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.

2016 Comcare National Conference – Shaping the future through partnerships and participation

The 2016 Comcare National Conference was held in Canberra on 14 and 15 September 2016. The role of good work for health and productivity featured throughout the Conference.

Tim Longhurst, Futurist, opened the conference by challenging delegates to be innovative under three themes: the power of small, the barriers are collapsing and the wisdom is in the group.

Professor Sir Mansel Aylward spoke about how to ensure health and wellbeing in the workplace. He referred to health as ‘the ability to adapt and self-manage in the face of social, physical, and emotional challenges’ (defined by Huber in 2011). Sir Aylward said that personal attitudes and beliefs, effective line managers and case managers are the most critical factors that impact on workplace health.

A panel session on the Health Benefits of Work explored the role of good work for health, recovery and productivity. Panellists spoke about the need to design good work and good workplaces. Panel members included George Harman (CEO Beyondblue), David Corduff (Beyondblue speaker); Professor Niki Ellis (Work for Health Advisor, Comcare); Ainslie Cahill (Arthritis Australia) and Dr Liz Marles (HBoW Advisory Group).

The role that GPs have in promoting recovery at and return to work was explored in several concurrent sessions. Dr Graeme Edwards provided the physician’s perspective on realising potential capacity and offered some tips to engaging with GPs. Comcare is supporting GPs to focus on capacity and recovery through a new Certificate of Capacity and GP Liaison Officer role.

We heard about the importance of using behavioural economics to encourage return to work from Guglielmo Briscese, Senior Advisor, Behavioural Insights Team. The importance of transport safety was explored in a panel on ‘Keeping the wheels on the road’. Panellists included Jerome Carslake (National Road Safety Partnership Program), Geoff Casey (National Heavy Vehicle Regulator), Tanja Watson (Australia Post) and Craig Olsson (Linfox).

Robyn Moore spoke about the power of word and stories to communicate messages. Stories shared at the conference included Beyondblue’s journey to create a mentally healthy workplace using the Headsup tool and the personal stories of Michael Milton and Catherine McGregor, 2016 QLD Australian of the Year.

Employers shared their stories of success in the National Work health Safety Awards. The winners and finalists were announced as part of the conference. Read about the winners here.

If you have a story or program that you would like to share in the Emerging Evidence Alert, please contact your employer account manager.
Emerging Evidence Topics

- Absenteeism and presenteeism
- Ageing workforce
- Bullying and sexual harassment
- Case management
- Chronic health issues
- Disability
- Ergonomics
- Management and leadership
- Musculoskeletal issues
- Occupational issues
- Psychosocial issues
- Rehabilitation
- Resilience
- Return to work
- Shift work
- Workers compensation
- Work Health and Safety
- Work stress
- 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.
ABSENTEEISM AND PRESENTEEISM

Title  An application of an extended effort-reward imbalance model to police absenteeism behaviour
Author/s  Allisey, Amanda; Rodwell, John; Noblet, Andrew
Abstract  Purpose – Frequent absences from work can be highly disruptive, whilst also potentially indicating problematic working conditions that can lead to increased withdrawal behaviour. The purpose of this paper is to test the predictive capability of an expanded effort-reward imbalance model on employee absenteeism within the context of policing. 
Design/methodology/approach – Three separate reward systems are identified by the effort-reward imbalance model. In this study, the authors assessed these individual components for their contribution to officer withdrawal behaviour in the form of absenteeism frequency. Data were gathered from a sample of operational officers (n=553) within a large Australian police agency. 
Findings – Findings indicate that there was a strong influence of social rewards such as social support and recognition in the workplace on officer absenteeism rates. Low workload was associated with a higher frequency of absenteeism suggesting a potential underloading effect. There were a number of significant interactions providing support for the effort-reward imbalance mechanism and the separation of the reward construct. Security rewards were particularly influential and significantly moderated the relationship between effort and absenteeism. 
Research limitations/implications – Differential effects of occupational rewards were identified in the study, indicating that there are significant opportunities for expansion of the effort-reward imbalance model along with opportunities for HRM practitioners in terms of employee recognition and remuneration programmes. This research was focused on a specific sample of operational officers, therefore should be expanded to include multiple occupational groups. 
Originality/value – This paper considers and expanded model of worker strain and contributes a longitudinal assessment of the association between perceived effort and reward systems and worker absenteeism.

Title  Association between psychosocial characteristics of work and presenteeism: a cross-sectional study. 
Author/s  Janssens, Heidi et al
Source  International journal of occupational medicine & environmental health 2016 29 2 331-344 14 DOI: 10.13075/ijomeh.1896.00588
Abstract  Objectives: This study aimed at investigating cross-sectional relationships between psychosocial characteristics of work and presenteeism in a sample of Belgian middle-aged workers 
Material and Methods: Data were collected from 1372 male and 1611 female workers in the Belstress III study. Psychosocial characteristics assessed by the use of self-administered questionnaires were: job demands, job control, social support, efforts, rewards, bullying, home-to-work conflict and work-to-home conflict. Presenteeism was measured using a single item question, and it was defined as going to work despite illness at least 2 times in the preceding year. Logistic regression models were used to investigate the relationship between psychosocial characteristics and presenteeism, while adjusting for several socio-demographic, health-related variables and neuroticism. An additional analysis in a subgroup of workers with good self-rated health and low neuroticism was conducted. 
Results: The prevalence of presenteeism was 50.6%. Overall results, adjusted for major confounders, revealed that high job demands, high efforts, low support and low rewards were associated with presenteeism. Furthermore, a significant association could be observed for both bullying and work-to-home conflict in relation to presenteeism. The subgroup analysis on a selection of workers with good self-rated health and low neuroticism generally confirmed these results. 
Conclusions: Both job content related factors as well as work contextual psychosocial factors were significantly related to presenteeism. These results suggest that presenteeism is not purely...
Driven by the health status of a worker, but that psychosocial work characteristics also play a role.

Title: Going to work ill: a meta-analysis of the correlates of presenteeism and a dual-path model.
Author/s: Miraglia, Mariella; Johns, Gary
Source: Journal of occupational health psychology July 2016 21 3 261-283
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.

Title: Should you stay at home? people who go to work when they should be at home can have a negative impact in the workplace.
Author/s: Davies, Nicola
Source: Fire rescue July 2016 34 7 50-52
Abstract: Only fairly recently has the problem of presenteeism, as opposed to absenteeism, become a focus of academic research. It is often taken for granted that a loyal employee who comes to work regardless of physical illness or emotional problems is to be praised. However, research has shown that people who come to work when they really should be recovering at home can potentially have a negative impact on the workplace.

Title: The relationship between job satisfaction and productivity-related costs: a longitudinal analysis.
Author/s: Arnold, A et al
Source: Journal of occupational & environmental medicine September 2016 58 9 874–879 doi: 10.1097/JOM.0000000000000831
Abstract: Objectives: The aim of this study was to examine the longitudinal relationship between job satisfaction and total productivity-related costs, and between job satisfaction and absenteeism and presenteeism costs separately. A secondary aim was to explore whether these relationships differed across job types. Methods: Linear generalized estimating equation analyses were used to explore the longitudinal relationships. To explore whether the relationships differed across job types, stratified analyses were performed. Results: A significant relationship was found between job satisfaction and total productivity-related costs. However, the relationship was not significant for absenteeism and presenteeism costs.
Title: Workplace interventions to prevent work disability in workers on sick leave
Author/s: Myrthe van Vilsteren et al
Source: Cochrane database of systematic reviews 2015
Abstract: We found moderate-quality evidence that workplace interventions reduce time to first RTW, high-quality evidence that workplace interventions reduce cumulative duration of sickness absence, very low-quality evidence that workplace interventions reduce time to lasting RTW, and moderate-quality evidence that workplace interventions increase recurrences of sick leave. Overall, the effectiveness of workplace interventions on work disability showed varying results. Workplace interventions reduce time to RTW and improve pain and functional status in workers with musculoskeletal disorders. We found no evidence of a considerable effect of workplace interventions on time to RTW in workers with mental health problems or cancer. We found moderate-quality evidence to support workplace interventions for workers with musculoskeletal disorders. The quality of the evidence on the effectiveness of workplace interventions for workers with mental health problems and cancer is low, and results do not show an effect of workplace interventions for these workers. Future research should expand the range of health conditions evaluated with high-quality studies.

Weblink

Title: The relationship between job satisfaction and productivity-related costs: a longitudinal analysis
Author/s: Arnold, A et al
Source: Journal of occupational & environmental medicine September 2016 58 9 874–879 doi: 10.1097/JOM.0000000000000831
Abstract: Objectives: The aim of this study was to examine the longitudinal relationship between job satisfaction and total productivity-related costs, and between job satisfaction and absenteeism and presenteeism costs separately. A secondary aim was to explore whether these relationships differed across job types. Methods: Linear generalized estimating equation analyses were used to explore the longitudinal relationships. To explore whether the relationships differed across job types, stratified analyses were performed. Results: A significant relationship was found between job satisfaction and total productivity-related costs ($\beta = \$-273; 95\% \text{ CI}: -407 \text{ to } -200$) and between job satisfaction and presenteeism costs ($\beta = \$-276; 95\% \text{ CI}: -367 \text{ to } -235$), but not between job satisfaction and absenteeism costs. These relationships differed across job types. Conclusions: Higher levels of job satisfaction were longitudinally related to lower total productivity-related costs and presenteeism costs, but not to lower absenteeism costs. These relationships seem to differ across job types.

Weblink

Title: Safety climate, worker health and organizational health performance: testing a physical, psychosocial and combined pathway
The purpose of this paper is to investigate the relationship between organizational safety climate and organizational health performance outcomes (i.e. absenteeism, presenteeism, health care utilization) mediated by individual worker health. The authors used three pathways to examine this relationship: a physical pathway starting with physical safety climate and mediated by musculoskeletal disorders (MSDs), a psychosocial pathway starting with psychosocial safety climate and mediated by emotional exhaustion, and a combined pathway starting with psychosocial safety climate and mediated by both MSDs and emotional exhaustion.

Design/methodology/approach: Three mediational multilevel analyses were conducted using a sample of 8,761 employees working in 177 health care organizations.

Findings: Although the findings did not support the hypothesized physical pathway, they showed that the psychosocial pathway worked satisfactorily for two of the three health performance outcomes (absenteeism and presenteeism). The combined physical and psychosocial pathway explained differences in the third outcome: health care utilization.

Originality/value: This is one of the few studies to include both physical and psychosocial pathways that lead to employee health and organizational performance. The results underscore the importance of paying attention to psychological health and safety in the health care workplace. Not only for the psychological health of employees, but also to improve their physical health and subsequent organizational health performance.

Weblink

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AGEING WORKFORCE

Managing older workers: a report for ACAS

Beck, Vanessa Williams, Glynne


The increasing age-diversity of the UK workforce presents opportunities and challenges. In particular, the requirement for age equality in employment and the ending of the Default Retirement Age (DRA) in 2011 have prompted questions about how an ageing workforce is to be managed. The abolition of the DRA was broadly welcomed, both as a solution to a forecast fiscal problem and as a socially progressive move that underscores individual rights (Beck, 2013). However, employers' responses have tended to be reactive and piecemeal, aimed at problem solving rather than embedded into strategic goals. This report is intended as a step towards a more proactive approach. It serves as a summary of the relevant literature on the place of older employees in the workforce and the implications for the practice of managing an ageing workforce.

Weblink

An older-age advantage? emotion regulation and emotional experience after a day of work

Scheibe,S Spieler, I Kuba, K


The goal of this study was to investigate age differences in emotional experience after a day of work, and the role of emotion-regulation strategy use in shaping emotional experience. Based on the lifespan literature, we predicted that older workers enjoy higher emotional well-being, in particular in terms of higher levels of low-arousal positive emotions and lower levels of high-
arousal negative emotions, than young workers. We further predicted that age differences in emotional experience are mediated by a more adaptive profile of habitual emotion-regulation strategy use in older compared to young workers. Multilevel mediation analysis of 832 daily surveys completed by 92 healthcare professionals failed to provide evidence of age differences in after-work emotions. Yet, age was indirectly associated with emotional experience via enhanced use of adaptive strategies (e.g., positive reappraisal, savoring) and lower use of maladaptive strategies (e.g., rumination, fault finding). Overall, findings support an older-age advantage in emotion regulation, which in turn, benefits emotional well-being in the evening, a time of day that is essential for recovery from work demands.

Weblink

Title Blended work as a bridge between traditional workplace employment and retirement: a conceptual review
Author/s Dropkin, J Moline, J Kim, H Gold, J
Source Work, aging and retirement 2016 373-383 DOI: http://dx.doi.org/10.1093/workar/waw017
Abstract Because of population aging, the consensus among policy makers is that employment in older workers must increase. However, methods for attaining this are uncertain. Blended work, which consists of working anywhere and anytime with information and communication technology, may help achieve this goal. The article focuses on 4 topics related to older workers and blended work: the benefits, risks, individual- and organizational-level barriers, and organizational and government interventions and policies designed to remove these risks and barriers. Legislation to protect against age discrimination and disability associated with age is also reviewed. The objectives are to discuss the literature on blended work and the older worker and highlight some consequences the Age Discrimination in Employment Act and American with Disabilities Act may have on blended work.Delaying retirement through blended work could promote older workers' health and well-being, but risks and barriers at individual- and organizational-levels are not inconsequential. At the individual level, these include social isolation, and managements' loss of control over employees at the organizational level. Potential interventions include developing blended work as an employee benefit to replace long distance travel. Federal policies include providing subsidies to state and local governments to reduce costs of upgrading broadband fiber-optic cables. Specific subgroups of workers are more likely to benefit from blended work. Older white collar professionals with good technological and computer skills and who can work independently are one subgroup that might fit a blended worker personality.

Weblink

Title The experience of being an older worker in an organization: a qualitative analysis
Author/s Stanimira K. Taneva, John Arnold, Rod Nicolson
Source Work, ageing & retirement first published online 24 March 2016 396-414 DOI: http://dx.doi.org/10.1093/workar/waw011
Abstract This qualitative study with 37 older workers from 10 employing organizations in 2 countries (United Kingdom and Bulgaria) and 2 industrial sectors (healthcare and ICT) identifies key themes around workers’ conceptualizations of being an older worker and aging at work, and the types of organizational support they considered most beneficial in late career. The study integrates current fragmented theories around work performance and well-being in late career and also introduces new concepts in this context. We find that overall older workers are likely to view their late career more in terms of development than decline. This is reflected in their positive perceptions of themselves and their conceptualizations of beneficial age-related changes such as ability to see the big picture and freedom to speak frankly. Many of these stem from their accumulated knowledge and experiences, and valuing meaning and contribution over career advancement. Although some concern with coping and getting by is evident (we call this surviving), interviewees were able to articulate many ways in which they felt they were thriving at work. We identify 9 types of organizational support perceived by these older workers as most
desirable (whether or not available). Four concern intrinsic features of work, 3 are to do with social integration and respect, and 2 concern extrinsic factors. Hence there is much that organizations can do apart from retirement programs and flexible work options to enable workers in late career to thrive and survive.

