used to test the proposed model
Results. The fit indices indicated this to be a good fit model ($\chi^2 = 11.066$, $df = 5$, $p = 0.05$; Comparative Fit Index = 0.991; Normed Fit Index = 0.984; Tucker–Lewis Index = 0.962; Root Mean Square of Approximation = 0.036). Highly significant relationships were identified between duty hours and sleep disturbance ($r = 0.18$, $p < 0.001$), sleep disturbance and fatigue in the cockpit ($r = 0.40$, $p < 0.001$), and fatigue in the cockpit and micro sleeps in the cockpit ($r = 0.43$, $p < 0.001$).
Discussion. A critical pathway from duty hours through to self-reported incidents in flight was identified. Further investigation employing both objective and subjective measures of sleep and fatigue is needed.
Title: Epidemiological and biomechanical evaluation of airline baggage handling

Author/s: Tafazzol, A et al

Source: *International journal of occupational safety and ergonomics* 2016 22 2
DOI:10.1080/10803548.2015.1126457

Abstract: Objectives. Musculoskeletal disorders (MSDs) are prevalent among airline baggage handlers due to manual materials handling. In this study, the Nordic musculoskeletal questionnaire (NMQ), the revised National Institute for Occupational Safety and Health (NIOSH) lifting equation, and the University of Michigan 3D Static Strength Prediction Program™ (3DSSPP) were used to analyze MSDs among baggage handlers.

Methods. The NMQ was filled out by 209 baggage handlers and 46 arbitrarily selected baggage handlers were evaluated using the NIOSH method and 3DSSPP.

Results. The obtained results showed that the most common MSDs occurred in the lower back region. The next risky regions included knees, neck, and upper back, respectively. The NIOSH results confirmed that the subjects lifted loads heavier than the permitted limit and their lifting postures were inappropriate. The results of the 3DSSPP also indicated that compression forces exceeded the NIOSH limit in these awkward postures.

Conclusions. Relying on this study, holding compulsory ergonomic lifting training courses could be proposed for workers and regulations adjusting an upper limit for maximum baggage weight must be also enacted in order to improve occupational health and prevent the prevalence of increasing MSDs.

Title: Implementing a sleep health education and sleep disorders screening program in fire departments: a comparison of methodology

Author/s: Barger, Laura K. et al

Source: *Journal of occupational & environmental medicine* June 2016 58 6 601–609
doi: 10.1097/JOM.0000000000000709

Abstract: Objective: The objective of this study is to compare three methods of administering a sleep health program (SHP) in fire departments.

Methods: An SHP, comprising sleep health education and screening for common sleep disorders, was implemented in eight fire departments using three approaches: expert-led, train-the-trainer, and online. Participation rates, knowledge assessments, surveys, and focus group interviews were analyzed to assess the reach and effectiveness of the methodologies.

Results: The Expert-led SHP had the highest participation rate, greatest improvement in knowledge scores, and prompted more firefighters to seek clinical sleep disorder evaluations (41%) than the other approaches (20 to 25%). Forty-two percent of focus group participants reported changing their sleep behaviours.

Conclusion: All approaches yielded reasonable participation rates, but expert-led programs had the greatest reach and effectiveness in educating and screening firefighters for sleep disorders.

Title: Important factors in common among organizations making large improvement in OHS performance: results of an exploratory multiple case study

Author/s: Robson, LS et al

Source: *Safety science* July 2016 86 211-227 doi:10.1016/j.ssci.2016.02.023

Abstract: This exploratory study sought to identify the factors important to large improvement in workplace occupational health and safety (OHS) performance. Mixed methods were used to systematically identify 12 organizations in a workers’ compensation database that had made large and intentional improvement in workplace OHS performance in Ontario, Canada, during 1998–2008 (i.e., “breakthrough change” (BTC) cases). Four of these organizations were selected for in-
depth case study (two manufacturers, a grocery and a social agency). Cross-case analysis and consideration of existing literature led to a 12-element conceptual model with organizational learning at its core. Four elements were involved in the initiation of BTC: external influence, organizational motivation to improve OHS, new OHS knowledge and a knowledge transformation leader. Five other elements were involved in the process of BTC: responsiveness to OHS concerns, positive social dynamics, continuous improvement pattern, simultaneous operational improvement, and supportive internal context. Finally, three elements are outcomes of BTC: integrated OHS knowledge, decreased OHS risk, and decreased injury and illness. These concepts can be used in future research regarding workplace improvement in OHS performance.