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**Title**
Gender and age implications of extended working life policies in the US and Ireland

**Author/s**
léime, Áine Ni Street, Debra

**Source**
Critical social policy August 31 2016 doi: 10.1177/0261018316666211

**Abstract**
Policies designed to extend working life and reduce pension costs have been the dominant policy response to population ageing. Such policies include increasing state pension age, flexible working and privatisation of pensions. Despite men’s and women’s typically different work-life trajectories, policymakers have paid little attention to either the differential effects of such policies on the economic well-being of older women and men, or to the implications for diverse groups of women. This article on policy, employment and pension outcomes in the US and Ireland analyses these issues, using a feminist political economy of ageing framework to assess the likely gender implications of these policy trends. It finds that existing and proposed reforms are likely to take what are already poor pension and employment outcomes for many contemporary older women and make them even worse in future. It concludes with suggested policy modifications and future avenues for research.

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**BULLYING AND SEXUAL HARASSMENT**

**Title**
The indirect association of job strain with long-term sickness absence through bullying: a mediation analysis using structural equation modeling

**Author/s**
Janssens, Heidi et al

**Source**
BMC public health August 22 2016 16 1-12 12 2 diagrams 4 charts DOI: 10.1186/s12889-016-3522-y

**Abstract**
Background: In this longitudinal study the complex interplay between both job strain and bullying in relation to sickness absence was investigated. Following the “work environment hypothesis”, which establishes several work characteristics as antecedents of bullying, we assumed that job strain, conceptualized by the Job-Demand-Control model, has an indirect relation with long-term sickness absence through bullying.

Methods: The sample consisted of 2983 Belgian workers, aged 30 to 55 years, who participated in the Belstress III study. They completed a survey, including the Job Content Questionnaire and a bullying inventory, at baseline. Their sickness absence figures were registered during 1 year follow-up. Long-term sickness absence was defined as at least 15 consecutive days. A mediation analysis, using structural equation modeling, was performed to examine the indirect association of job strain through bullying with long-term sickness absence. The full structural model was adjusted for several possible confounders: age, gender, occupational group, educational level, company, smoking habits, alcohol use, body mass index, self-rated health, baseline long-term sickness absence and neuroticism.

Results: The results support the hypothesis: a significant indirect association of job strain with long-term sickness absence through bullying was observed, suggesting that bullying is an intermediate variable between job strain and long-term sickness absence. No evidence for the reversed pathway of an indirect association of bullying through job strain was found.

Conclusions: Bullying was observed as a mediating variable in the relation between job strain and sickness absence. The results suggest that exposure to job strain may create
circumstances in which a worker risks to become a target of bullying. Our findings are generally in line with the work environment hypothesis, which emphasizes the importance of organizational work factors in the origin of bullying. This study highlights that remodeling jobs to reduce job strain may be important in the prevention of bullying and subsequent sickness absence.

**Weblink**

**Title** Relationship between changes in workplace bullying status and the reporting of personality characteristics

**Author/s** Persson, R et al

**Source** Journal of occupational & environmental medicine September 2016 58 9 902–910 doi: 10.1097/JOM.0000000000000822

**Abstract** Objective: To examine whether a shift in work-related bullying status, from being non-bullied to being bullied or vice versa, was associated with changes in reporting of personality characteristics.

Methods: Data on bullying and personality (neuroticism, extraversion, and sense of coherence) were collected in three waves approximately 2 years apart (N=4947). Using a within-subjects design, personality change scores that followed altered bullying status were evaluated with one-sample t tests. Sensitivity analyses targeted depressive symptoms.

Results: Shifts from non-bullied to frequently bullied were associated with increased neuroticism or decreased sense of coherence manageability scores. Shifts from bullied to non-bullied were associated with decreasing neuroticism and increasing extraversion scores, or increasing sense of coherence meaningfulness and comprehensibility scores. Excluding depressive cases had minor effects.

Conclusions: Bullying seems to some extent to affect personality scale scores, which thus seem sensitive to environmental and social circumstances.

**Title** Workplace bullying and sickness absence: a systematic review and meta-analysis of the research literature

**Author/s** Nielsen, MB

**Source** Scandinavian journal of work and environmental health 2016 42 5 359-370 doi:10.5271/sjweh.3579

**Abstract** Objective The association between workplace bullying and sickness absence remains unclear. This paper presents a systematic review and meta-analysis of research on the association.

Method We conducted a systematic review and meta-analysis of published primary studies on workplace bullying and sickness absence. Studies based on prospective design or registry data on sickness absence were included. Cross-sectional studies with self-reported sickness absence were excluded.

Results Seventeen primary studies were included in the review, sixteen originated from the Nordic countries and fifteen included registry data on sickness absence. All but one study found that exposure to workplace bullying was associated with increased risk of sickness absence. A meta-analysis of ten independent studies showed that exposure to bullying increased the risk of sickness absence (odds ratio 1.58, 95% CI 1.39–1.79). Five studies included variables that moderated the association between bullying and absenteeism. None of the studies included mediating variables. No studies examined sickness absence as a risk factor for later exposure to bullying. Following the GRADE guidelines, the evidence for an association between bullying and sickness absence is moderate.

Conclusions Workplace bullying is a risk factor for sickness absence, but the mechanisms to explain this relationship are not sufficiently described. It is unclear whether sickness absence predicts later exposure to bullying. While, the methodological quality of the reviewed studies was high, the knowledge base is small. There is a need for more research on how and when bullying is related to sickness absence and the possible bidirectional relationships involved.
Cultural change: gender diversity and inclusion in the Australian Federal Police

Broderick, Elizabeth

Australian Federal Police

The Project entails two Phases, the first being dedicated to the development of an evidence base to inform recommendations on initiatives to strengthen gender equality, diversity and inclusion in the AFP. Specifically, the Project Team has developed an evidence base to:
demonstrate the business case and organisational benefits of diversity and inclusion;
demonstrate how diversity and inclusion can be leveraged to create superior performance, innovation and operational outcomes; and outline impediments to attracting and retaining a diverse and inclusive workforce.

Relationship between changes in workplace bullying status and the reporting of personality characteristics.

Persson, R et al


Objective: To examine whether a shift in work-related bullying status, from being non-bullied to being bullied or vice versa, was associated with changes in reporting of personality characteristics.

Methods: Data on bullying and personality (neuroticism, extraversion, and sense of coherence) were collected in three waves approximately 2 years apart (N=4947). Using a within-subjects design, personality change scores that followed altered bullying status were evaluated with one-sample t tests. Sensitivity analyses targeted depressive symptoms.

Results: Shifts from non-bullied to frequently bullied were associated with increased neuroticism or decreased sense of coherence manageability scores. Shifts from bullied to non-bullied were associated with decreasing neuroticism and increasing extraversion scores, or increasing sense of coherence meaningfulness and comprehensibility scores. Excluding depressive cases had minor effects.

Conclusions: Bullying seems to some extent to affect personality scale scores, which thus seem sensitive to environmental and social circumstances.

'Get out of my face!' we’re more antisocial in a shared office space

Morrison, Rachel

The conversation September 20 2016

If we all work side by side in an open-plan office or “hot desk”, moving from place to place, it’s sure to increase collaboration! It turns out that may be wrong. If you don’t have your own space, perhaps you are better off working remotely with your cat for company.
Title: Understanding insecure work

Author/s: Pacheco, G et al

Source: New Zealand Work Research Institute

Abstract: This report examines insecure work in NZ from four perspectives. It is a collaborative effort to increase our understanding of the insecure work landscape in NZ by utilising two waves of the Survey of Working Life (2008 and 2012). While we acknowledge that the perception of job insecurity and precarity in general could also apply to permanent workers, data availability means we restrict our forthcoming analysis to often equating insecure work to temporary employment.

Title: High stress and negative health behaviors: a five-year wellness center member cohort study

Authors: Clark, M et al

Source: Journal of occupational & environmental medicine September 2016 58 9 868–873 doi: 10.1097/JOM.0000000000000826

Abstract: Objective: The aim of this study was to examine the association between having a high stress level and health behaviors in employees of an academic medical center.
Methods: Beginning January 1, 2009, through December 31, 2013, an annual survey was completed by 676 worksite wellness members.
Results: Each year, about one-sixth of members had a high stress level, high stress individuals visited the wellness center less often, and most years there was a significant relationship (P<0.05) between stress level and poor physical health behaviors (physical activity level and confidence, strength, climbing stairs), low mental health (quality of life, support, spiritual well-being and fatigue), poor nutritional habits (habits and confidence), and lower perceived overall health.
Conclusions: High stress is associated with negative health behavior, and future studies, therefore, should explore strategies to effectively engage high stress employees into comprehensive wellness programs.

Title: Relationship between changes in workplace bullying status and the reporting of personality characteristics.

Authors: Roger Persson, et al

Source: Journal of occupational and environmental medicine September 2016 58 9 902-910 doi: 10.1097/JOM.0000000000000822

Abstract: Objective: To examine whether a shift in work-related bullying status, from being non-bullied to being bullied or vice versa, was associated with changes in reporting of personality characteristics.
Methods: Data on bullying and personality (neuroticism, extraversion, and sense of coherence) were collected in three waves approximately 2 years apart (N=4947). Using a within-subjects design, personality change scores that followed altered bullying status were evaluated with one-sample t tests. Sensitivity analyses targeted depressive symptoms.
Results: Shifts from non-bullied to frequently bullied were associated with increased neuroticism or decreased sense of coherence manageability scores. Shifts from bullied to non-bullied were associated with decreasing neuroticism and increasing extraversion.
scores, or increasing sense of coherence meaningfulness and comprehensibility scores. Excluding depressive cases had minor effects. Conclusions: Bullying seems to some extent to affect personality scale scores, which thus seem sensitive to environmental and social circumstances.

Weblink

Title Unwanted sexual attention at work and long-term sickness absence: a follow-up register-based study
Author/s Hogh, A et al
Source *BMC public health* 2016 16 1 678.DOI: 10.1186/s12889-016-3336-y
Abstract Background: The current understanding of the relationship between unwanted sexual attention at work and long-term sickness absence (LTSA) is limited for three reasons: 1) the under-researched role of unwanted sexual attention perpetrated by individuals outside the work organization; 2) a widespread use of self-reported measures of sickness absence, with an unclear identification of sickness absence episodes of long duration; 3) the cross-sectional design of most existing studies. The aim of this study was therefore to investigate the relationship between self-reported unwanted sexual attention at work and subsequent LTSA (≥3 weeks), stratifying by gender and source of exposure (i.e., colleagues, managers and/or subordinates vs. clients/customers/patients).
Methods: This prospective study is based on a pooled sample of 14,605 employees from three Danish surveys conducted in 2000, 2004 and 2005, providing a total of 19,366 observations. A single questionnaire-based item was used to assess exposure to unwanted sexual attention. The pooled dataset was merged with Danish register data on LTSA. The risk of first-onset episode of LTSA (up to 18 months after baseline) in connection with unwanted sexual attention was examined using Cox proportional hazards models. We estimated Hazard ratios (HR) and 95% confidence intervals (95% CI) adjusted for age, influence at work, work pace, occupational group and mode of data collection. We also adjusted for repeated measures from individual respondents by stratifying the Cox models by wave of survey.
Results: Unwanted sexual attention from colleagues, managers and/or subordinates predicted LTSA among men (HR 2.66; 95% CI 1.42-5.00). Among women, an elevated but non-statistically significant risk of LTSA (HR 1.18; 95% CI 0.65-2.14) was found. Unwanted sexual attention from clients/customers/patients did not predict LTSA, neither among men nor among women.
Conclusions: The findings indicate a significantly elevated risk of LTSA, among men only, in relation to exposure to unwanted sexual attention from colleagues, managers and/or subordinates. This study therefore suggests both individual and organizational costs associated with unwanted sexual attention at work. Due to the low prevalence of unwanted sexual attention, larger studies with more statistical power are needed to confirm (or disconfirm) the present findings.

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CASE MANAGEMENT

Title Essentials of advocacy in case management: part 2: client advocacy model and case manager's advocacy strategies and competencies
Author/s Hussein, T M
Source *Professional case management* September/October 2016 21 5 217–232
Abstract Purpose/Objectives: This article describes a client advocacy model for use by case managers. It delineates necessary competencies for the case manager and shares important strategies for
effective client advocacy.
Primary Practice Setting(s): All practice settings across the continuum of health and human services and case managers of diverse professional backgrounds.
Findings and Conclusion: Advocacy is a primary role and necessary competency of professional case managers functioning in various care settings. It is rooted in ethical theory and principles. Successful case managers apply ethical principles of advocacy at every step of the case management process and in the decisions they make. Part II of this two-part article presents a client advocacy model for case managers to apply in their practice, describes the role of advocacy in client engagement, and identifies important strategies and a set of essential competencies for effective case management advocacy. Part I already explored the ethical theories and principles of advocacy, the perception of case management-related professional organizations of advocacy, and the common types of advocacy based on scope, complexity, impact, and reach.
Implications for Case Management: Acquiring foundational knowledge, skills, and competencies in what advocacy is and how to effectively enact its related behaviors is essential for success of case managers and for achieving desired outcomes for both the clients and health care agencies/providers alike. Case management leaders are urged to use the knowledge shared in this article to develop advocacy training and competency management programs for their case managers.

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**CHRONIC HEALTH ISSUES**

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<th>Chronic disease risks from exposure to long-hour work schedules over a 32-year period</th>
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<td>Author/s</td>
<td>Dembe, A Yan, X</td>
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<tr>
<td>Source</td>
<td><em>JOEM: journal of occupational and environmental medicine</em> September 2016 58</td>
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<td>Abstract</td>
<td>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</td>
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<th>Title</th>
<th>Predicting chronic low-back pain based on pain trajectories in patients in an occupational setting: an exploratory analysis</th>
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<tr>
<td>Author/s</td>
<td>Panken G et al</td>
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<tr>
<td>Abstract</td>
<td>Objective This study aimed to (i) identify subpopulations of patients in an occupational setting who will still have or develop chronic low-back pain (LBP) and (ii) evaluate a previously developed prediction model based on the determined subpopulations. Method In this prospective cohort, study data were analyzed from three merged randomized</td>
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controlled trials, conducted in an occupational setting (N=622). Latent class growth analysis (LCGA) was used to distinguish patients with a different course of pain intensity measured over 12 months. The determined subpopulations were used to derive a definition for chronic LBP and evaluate an existing model to predict chronic LBP.

Results The LCGA model identified three subpopulations of LBP patients. These were used to define recovering (353) and chronic (269) patients. None of the interventions showed a relevant treatment effect over another but the rate of decline in symptoms during the first months of the intervention seems to predict recovery. The prediction model, based on this dichotomous outcome, with the variables pain intensity, kinesiophobia and a clinically relevant change in pain intensity and functional status in the first three months, showed a bootstrap-corrected performance with an area under the operating characteristic curve (AUC) of 0.75 and explained variance of 0.26.

Conclusion In an occupational setting, different subpopulations of chronic LBP patients could be identified using LCGA. The prediction model based on these subpopulations showed a promising predictive performance.

Title The relationship between chronic conditions and absenteeism and associated costs in Canada

Author/s Zhang, W McLeod, C Koehoorn, M


Abstract Objectives This study aimed to measure and compares the relationship between chronic diseases and the number of absent workdays due to health problems and the associated costs among working Canadians.

Methods The study sample included respondents to the 2010 Canadian Community Health Survey between aged 15–75 years who reported employment in the past three months. Respondents reported their number of absent workdays due to health problems and chronic conditions. A negative binomial regression was used to estimate the incremental absent workdays associated with having a particular chronic condition (of 16 conditions), conditional on other chronic conditions and confounders. For each condition, we calculated the incremental number of absent workdays, the incremental productivity loss attributed to absenteeism per employee, and the overall productivity loss in the population.

Results The final sample consisted of 28 678 respondents representing 15 468 788 employed Canadians. The average number of absent workdays due to health problems was 1.35 days over a 3-month period. The three conditions with the greatest association with absent workdays were mood disorders, heart disease, and bowel disorders. They were associated with 1.17, 0.81, and 0.80 additional absent workdays, respectively, compared to workers without this condition, holding other conditions and confounders at their means. At the national working population level, back problems (CAD$621 million), mood disorders (CAD$299 million) and migraine (CAD$245 million) accounted for the largest incremental productivity loss.

Conclusions Chronic conditions, especially mood disorders and back problems, are associated with substantial work productivity loss. The study findings can help policy-makers and employers prioritize their programs and resources aimed at reducing absenteeism among the working population with chronic conditions.

Title Towards an integrative view of cognitive biases in pain - commentary

Author/s Van Ryckeghem, DML Vervoort, T

Source European journal of pain September 2016 20 8DOI: 10.1002/ejp.913

Abstract Contemporary cognitive–affective accounts of (chronic) pain posit that cognitive biases – referring to a distortion in the way people process incoming information and consisting of attention, interpretation and memory biases – play a pivotal role in explaining exacerbation and maintenance of pain, associated distress and disability.

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**Halving the gap: making the work and health programme work for disabled people**

In the UK, around one in six of the ‘working age’ population (16-64 years) has a long-term health condition or disability. However, while 80 per cent of those who are not disabled are in work, just 47 per cent of disabled people are in employment. This gap has remained stubbornly wide over the last two decades. The UK government’s goal is to halve the employment gap over the next four years. This paper details the Learning and Work Institute's proposals on how the UK government’s new employment programme can deliver employment opportunities for disabled people and people with health conditions. Disabled people are a diverse group with a range of capabilities and support needs. If the disability employment gap is to be halved, a lot rests on the successful design and implementation of the Work and Health Programme. The report suggests that there are four key priorities for the programme: (1) aligning and increasing funding; (2) transforming how partners work together; (3) delivering the right support; and (4) making the market work.

**Policies and practices to manage and prevent disability: conclusion to the special issue.**

Purpose Research of employer policies and practices to manage and prevent disability spans many disciplines and perspectives, and there are many challenges related to stakeholder collaboration, data access, and interventions. The purpose of this article is to synthesize the findings from a conference and year-long collaboration among a group of invited researchers intended to spur new research innovations in this field.

Methods A multidisciplinary team of 26 international researchers with published research in employer-based disability management or related fields were invited to attend a 3-day conference in Hopkinton, Massachusetts, USA. The conference goals were to review the status of current research of workplace disability management and prevention, examine its relevance for employer decision-making, compare conceptual frameworks or theoretical perspectives, and recommend future research directions. In this paper, we summarize key points from the 6 resulting papers, compare them with an earlier 2005 conference on improving return-to-work research, and conclude with recommendations for further overarching research directions.

Results/Conclusion In comparison with the 2005 conference, a greater emphasis was placed on organizational and social factors, employer roles and responsibilities, methods of implementation, non-clinical approaches, and facilitating stay-at-work as well as return-to-work. A special panel of employer consultants and representatives who were featured at the 2015 conference reinforced the importance of organizational culture, leadership style, and financial decision-making strategies at the employer level. Based on the conference proceedings, we recommend that future research in this area should strive for: (a) broader inclusion of workers and workplaces; (b) attention to multilevel influences in the workplace; (c) a focus on social as well as physical aspects of work; (d) earlier employer collaboration efforts; (e) more attention to implementation factors; and (f) a broader assessment of possible outcome domains.

**The National disability scheme: a quick guide**
The National Disability Scheme (NDIS) provides support to people with disability, their families and carers. It is jointly governed and funded by the Australian and participating states and territory governments. The main component of the NDIS is individualised packages of support to eligible people with disability. When the NDIS is fully implemented in 2019, it is expected that around 460,000 Australians will receive individualised supports. The NDIS also has a broader role in helping people with disability to:

- access mainstream services, such as health, housing and education
- access community services, such as sports clubs and libraries and
- maintain informal supports, such as family and friends.

Title: Rural and remote perspectives on disability and mental health research in Australia: 2000–2013
Author/s: Barton, R et al
Source: Advances in mental health 2015 13 1
Abstract: The Audit of Disability Research in Australia (hereafter the Audit) identified research about people with disabilities, including psychosocial disability, and their families and carers living in Australia. The Audit covered both scientific and grey literature published in Australia between the years 2000–2013. Because the National Disability Research and Development Agenda (Disability Policy and Research Working Group, 2011 Disability Policy and Research Working Group, (2011). National disability research and development Agenda. Disability Policy and Research Working Group.) identified four cohorts that experience particular disadvantage, including Aboriginal and Torres Strait Islander people, women with disabilities, those from culturally and linguistically diverse backgrounds and those living in rural and remote Australia, the Audit included a search based on geography. This paper reports on studies identified in the Audit that address disability and mental illness in the rural and remote context. In the literature unclear and overlapping definitions of mental illness and psychosocial disability were considerable challenges for the reviewers and these difficulties may potentially impact on how psychosocial disability is conceptualised. Of particular concern is the scant research that reflects the experiences of, and issues faced by, people living with disability and mental illness in rural and remote Australia.

Title: Workstations for people with disabilities: an example of a virtual reality approach
Author/s: Budziszewski, P
Source: International journal of occupational safety and ergonomics 2016 22 3
Abstract: This article describes a method of adapting workstations for workers with motion disability using computer simulation and virtual reality (VR) techniques. A workstation for grinding spring faces was used as an example. It was adjusted for two people with a disabled right upper extremity. The study had two stages. In the first, a computer human model with a visualization of maximal arm reach and preferred workspace was used to develop a preliminary modification of a virtual workstation. In the second stage, an immersive VR environment was used to assess the virtual workstation and to add further modifications. All modifications were assessed by measuring the efficiency of work and the number of movements involved. The results of the study showed that a computer simulation could be used to determine whether a worker with a disability could access all important areas of a workstation and to propose necessary modifications.
Title: Workplace interventions to prevent disability from both the scientific and practice perspectives: a comparison of scientific literature, grey literature and stakeholder observations.

Author/s: Williams-Whitt, K et al

Source: Journal of occupational rehabilitation September 2016
DOI: 10.1007/s10926-016-9664-z

Abstract: Purpose The significant individual and societal burden of work disability could be reduced if supportive workplace strategies could be added to evidence-based clinical treatment and rehabilitation to improve return-to-work (RTW) and other disability outcomes. The goal of this article is to summarize existing research on workplace interventions to prevent disability, relate these to employer disability management practices, and recommend future research priorities.

Methods: The authors participated in a year-long collaboration that ultimately led to an invited 3-day conference, Improving Research of Employer Practices to Prevent Disability, held October 14-16, 2015, in Hopkinton, Massachusetts, USA. The collaboration included a topical review of the literature, group conference calls to identify key areas and challenges, drafting of initial documents, review of industry publications, and a conference presentation that included feedback from peer researchers and a question/answer session with an expert panel with direct employer experience. Results: Evidence from randomized trials and other research designs has shown general support for job modification, RTW coordination, and organizational support, but evidence is still lacking for interventions at a more granular level. Grey literature reports focused mainly on job re-design and work organization. Panel feedback focused on organizational readiness and the beliefs and values of senior managers as critical factors in facilitating changes to disability management practices. While the scientific literature is focused on facilitating improved coping and reducing discomforts for individual workers, the employer-directed grey literature is focused on making group-level changes to policies and procedures. Conclusions: Future research might better target employer practices by tying interventions to positive workplace influences and determinants, by developing more participatory interventions and research designs, and by designing interventions that address factors of organizational change.

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ERGONOMICS

Title: Workplace interventions for reducing sitting time at work

Author/s: Nipun Shrestha et al

Source: Cochrane database of systematic reviews 2016

Abstract: At present there is very low to low quality evidence that sit-stand desks may decrease workplace sitting between thirty minutes to two hours per day without having adverse effects at the short or medium term. There is no evidence on the effects in the long term. There were no considerable or inconsistent effects of other interventions such as changing work organisation or information and counselling. There is a need for cluster-randomised trials with a sufficient sample size and long term follow-up to determine the effectiveness of different types of interventions to reduce objectively measured sitting time at work.

Weblink

Title: The mental health benefits of employment: results of a systematic meta-review.

Author/s: Modini, Matthew et al

Source: Australasian psychiatry August 2016 24 4 331-336 6
DOI: 10.1177/1039856215618523
Objective: The literature on mental health in the workplace largely focuses on the negative impacts of work and how work may contribute to the development of mental disorders. The potential mental health benefits of employment have received less attention.

Method: A systematic search of reviews or meta-analyses that consider the benefits of work in regards to mental health was undertaken using academic databases. All relevant reviews were subjected to a quality appraisal.

Results: Eleven reviews were identified as meeting the inclusion criteria, with four deemed to be of at least moderate quality. The available evidence supports the proposition that work can be beneficial for an employee’s well-being, particularly if good-quality supervision is present and there are favourable workplace conditions. The benefits of work are most apparent when compared with the well-documented detrimental mental health effects of unemployment.

Conclusions: The potential positive effects of good work and the role work can play in facilitating recovery from an illness and enhancing mental well-being need to be highlighted and promoted more widely. Future research should aim to further investigate what constitutes a ‘good’ workplace or a ‘good’ job in terms of mental health outcomes.

Monitoring the health of the work environment with a daily assessment tool: the real - relative environment assessment lens - indicator.

Hinsley, Karen E et al

Cardiology in the young August 2016 26 6  1082-1089

Background Evidence shows that the health of the work environment impacts staff satisfaction, interdisciplinary communication, and patient outcomes. Utilising the American Association of Critical-Care Nurses’ Healthy Work Environment standards, we developed a daily assessment tool

Methods The Relative Environment Assessment Lens (REAL) Indicator was developed using a consensus-based method to evaluate the health of the work environment and to identify opportunities for improvement from the front-line staff. A visual scale using images that resemble emoticons was linked with a written description of feelings about their work environment that day, with the highest number corresponding to the most positive experience. Face validity was established by seeking staff feedback and goals were set

Results Over 10 months, results from the REAL Indicator in the cardiac catheterisation laboratory indicated an overall good work environment. The goal of 80% of the respondents reporting their work environment to be “Great”, “Good”, or “Satisfactory” was met each month. During the same time frame, this goal was met four times in the cardiovascular operating room. On average, 72.7% of cardiovascular operating room respondents reported their work environment to be “Satisfactory” or better.

Conclusion The REAL Indicator has become a valuable tool in assessing the specific issues of the clinical area and identifying opportunities for improvement. Given the feasibility of and positive response to this tool in the cardiac catheterisation laboratory, it has been adopted in other patient-care areas where staff and leaders believe that they need to understand the health of the environment in a more specific and frequent time frame.

Workplace interventions to prevent work disability in workers on sick leave

Myrthe van Vilsteren et al

Cochrane Database of Systematic Reviews 2015

We found moderate-quality evidence that workplace interventions reduce time to first RTW, high-quality evidence that workplace interventions reduce cumulative duration of sickness absence, very low-quality evidence that workplace interventions reduce time to lasting RTW, and moderate-quality evidence that workplace interventions increase recurrences of sick leave. Overall, the effectiveness of workplace interventions on work disability showed varying results. Workplace interventions reduce time to RTW and improve pain and functional status in workers with musculoskeletal disorders. We found no evidence of a considerable effect of workplace interventions on time to RTW in workers with mental health problems or cancer. We found
moderate-quality evidence to support workplace interventions for workers with musculoskeletal disorders. The quality of the evidence on the effectiveness of workplace interventions for workers with mental health problems and cancer is low, and results do not show an effect of workplace interventions for these workers. Future research should expand the range of health conditions evaluated with high-quality studies.

**Title**
Interventions to improve return to work in depressed people

**Author/s**
Karen Nieuwenhuijsen et al

**Source**
Cochrane Database of Systematic Reviews December 2014 12
DOI: 10.1002/14651858.CD006237.pub3.

Depression is a major problem that affects about 300 million people globally. Symptoms of depression include the core symptoms of low mood or loss of interest coupled with other symptoms such as feelings of inadequacy and hopelessness or sleep problems. These symptoms usually impair functioning and therefore sickness absence is common in people with depression. We evaluated the effectiveness of interventions that can help depressed workers to resume work activities.

**Title**
Canada and the changing nature of work

**Source**
Policy Horizons Canada

**Abstract**
One of the more disruptive features of the emerging digital economy is the rise of virtual workers. Online work platforms (e.g. http://freelancer.com) enable individual workers to advertise their skills and find short-term contracts with employers all over the world – creating a global digital marketplace for labour. An estimated 48 million workers were registered on online work platforms globally in 2013.1 The market is estimated to be growing at 33% annually, with the number of workers expected to reach 112 million and market revenue to hit US$ 4.8 billion in 2015.2 The advent of virtual work could profoundly reshape the nature of work in Canada, transforming how, when, where and what type of work is done. This in turn could challenge the underpinnings of Canadian social policy and programs such as employment insurance (EI) and the Canada Pension Plan (CPP).