Weblink

Title
Measurement equivalence of a safety climate scale across multiple trucking companies

Author/s
Lee, J et al

Source
Journal of occupational and organizational psychology June 2016 89 2 352-376
DOI: 10.1111/joop.12127

Abstract
To promote and establish a safe environment in an organization, it is critical to get an accurate measurement and understanding of employees’ safety climate perceptions. The goals of the current study were (1) to assess the measurement equivalence (ME) of the safety climate scale for mobile lone workers developed by Huang et al. (2013, Transp. Res. Part F Traffic Psychol. Behav., 17, 5) across different trucking companies with different managerial and safety practices and (2) to adopt confirmatory factor analysis (CFA)-based and item response theory (IRT)-based ME testing techniques that allow for more reliable measurement of important psychological safety constructs and accurate use of the measure. ME refers to the extent to which scales or items have the same measurement implications, such as factor structure of the scale, amount of explained variance with the scale constructs, and item functioning parameters from IRT framework, and are interchangeable across measurement situations. Based on the shared mental model theory, social learning theory, and social exchange theory, ME of safety climate was examined across the eight trucking companies recruited in the Huang et al.’s study. A CFA-based linear approach and an IRT-based nonlinear approach were used. Results supported that the safety climate scale items and measurement constructs have consistent meaning across different trucking companies, and the safety climate scores based on the scales can be used for the comparison of safety climate levels across multiple trucking companies as well as safety climate interventions.

Practitioner points
Generalizability of psychological measurement tools, such as safety climate scales, can be examined with ME analysis based on CFA and IRT frameworks. Measurement equivalence of the trucking industry-specific safety climate scale (Huang et al., 2013) was supported across multiple trucking companies, indicating that there may be common features of safety climate dimensions that are particularly relevant to the trucking industry. The trucking industry-specific safety climate scale can be used to gauge the level of safety climate within a given trucking company and to make cross-company comparisons.

Title

Author/s
Holloway-Beth, A et al

Source
Journal of occupational & environmental medicine June 2016 58 6 594–600
doi: 10.1097/JOM.0000000000000708

Abstract
Objective: Injuries among law enforcement officers are common, but poorly understood; workers’ compensation (WC) data are an underutilized tool for occupational surveillance. Methods: A stratified analysis of WC claims among four categories of law enforcement officers used descriptive techniques, linear and robust regression.
Results: Eighteen thousand eight hundred ninety-two officers filed claims from 1980 to 2008. Correctional officers had the highest rates, with leading causes of falls and assaults; motor vehicle crashes were the most common cause of injury among state police. Total monetary compensation was lower for correctional officers, but was explained by lower time lost and lower average weekly wage.

Conclusion: The rate and types of injuries varied by subgroups, with correctional officers having the majority of injuries, but lower severity. WC data elucidate causes and outcomes of occupational injuries, which can guide prevention.

Title Prevalence and quality of workplace risk assessments – findings from a representative company survey in Germany