**Title**
Creating a high-performing Canadian civil service against a backdrop of disruptive change

**Author/s**
Mark D. Jarvis

**Source**
Mowat Centre

**Abstract**
The latest from Mowat in our ongoing Shifting Gears research partnership with KPMG, this paper takes a hard look at Canada’s federal civil service. It argues that failure to sufficiently modernize has slowly eroded the civil service’s ability to meet the needs of Canadians. The paper outlines the six characteristics of a high-performing civil service and makes recommendations for transformative change.
What makes work meaningful – meaningless?

Bailey, C Madden, A

MIT Sloan Management Review Summer 2016

New research offers insights into what gives work meaning – as well as into common management mistakes that can leave employees feeling that their work is meaningless. We have defined meaningful work as arising “when an individual perceives an authentic connection between their work and a broader transcendent life purpose beyond the self.”

See C. Bailey and A. Madden, “Time Reclaimed: Temporality and the Experience of Meaningful Work,” Work, Employment, & Society (October 2015), doi: 10.1177/0950017015604100. Meaningfulness is therefore different from engagement, which is defined as a positive work-related attitude comprising vigor, dedication, and absorption.


Energy expenditure of deskwork when sitting, standing or alternating positions.

B Barone Gibbs, et al


Background Recent guidelines recommend accruing 2–4h of standing or light activity during the working day. Use of sit–stand desks could achieve this goal, but whether standing can meaningfully increase energy expenditure (EE) is unclear.

Aims To study EE, heart rate, feelings and productivity during deskwork while sitting, standing or alternating positions.

Methods We measured EE by indirect calorimetry in working adults over three randomly ordered 60-min conditions while performing deskwork: continuous sitting (SIT), 30min of each standing and sitting (STAND–SIT) and continuous standing (STAND). We also assessed heart rate, productivity and self-reported energy, fatigue and pain. Linear mixed models compared minute-by-minute EE and heart rate across conditions. Non-parametric tests compared remaining outcomes across conditions.

Results The study group comprised 18 working adults. Compared with SIT, STAND–SIT engendered an additional 5.5±12.4 kcal/h (7.8% increase) and STAND engendered an additional 8.2±15.9 kcal/h (11.5% increase) (both P < 0.001). Alternating positions to achieve the recommended 4h/day of standing could result in an additional 56.9 kcal/day for an 88.9kg man and 48.3 kcal/day for a 75.5kg woman. STAND–SIT and STAND also increased heart rate over SIT by 7.5±6.8 and 13.7±8.8 bpm, respectively (both P < 0.001). We observed no meaningful differences in feelings or productivity.

Conclusions Desk-based workers could increase EE without added discomfort by using a sit–stand desk. These findings inform future research on sit–stand desks as a part of workplace interventions to increase EE and potentially improve health.
Stress at work have been reported everywhere. Work related performance during stress is a pattern of reactions that occurs when managers are presented with work demands that are not matched with their knowledge, skills, or abilities, and which challenge their ability to cope. Although there are many prior findings pertaining to explain the development of manager performance during stress, less attention has been given to explain the same concept through computational models. In such, a descriptive nature in psychological theories about managers’ performance during stress can be transformed into a causal-mechanistic stage that explains the relationship between a series of observed phenomena. This paper proposed an ambient agent model for analyzing managers' performance during stress. Set of properties and variables are identified through past literatures to construct the model. Differential equations have been used in formalizing the model. Set of equations reflecting relations involved in the proposed model are presented. The proposed model is essential and can be encapsulated within an intelligent agent or robots that can be used to support managers during stress.
employees into corporate ambassadors for years to come. Unfortunately, too few leaders pay attention to this tool; their programs fail to either improve retention or produce useful information. The authors believe this is owing to poor data quality and a lack of consensus on best practices. They suggest six overall goals for a strategic exit interview process and describe tactics and techniques to make it successful. Among their recommendations: Have interviews conducted by second- or third-line managers. Make exit interviews mandatory for at least some employees. And because standard interviews enable you to spot trends, but unstructured ones elicit unexpected insights, consider combining the two approaches in semi structured interviews.

**Weblink**

**Title**
Managerial tactics for communicating negative performance feedback

**Author/s**
Brown, M et al

**Source**
*Personnel review* 2016 45 5 969-987

**Abstract**
Purpose– Delivering negative feedback to employees is highly problematic for managers. Negative feedback is important in generating improvements in employee performance, but likely to generate adverse employee reactions. However, if managers do not address poor performance, good performers may become demoralized or exit the organization. The purpose of this paper is to investigate how managers communicate negative feedback and the factors that drive their choice of tactic.

Design/methodology/approach: – The authors use interview data from practicing line managers with experience in delivering negative feedback to learn whether their tactic choices are consistent with Implicit (“best practice”) or Contingency (“best fit”) theory.

Findings:– The authors identify five negative feedback tactics: evidence, emotive and communication tactics are foundation tactics while evidence + communication and evidence + emotive tactics are bundles of the foundation tactics. Managers apply a “best fit” approach from a set of “best practice” negative feedback options. The choice of negative feedback tactic is driven by the manager’s assessment of the “best fit” with the employee’s personality.

Research limitations/implications: – Most of the managers believed that their negative feedback tactic had been effective. Future researchers should investigate which negative feedback tactics employees regard as most effective.

Practical implications: – A best fit approach to the delivery of negative feedback requires organizations to give managers discretion in the delivery of negative feedback. Managers may mis-assess fit which can undermine the effectiveness of the appraisal process.

Originality/value: – The authors focus on how negative feedback is communicated by managers. Existing research focusses on reactions to negative feedback without taking into account how it is delivered.

**Title**
Dealing with staff turnover a case study on getting and keeping the right people

**Source**
Acas

**Abstract**
This case study looks at the experience of a high tech organisation that aimed to improve its staff retention.. A range of interventions were used, including training provided by Acas. This has helped to instill positive behaviours to help develop workplace practices and boost productivity.

**Weblink**

**Title**
“I want a normal life like everyone else”: daily life of asylum seekers in Iceland

**Author/s**
Ingvarsson, L Egilson, S T Skaptadottir, UD
Abstract

Aim: An ever-increasing number of people seek asylum in Iceland. The wait for resolution on application for asylum can take up to three years. During this time participation in daily occupations is disrupted. This study was carried out to gain an understanding of the experience of living as an asylum seeker in Iceland. It explored asylum seekers’ opportunities for participation in occupations as well as their overall experiences while waiting for the processing of their application.

Methods: Eleven semi-structured interviews were conducted with nine participants, of whom six were asylum seekers. A constructivist grounded theory approach was applied to categorize and synthesize data.

Results: Four major categories emerged that reflected the participants’ difficult living conditions, lack of opportunities for participation, lack of belonging, and feelings of powerlessness. The long processing time of their applications was enormously stressful as well as not being in charge of one’s life, living conditions, or income.

Conclusion: The results indicate that the long processing time of application for asylum has deteriorating effects on health. In order to promote asylum seekers’ well-being and occupational rights attention needs to be focused on their living conditions and opportunities for participation in meaningful occupations, including work.

Title

Working anywhere: a winning formula for good work?

Author/s
Garner, C Sheldon, H Forbes, P

Source
Work Foundation February 2016

Abstract

The nature of work in the UK has changed dramatically over time and yet many still adhere to the working patterns established in the factory age of the industrial revolution. Commute into any city or town and the stresses and strains on individuals and transport systems are all too visible. What may be less visible are the stresses and strains from adapting to a 24/7 demand culture in our service-based economy. Add to these pressures the need to work in teams across the globe (with different time zones and different cultures) while working towards a common purpose, and the problems with traditional working practices and styles mount up. Link all of these factors with additional pressures on business and organisations in times of austerity; stalling productivity, global competition and ageing workforces and there is a powerful cocktail of drivers for change in the way we work.

Title

Toward more “evidence-informed” policy making?

Author/s
Head, Brian W

Source
Public administration review

Abstract

The quality of public decision making depends significantly on the quality of analysis and advice provided through public organizations. Champions of “evidence-informed” policy making claim that rigorous evaluation practices can significantly improve attainment of cost-effective outcomes. After decades of experience, performance information is more sophisticated, but evaluation practices and capabilities vary enormously. Public agencies gather and process vast amounts of information, but there has been little analysis of how this information is actually utilized for policy and program improvement. This article examines how government agencies use evidence about policy and program effectiveness, with attention to four themes: (1) the prospects for improving "evidence-informed" policy making, (2) the diversity of practices concerning evidence utilization and evaluation across types of public agencies and policy arenas, (3) recent attempts to "institutionalize" evaluation as a core feature of policy development and budget approval, and (4) the relationships between public agencies and nongovernmental sources of expertise.
MUSCULOSKELETAL ISSUES

Title  Injustice hurts, literally: the role of sleep and emotional exhaustion in the relationship between organizational justice and musculoskeletal disorders

Author/s  Manville, Caroline; Akremi, Assaad El; Niezborala, Michel; Mignonac, Karim.

Source  Human relations June 2016 69 6 1315-1339 25 DOI: 10.1177/0018726715615927

Abstract  The physical health consequences of perceived injustice at work are an important yet underexplored area of research. Using the job-stress recovery literature as an overarching framework, we argued that incomplete recovery because of sleep disorders and subsequent emotional exhaustion is a possible underlying mechanism through which organizational justice relates to employee musculoskeletal disorders (MSD). Using both self-administered questionnaires and medical examination to assess MSD, we tested our argument in two studies. Based on a randomly selected sample of employees from a variety of organizations, Study 1 found organizational justice to be negatively related to MSD through diminished sleep-related disorders. Using a sample of employees in nursing homes for the elderly, Study 2 extended these results by showing that the organizational justice-MSD relationship is sequentially mediated by sleep disorders and emotional exhaustion.

Title  Risk factors linked to psychological distress, productivity losses, and sick leave in low-back-pain employees: a three-year longitudinal cohort study.

Author/s  Compare, Angelo; Marchettini, Paolo; Zarbo, Cristina.

Source  Pain research & treatment August 2016 1-9 9 DOI: 10.1155/2016/3797493

Abstract  Background. Low back pain (LBP) is one of the most common health problems worldwide. Purpose. To investigate the link between baseline demographic and occupational, medical, and lifestyle data with following psychological and occupational outcomes in a large sample of employees with LBP over a 3-year period. Study Design. Three-year prospective cohort study. Methods. Italian-speaking employees (N=4492) with a diagnosis of LBP were included. Screening at Time 1 was done in order to collect information about severity and classification of LBP, demographic, lifestyle, and occupational status data. Psychological distress (PGWBI) and occupational burden were assessed after 3 years. Results. After 3 years, employees with LBP not due to organic causes had an increased risk of psychological distress. Gender appears to be an important variable for following occupational burden. Indeed, being a white-collar man with a LBP without organic causes seems to be a protective factor for following work outcomes, while being a white-collar woman with a LBP not due to organic causes appears to be a risk factor for subsequent sick leave. Moreover, LBP severity affects psychological and occupational outcomes. Conclusion. Our findings have several implications that could be considered in preventive and supportive programs for LBP employees.

Title  Statistics on work-related musculoskeletal disorders

Source  Safe Work Australia 2016

Abstract  The aim of the Australian Strategy is to focus attention on priority areas so that causes of workplace injuries, diseases and fatalities can be identified and minimised through appropriate prevention strategies. The statistics in this report highlight the characteristics of work-related
MSDs, including their causes and the groups of workers who are at elevated risk of MSDs.

**Title**
Association between upper extremity musculoskeletal disorders and mental health status in office workers

**Source**
*Work: a journal of prevention, assessment, and rehabilitation* September 2016 DOI: 10.3233/wor-162382

**Abstract**
Musculoskeletal Disorders (MSDs) can lead to potential adverse consequences for individuals and their organizations, and in various research, its relationship to physical and mental health of workforce has been studied. The purpose of this study was to determine the prevalence of MSDs of upper extremities among office workers and its association with mental health status. In this cross sectional study, 1488 out of 1630 office workers completed the Standardized Nordic Musculoskeletal Disorders Questionnaire and General Health Questionnaire (GHQ-28) (response rate=91.3%). Upper extremity MSDs were reported in 410 (27.5%) office workers, including 269 (18.1%) shoulder, 79 (5.3%) elbow and 207 (13.9%) hand/wrist symptoms. Based on GHQ-28, 254 (17.1%) participants were found to be at risk of developing a psychiatric disorder that were observed in 26.7% of workers with MSDs symptoms. Shoulder (p<0.001), elbow (p<0.001) and hand/wrist (p<0.001) MSDs were associated with poor mental health. Among the four GHQ-28 subscales (somatic symptoms, anxiety/insomnia, social dysfunction, and depression), anxiety/insomnia was strongly correlated with shoulders (P<0.001), elbows (P=0.002), and hands/wrists (P<0.001) symptoms. Office workers with upper extremity MSDs were more likely to be experiencing mental distress. This indicates a need for greater emphasis on preventive programs at workplace to support their psychological well-being.

**Weblink**

**Title**
Occupational sitting behaviour and its relationship with back pain – a pilot study

**Author/s**
Zemp, R et al

**Source**
*Applied ergonomics* September 2016 56 84-91 http://dx.doi.org/10.1016/j.apergo.2016.03.007

**Abstract**
Nowadays, working in an office environment is ubiquitous. At the same time, progressively more people suffer from occupational musculoskeletal disorders. Therefore, the aim of this pilot study was to analyse the influence of back pain on sitting behaviour in the office environment. A textile pressure mat (64-sensor-matrix) placed on the seat pan was used to identify the adopted sitting positions of 20 office workers by means of random forest classification. Additionally, two standardised questionnaires (Korff, BPI) were used to assess short and long-term back pain in order to divide the subjects into two groups (with and without back pain). Independent t-test indicated that subjects who registered back pain within the last 24 h showed a clear trend towards a more static sitting behaviour. Therefore, the developed sensor system has successfully been introduced to characterise and compare sitting behaviour of subjects with and without back pain.

**Weblink**

**Title**
Standing on a declining surface reduces transient prolonged standing induced low back pain development

**Author/s**
Gallagher, K Callaghan, J

**Source**
*Applied ergonomics* September 2016 56 76-83 http://dx.doi.org/10.1016/j.apergo.2016.03.014

**Abstract**
While alternating standing position on a sloped surface has proven successful at reducing low back pain during standing, the purpose of this study was to evaluate standing solely on a
declining surface to isolate the influence of the postural change. Seventeen participants
performed two 75-min prolonged standing occupational simulations—level ground and declining
surface. Fifty-three percent of participants (9/17) were categorized as pain developers during the
level ground standing condition. For these same pain developers, their average maximum pain
scores were 58% lower during sloped standing. All participants showed greater hip flexion,
trunk-to-thigh angle flexion, and posterior translation of the trunk center of gravity when standing
on the sloped surface. These postural changes could cause the muscles crossing the hip
posteriorly to increase passive stiffness and assist with stabilizing the pelvis. This study stresses
the importance of hip kinematics, not just lumbar spine posture, in reducing prolonged standing
induced low back pain.

Weblink

Title Impacts of chronic back problems
Source Australian Institute of Health and Welfare bulletin 137 August 2016
Abstract Summary: Chronic back problems are long-term health conditions that include specific health
conditions, such as disc disorders, sciatica and curvature of the spine, and back pain or
problems that are not directly associated with a specific disease (such as osteoarthritis). They
are common and associated with high impact on the community in terms of economic and
disease burden, as well as on individuals in terms of quality of life and disability.

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OCCUPATIONAL ISSUES

Title Association of sleep quality with cardiovascular disease risk and mental health in law
enforcement officers.
Author/s Everding, Braden et al
Source Journal of occupational & environmental medicine August 2016 281-286 6
DOI: 10.1097/JOM.0000000000000814.
Abstract Objectives: The aim of the study was to determine whether sleep quality is associated with an
increased risk for cardiovascular disease (CVD) or worsened mental health.
Methods: Self-reported sleep quality, 35 inflammatory factors, CVD risk factors, personal stress,
police operational and organizational stress, social support, depressive symptoms, and health-
related quality of life were compared among a cohort of officers.
Results: Of 379 officers, 39% and 27% had poor and borderline sleep quality. Sleep quality was
not associated with either an altered inflammatory profile or worsened CVD risk factors.
Compared with good sleepers, borderline and poor sleepers reported increased personal stress,
police organizational and operational stress, and depressive symptoms, but decreased health-
related quality of life.
Conclusions: Poor sleep quality is prevalent in the law enforcement profession and is associated
with worsened mental health but not with an increased risk for CVD.

Title Britain at work
Source Lansons 2016
Abstract Study of the modern UK workplace. Provides insights into the issues employees and employers
are facing across the UK.
Weblink
**Title**
Daily hassles, their antecedents and outcomes among professional first responders: a systematic literature review.

**Author/s**
Larsson, Gerry; Berglund, Anna Karin; Ohlsson, Alicia

**Source**
*Scandinavian journal of psychology.* August 2016 57 4 359-367 9
DOI: 10.1111/sjop.12303.

**Abstract**
Occupational groups such as firefighters, military officers, paramedics and police officers are exposed to a combination of acute, severe and accumulated everyday stress. Drawing on the daily hassles perspective on stress, the aim was to synthesize existing research on daily hassles in professional first responder settings into a theoretical model. A systematic mixed studies review with an integrated design was undertaken. The selection process resulted in 40 articles meeting the inclusion criteria. The selected papers represented two literature reviews, one qualitative study, eight longitudinal studies and 29 cross-sectional studies. Five superior categories emerged in the analysis: Individual antecedent and continuously framing factors, Environmental antecedent and continuously framing factors, Appraisal and coping processes, Daily hassles and Outcome. Suggestions for future research are presented.

**Title**
Individual and organizational implications of work-related stress

**Author/s**
Florea, Ramona; Florea, Radu

**Source**
*Economy transdisciplinarity cognition* 2016 19 1 28-33 6

**Abstract**
The Stress, called the disease of the century became in the last decades the second most common work-related health problem, affecting 28% of working people from the European Union countries. The EU statistics shows that work stress affects not only the employees, but also their organization and their national economies which have to allocate increasing financial resources. This paper aims to analyse the evolution and different approaches of stress concept along the time, the stress mechanism and the main factors, called risk factors or stressors, which lead to stress reactions (physiological, psychological, cognitive and behavioural reactions). The paper also analyses the main implication of work stress on the individual and at the organizational level and some methods for reducing individual and organizational stress. Stress management consists of a series of actions and measures which are implemented in order to reduce organizational stress and its effects. Stress management includes both measures for employees, allowing a better adaptation to stress, and also actions for organizations, in order to identify and remove/ reduce existing stress factors.

**Weblink**
Manage your emotional culture

**Author/s**
Barsade, Sigal; O'Neill, Olivia A

**Source**
*Harvard business review* January/February 2016 94 1 58-66 9

**Abstract**
Most companies don’t realize how central emotions are to building the right culture. They tend to focus on cognitive culture: the shared intellectual values, norms, artifacts, and assumptions that set the overall tone for how employees think and behave at work. Though that’s incredibly important, the authors’ research shows that it’s only part of the story. The other critical part is emotional culture, which governs which feelings people have and express at work. Barsade and O’Neill have found that emotional culture influences employee satisfaction, burnout, teamwork, and even “hard” measures such as financial performance and absenteeism. So when managers ignore or fail to understand it, they’re glossing over a vital component of what makes organizations tick, and their companies suffer as a result. By not only allowing emotions into the workplace but also consciously shaping them, leaders can better motivate their employees. This article describes some of the ways emotional culture manifests at work—for instance, in the form of joy, companionate love, and fear—and the impact it can have in a range of settings and industries. It also suggests ways of creating and maintaining an emotional culture that will help...
you achieve your company’s goals.

**Title**
The relationship between person-organization fit and job satisfaction

**Author/s**
Chen, Pei Sparrow, Paul Cooper, Cary

**Source**
*Journal of managerial psychology* 2016 31 5 946-959 14
DOI: 10.1108/JMP-08-2014-0236

**Abstract**
Purpose – Drawing upon the theory of conservation of resources to argue the importance of job stress as an important variable that mediates the person-organization (P-O) fit-job satisfaction relationship, and supervisor support as an important moderating variable that moderates the relationship between P-O fit and job stress, the purpose of this paper is to test a moderated mediation model.

Design/methodology/approach – Data were collected from 225 employees in 12 catering service organizations in Beijing. An integrated mediation and moderation model was evaluated.

Findings – The study illustrates both some new mechanisms and the boundary conditions between P-O fit and job satisfaction. Job stress mediates the relationships between P-O fit and job satisfaction; supervisor support moderates the linkage of P-O fit, job stress, and job satisfaction. The corresponding moderated mediation model was supported.

Research limitations/implications – The question of causality cannot be determined because of the cross-sectional research design; self-report is a necessary strategy for the assessment of subjects’ appraisals. However, it requires some caution in interpreting the results. Practical implications – The findings offer a better understanding of the way P-O fit is able to affect job satisfaction. Actions designed to promote P-O fit may be useful in reducing employees’ stress and result in higher job satisfaction. To enhance the relationships between P-O fit and employees’ job satisfaction through supervisor support, supervisors should develop a positive form of reciprocation by helping employees to solve the real problem they are facing.

Originality/value – No previous studies have investigated influencing factors of employees’ satisfaction from the perspective of individual and organizational interfaces.

**Title**
Australia’s health 2016

**Source**
AIHW

**Abstract**
Australia’s health 2016 is the 15th biennial health report of the Australian Institute of Health and Welfare. This edition profiles current health issues in a collection of feature articles and statistical snapshots that cover a range of areas, including: The health status of Australians; Health expenditure; The major causes of ill health; Determinants of health; Health through the life course; Health of Indigenous Australians; Preventing and treating ill health; Health system performance.

**Title**
Precarious work and intrinsic job quality: evidence from Finland 1984–2013

**Author/s**
Pyoria, P Ojala, S

**Source**
The economic and labour relations review 2016 27 3 349-367 doi:10.1177/1035304616659190

**Abstract**
It is often argued that job insecurity and precarious work are on the rise. However, the evidence to back these arguments remains mixed and inconclusive. In this study, we define and measure precarious work in Finland using five variables that reflect both objective and subjective insecurity: atypical employment, actually experienced unemployment, the threat of dismissal or unemployment, poor chances of finding a new job, and low earnings. Results based on Statistics Finland’s Quality of Work Life Surveys from 1984 to 2013 indicate that, from a labour market or forms of employment perspective, the proportion of precarious wage earners has
increased from 11% in 1984 to 13% in 2013. From a second perspective, however, focusing on changing working conditions, growing inequality and eroding social security mechanisms, we also analyse how a precarious labour market position is related to intrinsic job quality. Precarious workers experience decreased levels of skill and discretion, and they work in a less supportive environment than other employees.

**Title**
Precarious work and precarious workers: towards an improved conceptualisation

**Author/s**
Campbell, I Price, R

**Source**
The economic and labour relations review 2016 27 3 314-332 doi: 10.1177/1035304616652074

**Abstract**
Discussion of the implications of precarious work for individual workers remains hesitant and often confused. A clear conceptualisation would separate out five analytical levels: precariousness in employment, precarious work, precarious workers individually and as an emerging class, and precarity as a general condition of social life. To illustrate the need to avoid slippage between the concepts of precarious work and precarious workers, we present one ‘theory-relevant’ example – full-time secondary school students in Australia who hold part-time jobs in the retail sector. Their part-time jobs are indeed precarious but the negative effects on the student-workers are modest, both because participation in precarious work is limited (moderate weekly hours and intermittent work within the framework of a brief stage of the life course) and because many (though not all) of the associated risks are cushioned by structural forces such as access to alternative income sources and career paths. At the same time, however, a longitudinal perspective reveals that the same group of student-workers faces major risks in the future, as a result of increasingly insecure labour markets. Reflections on this example help to identify conceptual tools that can be applied to a wide range of other examples of precarious work.

**Title**
Workplace lighting for improving mood and alertness in daytime workers

**Author/s**
Daniela V Pachito et al

**Source**
Cochrane Database of Systematic Reviews 2016 DOI: 10.1002/14651858.CD012243

**Abstract**
To assess the effectiveness and safety of lighting interventions to improve alertness and mood in daytime workers.

**Weblink**

**Title**
Associations of physical activity and obesity with the risk of developing the metabolic syndrome in law enforcement officers

**Author/s**
Amanda A Anderson, et al

**Source**

**Abstract**
Objective: The aim of this study was to examine the associations of physical activity and body mass index (BMI) with the metabolic syndrome (MetS) in police officers.
Methods: Self-reported physical activity, MetS, and a modified MetS (MMetS, excluding obesity) were assessed in 448 officers.
Results: Of the officers, 27.5% had MetS, 48.7% were overweight, and 31.7% were obese. Being overweight and obese increased the MetS risk by 6.8- and 10.9-fold, respectively, independent of physical activity level. Moderate and low levels of physical activity were associated with a 1.9- and 2.5-fold increased risk for MetS, but not after adjusting for BMI.
However, within BMI categories, the risk for MMetS was lower as physical activity increased. Conclusion: In police, a higher BMI is more critical than reduced physical activity for MetS risk; however, physical activity can attenuate some of the risk associated with a higher BMI.

**PSYCHOSOCIAL ISSUES**

**Title**
"Quality and quantity? the growing evidence on what makes 'unhealthy' work"

**Author/s**
Karen Steadman

**Source**
The Work Foundation  August 2016

Work that is 'good' quality work – work that is fulfilling, stable, over which you have some control and autonomy, and feel is fair – is good for health. In contrast 'bad' quality work, which has none of these features, is actually detrimental for health. The importance of this was further emphasised by research (20110 from Australia which suggested that though unemployment is often bad for health, bad quality work is actually worse.

**Title**
Awareness of stress-reduction interventions: the impact on employees' well-being and organizational attitudes

**Author/s**
Pignata, Silvia et al

**Source**
*Stress & health: journal of the international society for the investigation of stress* August 2016 32 3 231-243 13 DOI: 10.1002/smi.2597

**Abstract**
The article presents research on the effect of the awareness of employees on stress-reduction interventions on their levels of psychological strain, job satisfaction, organizational commitment, perceptions of senior management trustworthiness and procedural justice. Topics covered include how the awareness of stress interventions is connected to positive employee outcomes and how senior management trustworthiness mediate the relationship between awareness and employee outcomes.

**Title**
An examination of the long-term impact of job strain on mental health and wellbeing over a 12-year period.

**Author/s**
Burns, Richard et al

**Source**

**Abstract**
Objectives: Job strain has been implicated in a range of employee health outcomes including psychiatric health. Much of the literature is drawn from studies that utilise cross-sectional designs, whilst the long-term follow-up of participants is limited. We examine the short and long-term risks of job strain for depression and wellbeing over a 12-year period. In particular, we utilise measures of wellbeing to emphasise the importance of discriminating between indices of subjective and psychological wellbeing that complement measures of mental health.
Methods: Participants (n = 2530) were aged between 40 and 44 years at baseline and were drawn from the Personality and Total Health (PATH) Through Life Project. Participants were observed once every 4 years for 12 years.

Results: A high strain job was associated with an increased risk of reporting sub-syndromal [RRR = 1.66 (95% CI 1.23; 2.25), p < 0.001], minor [RRR = 1.92 (95% CI 1.19; 3.10), p < 0.001] and major depression [RRR = 2.19 (95% CI 1.30; 3.67), p < 0.001], but strain was not a long-term risk for depression 4 years later. In contrast, strain was a risk for both cross-sectional and longitudinal wellbeing outcomes. Moving into a high strain job was a risk for developing depression [RRR = 1.81 (95% CI 1.26; 2.59), p < 0.001], but the cumulative exposure to a high strain job was not associated with poorer outcomes in adjusted models. Conclusions: Overall, our results emphasise the importance of current job strain, and the risk of moving into a high strain job, on adverse mental health and wellbeing outcomes. Effects were not consistent between indices of mental health, subjective or psychological wellbeing, supporting the need to dedifferentiate between wellbeing and mental health.

Title: Best practice intervention for post-traumatic stress disorder among transit workers.

Author/s: Bender, Ash et al.

Source: Work 2016 54 1 59-71. 13 DOI: 10.3233/WOR-162263

Abstract: Background: Transportation industry workers are at high risk for exposure to traumatic incidents in the workplace. A considerable number of those exposed to such incidents will develop post-traumatic stress disorder (PTSD) symptoms, which leads to high rates of absenteeism and are costly to the public transit corporation and workplace safety compensation insurance.

Objective: To determine whether the newly implemented Best Practice Intervention (BPI) provides superior outcomes when compared with Treatment-as-Usual (TAU) interventions in improving workers’ rates of return to work (RTW), decreasing duration of time lost from work and overall reduction in severity of PTSD symptoms 6 months after exposure.

Methods: A sequential mixed methods approach was used with qualitative analysis followed by a pre-post intervention design. Sixty-two participants were recruited to the (TAU) phase of the study and 79 to the (BPI) phase.

Results: Significant differences were observed between the TAU and BPI groups in number of lost work days (TAU: 20 days vs. BPI: 52 days, p = 0.02). PTSD symptoms decreased with time (MPPS score: 51.3 vs. 24.35; p < 0.001). One-fifth of the participants (21%) did not return to work by the end of the 6 months follow-up period.