Author/s Lenhardt, U Beck, D

Source Safety science July 2016 86 48-56 doi:10.1016/j.ssci.2016.02.017

Abstract Although Workplace Risk Assessments (WRA) are legally required in all EU member states and widely considered to be a core element of occupational safety and health (OSH) management, the state of their implementation at company level is still viewed rather critically, both in quantitative and qualitative terms. In this study, data from a representative company survey (N = 6500) were used to estimate the frequency of different patterns (and corresponding quality levels) of WRA practice in Germany and to determine organisational factors influencing the chance of occurrence of these WRA patterns. Results show that only one out of four companies carry out WRAs which not only meet the essential procedural requirements but also take account of potential risk areas in a fairly comprehensive manner. Multinomial logistic regression analysis further revealed that company size is by far the strongest predictor of WRA activity, especially of its more developed forms. Availability of safety specialist assistance, availability of occupational health specialist assistance, affiliation to the production sector, presence of an employee representative body and a good economic situation of the company were each associated with WRA activity as well. The still considerable deficiencies in WRA coverage and quality indicated by this study clearly call for an intensification of WRA-related control and advisory efforts by the OSH authorities, primarily in small companies and in the private services sector. Findings also suggest that reinforcement of worker representation structures at company level and strengthening professional OSH expert utilisation would be beneficial for WRA implementation.

Weblink

Title Regulatory focus and safety outcomes: an examination of the mediating influence of safety behaviour

Author/s Aryee, S Hsiung, HH

Source Safety science July 2016 86 27-35

Abstract We proposed and tested a model of the relationship between regulatory focus, safety behaviours, and safety outcomes. Specifically, we hypothesized regulatory foci (promotion and prevention) to relate to the safety outcomes (safety-related events and injuries) through safety behaviours (unsafe behaviour and safety initiative). Data were obtained at two time points 6 months apart from frontline firefighters and their supervisors drawn from New Taipei City Government. The results of multilevel structural equation modelling (MSEM) revealed that promotion focus related to safety-related events and injuries through safety initiative while prevention focus related to safety-related events (but not injuries) through unsafe behaviour. Our findings reinforce the utility of distinguishing between safety behaviours and outcomes as well as the role of a motivational framework in understanding workplace safety.
Title: Safety leadership practices for organizational safety compliance: developing a research agenda from a review of the literature

Author/s: Pilbeam, C et al

Source: Safety science July 2016 86 110-121

Abstract: Safety leadership is asserted to positively influence safety compliance amongst employees. We examine this assertion by conducting a systematic literature review of the available academic literature on safety leadership practices and observed safety outcomes. We identified 25 empirical studies, the majority of which measured leadership through generic scales (MLQ and LMX). Closer scrutiny of the outcome measures suggested that these were mainly aligned to the implementation and operations phases of the OHSAS 18001 safety management systems framework. We conclude that safety compliance has been narrowly defined in academic study, but in practice embraces a much wider range of activities. While safety leadership may contribute to successfully achieving these other actions, there is no empirical evidence for this. Moreover, there is considerable critique of transformational and transactional leadership, so that the specification of desired leadership practices is problematic. We propose that a broader conceptualization of safety compliance requires safety leadership to embrace ‘plural’ forms of leadership. We draw attention to the narrow range of contexts in which safety leadership has been empirically studied and suggest other settings for investigation. Alternative methods for investigating safety leadership other than scales of leadership behaviour are suggested to enrich our understanding of safety leadership and so improve safety compliance.

Title: Safety-specific transformational and passive leadership influences on firefighter safety climate perceptions and safety behaviour outcomes

Author/s: Smith, TD Eldrige, F DeJoy, DM

Source: Safety science July 2016 86 92-97

Abstract: Background: The impact of leadership on safety climate and safety outcomes has become an important area of research in organizational, leadership and safety sciences. There is evidence that safety-specific transformational leadership positively impacts safety outcomes including safety climate and safety behaviours. However, these relationships have not been thoroughly explored within the fire service. This study is one of the first known studies to examine the relationships between safety-specific transformational and passive leadership, safety climate and safety behaviour outcomes in a sample of firefighters.

Methods: Data were collected from 398 professional firefighters in the southeastern United States. Structural equation modeling was used to complete the analyses and to examine hypothesized relationships.

Results: Safety-specific transformational leadership had a positive influence on safety climate perceptions among firefighters. Conversely, passive leadership, in the context of safety, had a negative impact on safety climate. As expected, safety climate perceptions are positively and significantly associated with safety behaviours, including safety compliance behaviours and safety participation behaviours.

Conclusions: These findings provide important evidence of the relationships between leadership styles, safety climate and safety behaviours in the fire service. Ultimately these findings provide guidance for public administrators, fire service administrators and company officers to bolster firefighter safety outcomes.