Conclusions: The study demonstrated the value of workplace interventions in improving awareness of psychological symptoms after exposure to a traumatic incident and the value of screening for PTSD symptoms.

Title: Effects of abusive supervision, psychological climate, and felt violation on work outcomes

Author/s: Kernan, Mary C  Racicot, Bernadette M  Fisher, Allan M

Source: Journal of leadership & organizational studies August 2016 23 3 309-321 13 DOI: 10.1177/1548051815627358

Abstract: This study adds to the existing literature by empirically demonstrating that psychological climate is an important variable in understanding the relationships between abusive supervision and employee outcomes. Using psychological contract theory as a framework, we examined the relationships among abusive supervision, psychological climate, felt violation, and three work outcomes: organizational commitment, job satisfaction, and turnover intentions.

Results from a survey of 448 civilian managers employed by the U.S. government showed that the relationship between abusive supervision and felt violation was moderated by psychological climate, suggesting that an abuse-intolerant climate heightened rather than buffered the effects of abuse on felt violation. Felt violation also partially mediated the relationship between abuse and the outcome variables. Using Muller, Judd, and Yzerbyt’s method for testing moderated mediation, we found partial support for felt violation mediating the effect of the interaction between abuse and psychological climate on job satisfaction and organizational commitment. This model was not supported for turnover intentions. Implications of the results and
suggestions for future research on abusive supervision are discussed.

**Title**
Factors perceived by employees regarding their sick leave due to depression

**Author/s**
Corbière, Marc et al

**Source**
*Disability & rehabilitation* March 2016 38 6 511-519 9

**Abstract**
Purpose: Depression is a leading factor of work disability throughout the world. However, a paucity of studies investigated factors related to the development of depression in the workplace prior to sick leave. This qualitative study aims to describe the factors related to the onset of depression at work prior to sick leave.

Method: This study followed a descriptive interpretive design. Interviews were conducted with 22 individuals (15 women) who experienced depression while they were employed within an organization. The verbatim transcripts were coded using QDA-Miner software.

Results: Participants (n = 22) reported that their depression was partially or completely related to their work. From the analysis of all 22 participants’ interviews transcripts, three major themes emerged: (1) work-related psychosocial risk factors (e.g. factors related to supervisors’ attitudes and behaviors), (2) the individual's experience in employment (e.g. reactions to symptoms) and (3) the period preceding the sick leave of individuals who experienced depression (e.g. communication with the supervisor).

Conclusions: These results support the importance of preventive intervention oriented toward decreasing psychosocial risks within organizations, and detecting workers at risk. Future studies should focus on factors that might influence individuals in their decision to reveal or not their difficulties to their supervisors.

Implications for Rehabilitation The conditions in which employees were working before they started their leave of absence should be identified; notably (1) relationships with organizational stakeholders (e.g. immediate supervisor, colleagues) and (2) psychosocial risk factors (e.g. work overload, over-commitment). A good relationship between the immediate supervisor and the employee is an important factor to prevent sick leave due to depression. The supervisors should be informed quickly after the first appearance of depressive symptoms in employees in order to implement feasible and appropriate accommodations as soon as possible.

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**Title**
An integrated workplace mental health intervention in a policing context: protocol for a cluster randomised control trial

**Author/s**
La Montagne, AD et al

**Source**

**Abstract**
Background: In this paper, we present the protocol for a cluster-randomised trial to evaluate the implementation and effectiveness of a workplace mental health intervention in the state-wide police department of the south-eastern Australian state of Victoria. The primary aims of the intervention are to improve psychosocial working conditions and mental health literacy, and secondarily to improve mental health and organisational outcomes.

Methods/Design: The intervention was designed collaboratively with Victoria Police based on a mixed methods pilot study, and combines multi-session leadership coaching for the senior officers within stations (e.g., Sergeants, Senior Sergeants) with tailored mental health literacy training for lower and upper ranks. Intervention effectiveness will be evaluated using a two-arm cluster-randomised trial design, with 12 police stations randomly assigned to the intervention and 12 to the non-intervention/usual care control condition. Data will be collected from all police members in each station (estimated at >20 per station). Psychosocial working conditions (e.g., supervisory support, job control, job demands), mental health literacy (e.g., knowledge, confidence in assisting someone who may have a mental health problem), and mental health will be assessed using validated measures. Organisational outcomes will include organisational depression disclosure norms, organisational cynicism, and station-level sickness absence rates. The trial will be conducted following CONSORT guidelines. Identifying data will not be collected in order to protect participant privacy and to optimise participation, hence changes in primary and secondary outcomes will be assessed using a two-sample t-test comparing summary.
measures by arm, with weighting by cluster size. Discussion: This intervention is novel in its integration of stressor-reduction and mental health literacy-enhancing strategies. Effectiveness will be rigorously evaluated, and if positive results are observed, the intervention will be adapted across Victoria Police (total employees ~16,500) as well as possibly in other policing contexts, both nationally and internationally.

Weblink

Title The psychosocial work environment, employee mental health and organizational interventions: improving research and practice by taking a multilevel approach
Author/s Martin, Angela; Karanika-Murray, Maria; Biron, Caroline; Sanderson, Kristy.
Source Stress & health: journal of the international society for the investigation of stress August 2016 32 3 201-215 15 DOI: 10.1002/smi.2593
Abstract The article discusses the improvement of research and practice on the psychosocial work environment, employee mental health, and organizational intervention through a multilevel approach. Topics covered include how a multilevel perspective can improve related organization interventions, the use of appropriate multilevel research designs, and the development of multilevel approaches to intervention design, implementation, and evaluation.

Title Working conditions and mental health: results from the caresun study
Author/s Feola, Daniela et al
Source Archives of environmental & occupational health 2016 71 3 163-169 7 DOI: 10.1080/19338244.2015.1069251
Abstract Abstract: The authors conducted a work-related stress surveillance study in 2013 on 6,558 public-sector employees in Italy, examining how they perceived their jobs, via the Job Content Questionnaire, and their mental health status, via the General Health Questionnaire 12 (GHQ-12). Of the 2,094 employees completing the questionnaires, 60% were male, 52% had a medium-level education, and 76% had a medium-level job. Three hundred and eighty-five employees (18%) had a GHQ-12 score >3 and were classified as GHQ-12 cases: these were more often female (54%), medium-to-highly educated (54%), and had more often reported health problems over the previous year (51%). Thus, GHQ-12 cases represented a significant percentage of the examined population, indicating that work-related stress surveillance programs are needed for the planning of psychosocial interventions aimed at the reintegration of individuals with mental health problems.

Title Cognitive function and pre-retirement psychosocial work characteristics
Author/s Siegrist, Johannes
Source Occupational and environmental medicine 2016 73 639 doi: 10.1136/oemed-2016-103830
Abstract Given the centrality of work and employment for material and psychosocial well-being in adult life it is not surprising to learn that adverse working conditions can contribute to significant reductions in health and well-being. However, what is striking is the broad range of health outcomes affected by poor quality of work and employment. In addition to self-reported health and a variety of symptoms, this range includes distinct stress-related physical and mental disorders and, as more recently disclosed, cognitive impairment and risk of dementia. Although the paper of Sabbath et al published in this issue is not the first to demonstrate such an association it extends the current state of knowledge in three important ways.

www.comcare.gov.au Ph: 1300 366 979
Posttraumatic stress disorder, diagnostic and statistical manual-5 symptom requirements, and interrater reliability

Kilbourne, B Kilbourne, S Goodman, J

The international journal of health, wellness and society September 2016 6 3 25-40

The Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5) (American Psychiatric Association 2013a) was a major revision of the DSM-IV-TR (1994). Despite numerous critiques of the DSM-5, none have analyzed statistically the actual diagnostic structure of the DSM-5 itself. That is particularly the case regarding the diagnosis of Posttraumatic Stress Disorder (PTSD), a diagnosis which has attracted international attention since the Afghanistan and Iraq wars, and which has been extensively investigated and profoundly affected by DSM-5 changes. The present study used a metatheory and content analysis approach to conceptually differentiate the Trauma-Related and Stressor-Related Disorders in the DSM-5, the diagnostic class of disorders which includes PTSD. A common Symptom Requirement Dichotomy (i.e., Mandatory versus Not Mandatory) was indicated and found to statistically differentiate the Trauma-Related and Stressor-Related Disorders in the DSM-5. That same Symptom Requirement Dichotomy was then used to conceptually and statistically differentiate Adult and Child DSM-5 disorders previously reported for the DSM-5 Field Trials (Regier et al. 2013). DSM-5 Field Trial Site Kappa Reliability Coefficients for both Adult and Child disorders were found to be a quadratic function of the “Number of Not Mandatory” symptoms in the DSM-5, an a priori feature of the diagnostic structure or coding system of the DSM-5 that preempts both clinical assessment and diagnosis. Implications of systematic error in the DSM-5 and real world outcomes were discussed, limitations of the present study were addressed, and recommendations for developing an alternative classification system of mental disorders were proffered.

Sickness certification for common mental disorders and GP return-to-work advice

Gabbay, M Sheils, C Hillage, J

Primary health care research & development September 2016 17 5 437-447 DOI: http://dx.doi.org/10.1017/S1463423616000074

To report the types and duration of sickness certification for different common mental disorders (CMDs) and the prevalence of GP advice aimed at returning the patient to work. In the United Kingdom, common mental health problems, such and depression and stress, have become the main reasons for patients requesting a sickness certificate to abstain from usual employment. Increasing attention is being paid to mental health and its impact on employability and work capacity in all parts of the welfare system. However, relatively little is known about the extent to which different mental health diagnoses impact upon sickness certification outcomes, and how the GP has used the new fit note (introduced in 2010) to support a return to work for patients with mental health diagnoses. Sickness certification data was collected from 68 UK-based general practices for a period of 12 months. The study found a large part of all sickness absence certified by GPs was due to CMDs (29% of all sickness absence episodes). Females, younger patients and those living in deprived areas were more likely to receive a fit note for a CMD (compared with one for a physical health problem). The highest proportion of CMD fit notes were issued for ‘stress’. However, sickness certification for depression contributed nearly half of all weeks certified for mental health problems. Only 7% of CMD fit notes included any ‘may be fit’ advice from the GP, with type of advice varying by mental health diagnostic category. Patients living in the most socially deprived neighbourhoods were less likely to receive ‘may be fit’ advice on their CMD fit notes.

Increased prevalence of posttraumatic stress disorder in CRPS

Speck, V et al

www.comcare.gov.au Ph: 1300 366 979
**Source**  
*European journal of pain* September 2016 DOI: 10.1002/ejp.940

**Abstract**  
**Background:** Although specific psychological disorders in complex regional pain syndrome (CRPS) have not been identified, studies suggest that CRPS patients may have increased rates of traumatic life events. Because these events do not always lead to apparent psychological symptoms, we systematically screened CRPS patients for posttraumatic stress disorder (PTSD) to determine if PTSD could be a risk factor for CRPS.  
**Methods:** Consecutive CRPS patients referred to two university hospital centres (University of Erlangen, UMC Mainz) between December 2011 and April 2013 were prospectively examined using a diagnostic PTSD instrument (Post-traumatic Stress Diagnostic Scale (PDS)). We also tested maladaptive coping strategies (brief-COPE inventory) and the PDS severity score as predictors for CRPS. Patients with non-CRPS extremity pain and healthy individuals were used as control groups.  
**Results:** We collected data from 152 patients with CRPS, 55 control patients and 55 age- and sex-matched healthy individuals. Fifty-eight CRPS patients (38%), six non-CRPS pain patients (10%) and two healthy individuals (4%) met diagnostic criteria for PTSD. Initial PTSD symptom onset was prior to CRPS in 50 CRPS patients (86%) and during the course of CRPS in eight patients. Results of a logistic regression revealed that the PTSD severity score was associated with CRPS ($p < 0.0001$). Maladaptive coping strategies ($p < 0.0001$) were related to PTSD.  
**Conclusions:** Posttraumatic stress disorder (PTSD) is more frequent in patients with CRPS than it is in the general population.

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**Title**  
Employee outlook: focus on mental health in the workplace 2016

**Source**  
CIPD July 2016

**Abstract**  
The survey finds that more than three people in ten (31%) have experienced mental health problems while in employment. This figure is higher for female employees at 36% and 46% in respect of people working in the voluntary sector. Despite the greater awareness about the need to pay attention to the psychological, as well as the physical, aspects of people’s health and well-being at work, our survey shows that there is some way to go before the majority of employers develop a robust framework in this area. If people have good mental health, and feel supported during times of poor mental health, they will feel more motivated, engaged and productive at work. Employers cannot afford to ignore people's mental health in the workplace.

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**Title**  
Physical fitness in people with posttraumatic stress disorder: a systematic review.

**Author/s**  
Vancampfort, D

**Source**  
*Disability rehabilitation* September 2016

**Abstract**  
**Purpose:** People with posttraumatic stress disorder (PTSD) have an increased risk of cardiovascular diseases (CVD). Physical fitness is a key modifiable risk factor for CVD and associated mortality. We reviewed the evidence-base regarding physical fitness in people with PTSD.  
**Methods:** Two independent reviewers searched PubMed, CINAHL, Psycarticles, pedro, and sportdiscus from inception until May 2016 using the key words “fitness” OR “exercise” AND “posttraumatic stress disorder” OR “PTSD”.  
**Results:** In total, 5 studies involving 192 (44 female) individuals with PTSD met the inclusion criteria. Lower baseline physical fitness are associated with greater reductions in avoidance and hyperarousal symptoms, as well as with total, physical, and social symptoms of anxiety sensitivity. Rigorous data comparing physical fitness with age- and gender matched general population controls are currently lacking.  
**Conclusions:** The research field regarding physical fitness in people with PTSD is still in its
infancy. Given the established relationships between physical fitness, morbidity and mortality in the general population and the current gaps in the PTSD literature, targets for future research include exploring: (a) whether people with PTSD are at risk of low physical fitness and therefore in need of intensified assessment, treatment and follow-up, (b) the relationships among physical fitness, overall health status, chronic disease risk reduction, disability, and mortality in individuals PTSD, (c) psychometric properties of submaximal physical fitness tests in PTSD, (d) physical fitness changes following physical activity in PTSD, and (e) optimal methods of integrating physical activity programs within current treatment models for PTSD. Implications for Rehabilitation People with PTSD should aim to achieve 150 minutes of moderate or 75 minutes vigorous physical activity per week while also engaging in resistance training exercises at least twice a week. Health care professionals should assist people with PTSD to overcome barriers to physical activity such as physical pain, loss of energy, lack of interest and motivation, generalized fatigue and feelings of hyperarousal.

### REHABILITATION

**Title**  
Rehabilitation following carpal tunnel release

**Author/s**  
Susan Peters et al

**Source**  
*Cochrane Databases of Systematic Reviews* 2016

**Abstract**  
There is limited and, in general, low quality evidence for the benefit of the reviewed interventions. People who have undergone CTS surgery should be informed about the limited evidence of effectiveness of postoperative rehabilitation interventions. Until researchers provide results of more high-quality trials that assess the effectiveness and safety of various rehabilitation treatments, the decision to provide rehabilitation following CTS surgery should be based on the clinician's expertise, the patient's preferences and the context of the rehabilitation environment. It is important for researchers to identify patients who respond to a particular treatment and those who do not, and to undertake high-quality studies that evaluate the severity of iatrogenic symptoms from surgery, measure function and return-to-work rates, and control for confounding variables.

### RESILIENCE

**Title**  
Building resilience in an urban police department

**Author/s**  
Ramey, Sandra L

**Source**  
*Journal of occupational & environmental medicine*  August 2016 58 8 796-804
DOI: 10.1097/JOM.0000000000000791

**Abstract**  
Objective: The aim of this study is to examine a resilience training intervention that impacts autonomic responses to stress and improves cardiovascular risk, psychological, and physiological outcomes in police.

Methods: Officers [(n = 38) 22 to 54 years] modified emotional and physical responses to stress using self-regulation. Measurements include psychological and physiological measures [eg, heart rate variability (HRV), blood pressure, C-reactive protein)] obtained at three time intervals. Results: Age was significantly (P < 0.05) associated with changes on several measures of
psychological stress (e.g., critical incident stress, emotional vitality, and depression). Associations were found between coherence and improved HbA1c ($r = -0.66, P < 0.001$) and stress due to organizational pressures ($r = -0.44, P = 0.03$). Improvements in sympathetic and parasympathetic contributors of HRV were significant ($P < 0.03$).

Conclusion: A stress-resilience intervention improves certain responses to job stress with greater benefits for younger participants.

Title Building resilience with the stress resilience training system: design validation and applications

Author/s De Visser, Ewart J et al


Abstract Background: Resilience to stress is critical in today's military service. Past work has shown that experts handle stress in more productive ways compared to novices. Training that specifically addresses stress regulation, such as the Graduated Stress Exposure paradigm, can build individual and unit resilience as well as adaptability so that stressors trigger effective stress coping skills rather than stress injury.

Objective: We developed the Stress Resilience Training System (SRTS), a product of Perceptronics Solutions Inc., to demonstrate that a software training app can provide an effective individualized method for mitigating the negative effects of situational and mission-related stress, at the same time eliciting potentially positive effects on performance.

Methods: Seven separate evaluations including a usability study, controlled experiments, and field evaluations have been conducted to date.

Results: These studies have shown that the SRTS program effectively engages users to manage their stress, effectively reduces stress symptoms, and improves job performance.

Conclusions: The SRTS system is a highly effective method for individualized training to inoculate professionals against the negative consequences of stress, while teaching them to harness its positive effects. SRTS is a technology that can be widely applied to many professions that are concerned with well-being. We discuss applications to law enforcement, athletics, personal fitness and healthcare in the Appendix.

Title Developing a workplace resilience instrument

Author/s Mallak, Larry A. Yildiz, Mustafa

Source Work 2016 54 2 241-253 13 DOI: 10.3233/WOR-162297

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 Weick'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.
RETURN TO WORK

Title  Design of a randomized controlled trial on the effect on return to work with coaching plus light therapy and pulsed electromagnetic field therapy for workers with work-related chronic stress
Author/s  Schoutens, Antonius M. C. Frings-Dresen, Monique H. W. Sluiter, Judith K.
Abstract  Background: Work-related chronic stress is a common problem among workers. The core complaint is that the employee feels exhausted, which has an effect on the well-being and functioning of the employee, and an impact on the employer and society. The employee's absence is costly due to lost productivity and medical expenses. The usual form of care for work-related chronic stress is coaching, using a cognitive-behavioural approach whose primary aim is to reduce symptoms and improve functioning. Light therapy and pulsed electromagnetic field therapy are used for the treatment of several mental and physical disorders. The objective of this study is to determine whether coaching combined with light therapy plus pulsed electromagnetic field therapy is an effective treatment for reducing absenteeism, fatigue and stress, and improving quality of life compared to coaching alone.
Methods/design: The randomized placebo-controlled trial consists of three arms. The population consists of 90 participants with work-related chronic stress complaints. The research groups are: (i) intervention group; (ii) placebo group; and (iii) control group. Participants in the intervention group will be treated with light therapy/pulsed electromagnetic field therapy for 12 weeks, twice a week for 40 min, and coaching (once a fortnight for 50 min). The placebo group receives the same treatment but with the light and pulsed electromagnetic field switched to placebo settings. The control group receives only coaching for 12 weeks, a course of six sessions, once a fortnight for 50 min. The primary outcome is the level of return to work. Secondary outcomes are fatigue, stress and quality of life. Outcomes will be measured at baseline, 6 weeks, 12 and 24 weeks after start of treatment.
Discussion: This study will provide information about the effectiveness of coaching and light therapy plus pulsed electromagnetic field therapy on return to work, and secondly on fatigue, stress and quality of life in people with work-related chronic stress. Trial Registration: NTR4794, registration date 18-sept-2014.

Weblink

Title  Determinants and predictors of absenteeism and return-to-work in workers with shoulder disorders
Author/s  Desmeules, F et al
Source  Work: a journal of prevention, assessment, and rehabilitation September 2016 DOI: 10.3233/wor-162379
Abstract  Shoulder disorders lead to substantial productivity loss and determinants and predictors of sick leave are poorly known. To perform a systematic review on determinants and predictors of sick leave and delayed return-to-work (RTW) in workers with shoulder disorders. A systematic literature search was conducted and we included studies on workers with shoulder disorders that contained information on determinants or predictors for sick leave or RTW. The risk of bias of included studies was evaluated with a validated tool. Eight studies were included and four had a high risk of bias. The only determinants that were found significantly associated with delayed RTW or sickness absence in more than one study were an atraumatic history, disease severity and previous sickness absence. A clinical prediction rule was developed to predict sick leave in one study and included the following predictors: a longer duration of sick leave prior to consultation, higher shoulder pain, strain/overuse in usual activities and psychological complaints. Several determinants or predictors were identified in the present review, but there is currently inconsistent evidence on the role of any determinants or predictors of work absence or delayed RTW for workers with a shoulder disorder. More methodologically sound studies are
Do psychological job demands, decision control and social support predict return to work three months after a return-to-work (rtw) programme? the rapid-rtw cohort study.

**Title**

Effectiveness of a return-to-work program for workers without an employment contract, sick-listed due to common mental disorders

**Title**

Long-term sick leave and graded return to work: what do we know about the follow-up effects?
Abstract
The implementation of a graded return-to-work (RTW) program to reintegrate those in long-term sickness started in Germany in 1971. Based on a return plan by the physician and insured, participants increase their working hours slowly over a specified period of time. Using data on sick leaves from claims data of the Techniker Krankenkasse, we consider sick-leave spells starting from October 2010 to January 2011 with a successful return to work within 517 days. We applied a propensity score matching between participants and non-participants to further analyze differences in sickness spells, medical demand and treatment costs in a follow-up period of 540 days and hence estimate the average treatment effect on the treated (ATT) for the RTW participation with respect to sickness time, sickness benefits and medical expenditures. We found significant but rather small differences in medical costs between treatment and control group. In detail, RTW participants showed slightly lower expenditures on hospitals but higher for ambulatory services and pharmaceuticals. Moreover, differences in expenditure were related to the condition of the initial sickness spell. Reasons behind this findings may be a different perception of the own health care status and a higher need for medical services. Overall, our findings differ between diagnosis groups of the initial sickness period.

Weblink

Title
Interventions to enhance return-to-work for cancer patients
Author/s
Angela GEM de Boer et al
Source
Cochrane Database of Systematic Reviews: September 2015
Abstract
To evaluate the effectiveness of interventions aimed at enhancing RTW in cancer patients compared to alternative programmes including usual care or no intervention. What is the best way to help cancer patients get back to work when compared to care as usual? We found low quality evidence of similar return-to-work rates for psycho-educational interventions compared to care as usual. We also found low quality evidence showing that physical training was not more effective than care as usual in improving return-to-work. We also found low quality evidence that less radical cancer treatments had similar return-to-work rates as more radical treatments. Moderate quality evidence showed multidisciplinary interventions involving physical, psycho-educational and vocational components led to higher return-to-work rates than care as usual.

Weblink

Title
Return to work coordination programmes for improving return to work in workers on sick leave
Author/s
Nicole Vogel et al
Source
Cochrane Database of Systematic Reviews 2015
Abstract
Long-term sick leave results in serious consequences for the individual, all stakeholders and society at large. Return to work coordination programmes may respond to this challenge, but they represent complex and costly interventions requiring substantial human and financial resources. The sparse and heterogeneous evidence on their effectiveness calls for this review to investigate the impact of return to work coordination programmes on getting workers back to the workforce.

Title
Factors affecting return to work after injury or illness: best evidence synthesis of systematic reviews
Author/s
Cancellier, C et al
Source
Abstract
Background: Work disability is a major personal, financial and public health burden. Predicting
future work success is a major focus of research.

Objectives: To identify common prognostic factors for return-to-work across different health and injury conditions and to describe their association with return-to-work outcomes.

Methods: Medline, Embase, PsychINFO, Cinahl, and Cochrane Database of Systematic Reviews and the grey literature were searched from January 1, 2004 to September 1, 2013. Systematic reviews addressing return-to-work in various conditions and injuries were selected. Eligible studies were critically appraised using the Scottish Intercollegiate Guidelines Network criteria to identify low risk of bias reviews.

Results: Of the 36,193 titles screened and the 94 eligible studies reviewed, 56 systematic reviews were accepted as low risk of bias. Over half of these focused on musculoskeletal disorders, which were primarily spine related (e.g., neck and low back pain). The other half of studies assessed workers with mental health or cardiovascular conditions, stroke, cancer, multiple sclerosis or other non-specified health conditions. Many factors have been assessed, but few consistently across conditions. Common factors associated with positive return-to-work outcomes were higher education and socioeconomic status, higher self-efficacy and optimistic expectations for recovery and return-to-work, lower severity of the injury/illness, return-to-work coordination, and multidisciplinary interventions that include the workplace and stakeholders. Common factors associated with negative return-to-work outcomes were older age, being female, higher pain or disability, depression, higher physical work demands, previous sick leave and unemployment, and activity limitations.

Conclusions: Expectations of recovery and return-to-work, pain and disability levels, depression, workplace factors, and access to multidisciplinary resources are important modifiable factors in progressing return-to-work across health and injury conditions. Employers, healthcare providers and other stakeholders can use this information to facilitate return-to-work for injured/ill workers regardless of the specific injury or illness. Future studies should investigate novel interventions, and other factors that may be common across health conditions.

Weblink

Title Systematic review: effect of psychiatric symptoms on return to work after occupational injury
Author/s Lin, K-H Lin, K-Y Siu, K-C
Abstract Background: Although post-traumatic stress disorder (PTSD) and depression are commonly observed following injury, few studies have focused on the effect of psychiatric symptoms on return to work (RTW) following occupational injury. Aims: To determine the impact of psychiatric symptoms on RTW after occupational injury. Methods: PubMed (1980–2014), MEDLINE (1980–2014) and PsycINFO (1980–2014) databases were examined with linked fields of research in February 2015. Reference lists of eligible articles were also searched. Cohort, case–control, cross-sectional studies and intervention studies were selected according to predefined criteria. Evidence was synthesized qualitatively according to the Downs and Black and Crombie checklist. The standard checklist was used to assess the methodological quality of each study by two reviewers. Results: Five of the 56 records met the inclusion and exclusion criteria. After occupational injury, the rates of RTW after the injuries varied widely, ranging from 31 to 63%. PTSD symptoms and depressive symptoms appeared to be negatively associated with RTW. Conclusions: Currently, the evidence is insufficient to draw conclusions about the effects of psychiatric symptoms on RTW after occupational injury and more studies are needed. Future studies with large sample sizes are warranted to determine the prevalence of RTW and to detect the psychiatric factors.
SHIFT WORK

Title A comparison of work-related injuries among shiftworkers and non-shiftworkers
Source Safe work Australia 2016
Abstract Research has shown that the injury rate for shiftworkers is higher than the injury rate for non-shiftworkers. The aim of this report is to determine whether the elevated risk of shiftwork affects all groups of shiftworkers or only particular groups of shiftworkers. This is achieved by analysing statistics from a nationally representative survey that was undertaken in 2013–14. The report also analyses the characteristics and outcomes of work-related injuries to determine whether there are significant differences between shiftworkers and non-shiftworkers.

Title Hardiness, psychosocial factors and shift work tolerance among nurses - a 2-year follow-up study
Author/s Saksvik-Lehouillier, I et al
Abstract Aim. To examine the predictive power of the sub factors of hardiness (commitment, control and challenge) on shift work tolerance (measured with sleepiness, fatigue, anxiety and depression) over 2 years in nurses working shifts. We also investigated the direct effects of psychosocial variables such as role conflict, social support and fair leadership on shift work tolerance, as well as their moderating role on the relationship between hardiness and shift work tolerance. Background. Several scholars have discussed the role of individual differences and psychosocial variables in predicting shift work tolerance. The conclusions are not clear. Design. Longitudinal questionnaire study. Methods. A sample of Norwegian nurses employed in shift work including nights participated in this longitudinal questionnaire study: 1877 at baseline, 1228 at 1-year follow-up and 659 nurses at 2-year follow-up. Data were collected in three waves, first wave in 2008 and third in 2011 and were analysed with a series of hierarchical multiple regression analyses. Results. We found that the sub factor commitment could predict fatigue over 1 year and anxiety and depression over 2 years. Challenge could predict anxiety over 1 year. Control was unrelated to shift work intolerance. Hardiness did not predict sleepiness. Social support, role conflict and fair leadership were important for some aspects of shift work tolerance; however, hardiness seemed to be more eminent for shift work tolerance than the psychosocial variables. Social support moderated the relationship between hardiness and shift work tolerance to some degree, but this interaction was weak. Conclusion. Hardiness can to some degree predict shift work tolerance over 2 years among nurses.