Title: Study finds COR employers have lower rates of serious injuries than those not in program

Source: At Work 2016 84

Abstract: IWH researcher finds voluntary audit program effective in identifying safer employers
Title: A systematic literature review of the effectiveness of occupational health and safety regulatory enforcement

Author/s: Tompa, E et al

Source: American journal of industrial medicine June 2016 DOI: 10.1002/ajim.22605

Abstract: Background: We aimed to determine the strength of evidence on the effectiveness of legislative and regulatory policy levers in creating incentives for organizations to improve occupational health and safety processes and outcomes.

Methods: A systematic review was undertaken to assess the strength of evidence on the effectiveness of specific policy levers using a “best-evidence” synthesis approach.

Results: A structured literature search identified 11,947 citations from 13 peer-reviewed literature databases. Forty-three studies were retained for synthesis. Strong evidence was identified for three out of nine clusters.

Conclusions: There is strong evidence that several OHS policy levers are effective in terms of reducing injuries and/or increasing compliance with legislation. This study adds to the evidence on OHS regulatory effectiveness from an earlier review. In addition to new evidence supporting previous study findings, it included new categories of evidence – compliance as an outcome, nature of enforcement, awareness campaigns, and smoke-free workplace legislation.

Title: Toolbox talks to prevent construction fatalities: empirical development and evaluation

Author/s: Olsen, R et al

Source: Safety science July 2016 86 122-131

Abstract: Three studies were conducted to develop and evaluate safety toolbox talks about fatal construction incidents. Study 1 surveyed workers (n = 28) about existing pre-shift meetings. An evidence-based structure for toolbox talks was developed, and study 2 evaluated our selected line drawing illustration format with workers (n = 30). Study 3 evaluated supervisors’ talks using: (1) new toolbox guides and (2) long-form investigation reports with workers from eight construction crews.

In study 1, 25% of the sample reported never conducted safety meetings. In study 2, compared to photos, line drawings increased the distance workers’ could correctly identify hazards by over 1.5 m. In study 3, the new format was preferred by 82% of supervisors, saved them 15 min preparation/presentation time, and produced favourable impacts with workers. Brief scripted toolbox talks made it easier for supervisors to share fatal stories and prevention recommendations with their crews. When the format includes scripted text for the supervisors, prompts for discussion and action items, and line drawings worker understanding can be enhanced.

Title: Towards an evidence-based probabilistic risk model for ship-grounding accidents

Author/s: Mazaheri, A Montewka, J Kujala, P

Source: Safety science July 2016 86 195-210

Abstract: Most of the risk models for ship-grounding accidents do not fully utilize available evidence, since it is based on accident statistics and expert opinions. The major issue with such kinds of models is their limitation in supporting the process of risk-management with respect to grounding accidents, since they do not reflect the reality to the extent required. This paper presents an evidence-based and expert-supported approach to structure a model assessing the probability of ship-grounding accidents, to make it more suitable for risk-management purposes. The
approach focuses on using evidential data of ship-grounding accidents extracted from the actual accident and incident reports as well as the judgement elicited from the experts regarding the links and probabilities not supported by the reports. The developed probabilistic model gathers, in a causal fashion, the evidential contributing factors in ship-grounding accidents. The outcome of the model is the probability of a ship-grounding accident given the prior and posterior probabilities of the contributing factors. Moreover, the uncertainties associated with the elements of the model are clearly communicated to the end-user adopting a concept of strength-of-knowledge. The model can be used to suggest proper risk-control-measures to mitigate the risk. By running uncertainty and sensitivity analyses of the model, the areas that need more research for making educated decisions are defined. The model suggests the high-level critical parameters that need proper control measures are complexity of waterways, traffic situations encountered, and off-coursed ships. The critical area that calls for more investigation is the onboard presence of a sea-pilot.

WORKPLACE DESIGN

Title Can job redesign interventions influence a broad range of employee outcomes by changing multiple job characteristics? a quasi-experimental study.
Author/s Holman, David; Axtell, Carolyn
Source Journal of occupational health psychology July 2016 21 3 284-295 http://dx.doi.org/10.1037/a0039962
Abstract Many job redesign interventions are based on a multiple mediator–multiple outcome model in which the job redesign intervention indirectly influences a broad range of employee outcomes by changing multiple job characteristics. As this model remains untested, the aim of this study is to test a multiple mediator–multiple outcome model of job redesign. Multilevel analysis of data from a quasi-experimental job redesign intervention in a call center confirmed the hypothesized model and showed that the job redesign intervention affected a broad range of employee outcomes (i.e., employee well-being, psychological contract fulfilment, and supervisor-rated job performance) through changes in 2 job characteristics (i.e., job control and feedback). The results provide further evidence for the efficacy and mechanisms of job redesign interventions.

Title Do active design buildings change health behaviour and workplace perceptions?
Author/s Engelen, L et al
Source Occupational medicine 2016 66 5: 408-411 doi 10.1093/occmed/kqv213
Abstract Background occupying new, active design office buildings designed for health promotion and connectivity provides an opportunity to evaluate indoor environment effects on healthy behaviour, sedentariness and workplace perceptions.
Aims To determine if moving to a health-promoting building changed workplace physical activity, sedentary behaviour, workplace perceptions and productivity.
Methods Participants from four locations at the University of Sydney, Australia, relocated into a new active design building. After consent, participants completed an online questionnaire 2 months before moving and 2 months after. Questions related to health behaviours (physical activity and sitting time), musculoskeletal issues, perceptions of the office environment, productivity and engagement.
Results There were 34 participants (60% aged 25–45, 78% female, 84% employed full-time); 21 participants provided complete data. Results showed that after the move participants spent less work time sitting (83–70%: P < 0.01) and more time standing (9–21%: P < 0.01), while walking time remained unchanged. Participants reported less low back pain (P < 0.01). Sixty per cent of participants in the new workplace were in an open-plan office, compared to 16% before moving. Participants perceived the new work environment as more stimulating, better lit and ventilated,
but noisier and providing less storage. No difference was reported in daily physical activity, number of stairs climbed or productivity. Conclusions moving to an active design building appeared to have physical health-promoting effects on workers, but workers’ perceptions about the new work environment varied. These results will inform future studies in other new buildings.

WORK STRESS

Title
How does the presence of high need for recovery affect the association between perceived high chronic exposure to stressful work demands and work productivity loss?

Author/s
Dewa, C Nieuwenhuijsen, k Sluiter, J

Source
Journal of occupational & environmental medicine June 2016 58 6 617–622
doi: 10.1097/JOM.0000000000000723

Abstract
Objective: Employers have increasingly been interested in decreasing work stress. However, little attention has been given to recovery from the exertion experienced during work. This paper addresses the question: how does the presence of high need for recovery (HNFR) affect the association between perceived high chronic exposure to stressful work demands (PHCE) and work productivity loss (WPL)?

Methods: Data were from a population-based survey of 2219 Ontario workers. The Work Limitations Questionnaire was used to measure WPL. The relationship between HNFR and WPL was examined using four multiple regression models.

Results: Our results indicate that HNFR affects the association between PHCE and WPL. They also suggest that PHCE alone significantly increases the risk of WPL.

Conclusion: Our results suggest that HNFR as well as PHCE could be an important factor for workplaces to target to increase worker productivity.

WEBSITES

ACT Government Healthier work
Includes information and workplace strategies on healthy eating, being active reducing alcohol use and smoking.

Canadian Centre for Occupational Health and Safety
Emotional Intelligence at Work [free webinar]
Arthritis in the Workplace [podcast]
Mental or Physical, Illness is Illness [poster]
Sitting at Work [infographic]
http://www.ccohs.ca/

PSNews
Women in leadership
The importance of building a public sector profile reflecting the diversity, equality and creativity of the community it serves has focused PS News on collating the best of national and international advice and guidance to assist female PS staff take up their roles as 'Women in Leadership'...
APRA has released a discussion paper on proposed changes to its general insurance statistical publications.