Title Sleep and satisfaction in 8- and 12-h forward-rotating shift systems: industrial employees prefer 12-h shifts
Author/s Karhula, Kati et al
Source Chronobiology international: the journal of biological & medical rhythm research July 2016 33 6 768-775 8 DOI: 10.3109/07420528.2016.1167726
Abstract Twelve-hour shift systems have become more popular in industry. Survey data of shift length, shift rotation speed, self-rated sleep, satisfaction and perceived health were investigated for the associations among 599 predominantly male Finnish industrial employees. The studied forward-rotating shift systems were 12-h fast (12fast, DDNN------,n= 268), 8-h fast (8fast, MMEENN----,n= 161) and 8-h slow (8slow, MMMM-EEEENN-NNNN,n= 170). Satisfaction with shift system differed between the groups (p< 0.01) after controlling for age, gender, shift work experience
and self-rated stress. In the 12fast, 98% of employees were satisfied with their shift system (75% 8fast, 54% 8slow). Negative effects on sleep and alertness were rare (8%) in the 12fast group (53% 8fast, 66% 8 slow, p< 0.01) and self-reported sleep difficulties were less frequent than in the 8fast and 8slow groups (8%, 27%, 41%, respectively, p< 0.01). The self-reported average sleep duration (12fast 7:50, 8fast 7:24, 8slow 7:15, p< 0.01), and shift-specific sleep before and between morning shifts and after first night shift were longer in the 12fast group. Perceived negative effects of the current shift system on general health (12fast 4%, 8fast 30%, 8slow 41%, p< 0.001) and work–life balance (12fast 8%, 8fast 52%, 8slow 63%, p< 0.001) differed strongly between the groups. In conclusion, the perceived effects of shift work were dependent on both shift length and shift rotation speed: employees in the 12-h rapidly forward-rotating shift system were most satisfied, perceived better work–life balance and slept better than the employees in the 8fast or especially the employees in the 8-h slowly rotating systems.

**Title**
Associations between shift schedule characteristics with sleep, need for recovery, health and performance measures for regular (semi-)continuous 3-shift systems

**Author/s**
Van de Ven, H et al

**Source**
Applied ergonomics September 2016 56 203-212

**Abstract**
In this cross-sectional study associations were examined between eight shift schedule characteristics with shift-specific sleep complaints and need for recovery and generic health and performance measures. It was hypothesized that shift schedule characteristics meeting ergonomic recommendations are associated with better sleep, need for recovery, health and performance. Questionnaire data were collected from 491 shift workers of 18 companies with 9 regular (semi)-continuous shift schedules. The shift schedule characteristics were analyzed separately and combined using multilevel linear regression models. The hypothesis was largely not confirmed. Relatively few associations were found, of which the majority was in the direction as expected. In particular early starts of morning shifts and many consecutive shifts seem to be avoided. The healthy worker effect, limited variation between included schedules and the cross-sectional design might explain the paucity of significant results.

**Weblink**

**Title**
Person-directed non-pharmacological interventions for preventing and treating sleepiness and sleep disturbances caused by shift work.

**Author/s**
Herbst C et al

**Source**
Cochrane Database of Systematic Reviews 2013 7 DOI: 10.1002/14651858.CD010641.

**Abstract**
People who work shifts, especially night shifts, often describe being sleepy at work or having sleep problems after work. This can be bad for their well-being, safety, and health. On the basis of a systematic literature search, we evaluated whether person-directed, nondrug interventions can make shift workers less sleepy during their shift, and help them sleep longer and better after their shift is over.

Conclusion We conclude that there is too much uncertainty to determine whether any person-directed, non-drug interventions can really affect shift workers with sleepiness and sleep problems. We need studies that are better designed, report their designs and results more clearly, include more participants and last for a longer time before we can be certain. Studies also need to find out if their participants are ‘morning-types’ or ‘evening-types’, to be sure that the right type of shift worker gets the right type of intervention.

**Title**
Shift workers have a similar diet quality but higher energy intake than day workers

**Author/s**
Hulsegge G
Objective: Shift work is associated with adverse health outcomes, and an unhealthy diet may be a contributing factor. We compared diet quantity and quality between day and shift workers, and studied exposure–response relationships regarding frequency of night shifts and years of shift work.

Methods: Cross-sectional general population data from the European Prospective Investigation into Cancer and Nutrition-Netherlands (EPIC-NL) cohort was used. Dietary intake was assessed in 1993–1997 among adults aged 20–70 years using a food frequency questionnaire. We calculated energy intake, the Mediterranean Diet Score (MDS) and WHO-based Healthy Diet Indicator (HDI). In 2011–2014, we retrospectively identified 683 shift workers and 7173 day workers in 1993–1997. Using multivariable-adjusted linear regression analysis, we estimated regression coefficients (β) and 95% confidence intervals (95% CI) of the differences in dietary intake between day and shift workers.

Results: Shift workers had a higher energy intake than day workers (β: 56 kcal/d, 95% CI 10–101), and a higher consumption of grains, dairy products, meat and fish (P<0.05). The difference in energy intake was largest for shift workers with ≥5 night shifts/month. They consumed 103 kcal/d (95% CI 29–176) more than day workers. No associations were found with MDS and HDI.

Title: Is obesity associated with adverse workers’ compensation claims outcomes?

Author/s: Tao X, Su P et al

Source: Journal of occupational and environmental medicine 2016 58 9 880-4
doi: 10.1097/JOM.0000000000000834

Abstract: Background: A pilot study indicated that obesity was associated with an increased time lost from work and higher costs among workers’ compensation claimants sustaining severe, but not minor injuries.

Objective: The aim of this study was to further test the hypotheses by increasing sample size and controlling for additional confounding factors.

Method: Cost and lost time outcomes were assessed for 2301 lost time workers’ compensation claims filed in 2011 and 2012 followed to the end of the first quarter of the third post injury year.

Result: Adjusting for gender, age, marital status, attorney involvement, and spinal procedures, the odds ratios of incurring a claim expense at least $100,000 after a severe injury for an overweight or obese versus normal weight claimant was 2.11 [95% confidence interval (95% CI): 1.04 to 4.29] and 2.23 (95% CI: 1.12–4.46), respectively.

Conclusion: Obesity was associated with increased costs among workers’ compensation claimants sustaining severe, but not minor injuries: A pilot study indicated that obesity was associated with an increased time lost from work and higher costs among workers’ compensation claimants sustaining severe, but not minor injuries.

Title: A seven-year longitudinal claim analysis to assess the factors contributing to the increased severity of work-related injuries

Author/s: Kalia, N et al

Source: JOEM September 2016 58 9 320 340
Abstract
Background: In recent decades, the frequency of Medical Only (MO) and Lost Time (LT) workers' compensation claims has decreased, while average severity (medical and indemnity costs) has increased.
Objective: The aim of this study was to compare claim frequency, mix, and severity (cost) over two periods using a claim cohort follow-up method.
Methods: Sixty-two thousand five hundred thirty-three claims during two periods (1999 to 2002 and 2003 to 2006) were followed seven years post injury. Descriptive analysis and significant testing methods were used to compare claim frequency and costs.
Results: The number of claims per $1M of premium decreased 50.4% for MO claims and 35.6% for LT claims, consequently increasing the LT claim proportion. The average cost of LT claims did not increase.
Conclusion: The severity increase is attributable to the proportional change in LT and MO claims. While the number of LT claims decreased, the inflation-adjusted average cost of LT claims did not increase.

Title
Investigation into the management of complex workers compensation claims and Worksafe oversight
Source
Victorian Ombudsman September 2016
Abstract
Workers compensation has a fraught history in most jurisdictions and Victoria is no exception. It is socially responsible to provide for a universal system of insurance covering work related injury to recognise the value of workers and the risks of work, and economically responsible both to support a return to work and to ensure that premiums neither stifle business nor bankrupt the state.

Title
The work organization of long-haul truck drivers and the association with body mass index
Author/s
Hege, Adam et al
Source
Journal of occupational & environmental medicine July 2016 58 7 712-717 6 DOI: 10.1097/JOM.0000000000000734
Abstract
Objective: The aim of this study was to examine relationships between work organization features of work hours, work schedules, and job stress with body mass indexes (BMIs) of long-haul truck drivers.
Methods: Face-to-face survey data were collected first, followed by collection of anthropometric measures including height and weight (n = 260). Logistic regression (backward stepwise model) was used to identify significant predictors of BMI and to analyze odds ratios.
Results: Mean BMI was 33.40 kg/m², with 64.2% obese (BMI > 30kg/m²) and 18.4% extreme/morbidly obese (BMI > 40 kg/m²). Working more than 11 daily hours was associated with statistically significant increased odds for being extreme obese.
Conclusion: Findings suggest that longer work hours (> 11 hours daily) have a major influence on odds for obesity among this population. The results align with recent NIOSH calls for integrated approaches to worker health.

Title
Towards best practice in physical and physiological employment standards
While the scope of the term physical employment standards is wide, the principal focus of this paper is on standards related to physiological evaluation of readiness for work. Common applications of such employment standards for work are in public safety and emergency response occupations (e.g., police, firefighting, military), and there is an ever-present need to maximize the scientific quality of this research. Historically, most of these occupations are male-dominated, which leads to potential sex bias during physical demands analysis and determining performance thresholds. It is often assumed that older workers advance to positions with lower physical demand. However, this is not always true, which raises concerns about the long-term maintenance of physiological readiness. Traditionally, little attention has been paid to the inevitable margin of uncertainty that exists around cut-scores. Establishing confidence intervals around the cut-score can reduce for this uncertainty. It may also be necessary to consider the effects of practice and biological variability on test scores. Most tests of readiness for work are conducted under near perfect conditions, while many emergency responses take place under far more demanding and unpredictable conditions. The potential impact of protective clothing, respiratory protection, load carriage, environmental conditions, nutrition, fatigue, sensory deprivation, and stress should also be considered when evaluating readiness for work. In this paper, we seek to establish uniformity in terminology in this field, identify key areas of concern, provide recommendations to improve both scientific and professional practice, and identify priorities for future research.

Factors implicated in safety-related firefighter fatalities

Kahn, S et al

Firefighting is wrought with risk, as 80-100 firefighters (FFs) died on the job each year in the United States. Many of the fatalities have been analyzed by the National Institute for Occupational Safety and Health (NIOSH) to determine contributing factors. The purpose of this study is to determine variables that put FFs at risk for potentially preventable workplace mortality such as use of personal protective equipment (PPE), seat belts, and appropriate training/fitness/clearance for duty. The NIOSH FF Fatality Database reports from 2009 to 2014 were analyzed. Data including age, gender, years on the job, weather, other calls on the same shift, and department type were compared between FFs who employed PPE, seat belts, or wellness/fitness and those who did not. A second group of FFs was determined by NIOSH to have experience, lack of training, or inappropriate clearance implicated in their fatalities. Comparisons for the second group were between those whose department used training and safety-related standard operating protocols and those who did not. In 84/176 deaths, PPE/seat belts/fitness was implicated in the fatality. Lack of PPE was more likely on clear days (P =.03) but less likely on cloudy and windy days (P <.001). These FFs dying with lack of PPE had more time on the job in a single department, 18 vs 13 years (P =.03), and more time in a volunteer department, 17 vs 8 years (P <.01). Being deployed on another call during the same shift was associated with lack of PPE-34 vs 16% of those who had not been on another call (P =.005). Lack of training, experience, or medical clearance was implicated in fatalities for 100/176 FFs. FFs who worked in departments that lacked standard operating protocols for respirator fit testing, PPE, fitness testing, rapid intervention, medical clearance, safety/distress alarms, vehicle maintenance, or incident command were statistically more likely to have lack of experience/training/clearance implicated in the fatality. Good weather during a call and more years on the job, particularly in a volunteer department, are associated with FF mortality related to unsafe practices. These factors might create an air of complacency that puts FFs at risk for safety-related omissions. Having been on a recent call may create distraction or fatigue that puts FF at risk during subsequent calls. Lack of key safety-related protocols appears to put FFs at risk of mortality, and the risk may be increasing over time. Further study and prevention efforts from multidisciplinary groups are needed to better understand and combat this problem.
Title: Farmer's guidebook
Source: Safework SA
Abstract: This guide has been developed to help farmers understand their legal responsibilities as well as provide practical solutions to health and safety issues to help prevent serious or fatal injury on their properties. In South Australia, the Work Health and Safety Act 2012 (SA) or ‘the Act’ protects all workers, including employees, contractors, subcontractors, outworkers, apprentices and trainees, work experience students, volunteers and employers who perform work.

Title: Journey to work: exploring difficulties, solutions, and the impact of aging
Author/s: Talbot, R et al
Abstract: This study was conducted in the United Kingdom, as part of the New Dynamics of Ageing Working Late project, of the journey to work among 1,215 older workers (age groups 45-49, 50-55, 56-60, and 60+). The aim was to identify problems or concerns that they might have with their commute, strategies that have been adopted to address them, and the role that employers can play to assist them. Follow-up interviews with 36 employees identified many strategies for assisting with the problems of journeys to work, ranging from car share and using public transport, to flexible working and working some days from home. Further interviews with a sample of 12 mainly larger companies showed that employers feel a responsibility for their workers' commute, with some offering schemes to assist them, such as adjusting work shift timings to facilitate easier parking. The research suggests that the journey to work presents difficulties for a significant minority of those aged over 45, including issues with cost, stress, health, fatigue, and journey time. It may be possible to reduce the impact of these difficulties on employee decisions to change jobs or retire by assisting them to adopt mitigating strategies. It does not appear that the likelihood of experiencing a problem with the journey to work increases as the employee approaches retirement; therefore, any mitigating strategy is likely to help employees of all ages. These strategies have been disseminated to a wider audience through an online resource at www.workinglate.org

Title: Causes and consequences of occupational fatigue: meta-analysis and systems model
Author/s: Ulises Techera et al
Source: US journal of occupational and environmental medicine online first August 2016 doi: 10.1097/JOM.0000000000000837
Abstract: Objective: The study objective was to statistically codify empirical occupational fatigue literature into a systems model depicting causal factors of fatigue; interrelationships among causal factors; outcomes of fatigue; and interrelationships among outcomes.
Methods: The objective was achieved via a comprehensive and systematic review of existing literature and the first statistical meta-analysis of occupational fatigue.
Results: The drivers of fatigue with the greatest effect sizes include sleep deprivation and work environment factors such as noise, vibration, and temperature. The most significant outcomes of fatigue include short-term cognitive and physical degradation and, to a lesser extent, error, injury, and illness.
Conclusions: Although there is a great deal of occupational fatigue literature, there is a dearth of replication and validations studies. Researchers are also encouraged to address knowledge
gaps like the relationship between worker relationships and fatigue.

**Title**
Some willingness to engage: a survey of employment relations practices and employee voice opportunities in smes in regional New Zealand

**Author/s**
Foster, Barry Farr, Deidre

**Source**
*New Zealand journal of employment relations* 2016 41 1 41-64

**Abstract**
This paper addresses the paucity of data on employment relations practices and employee voice in SMEs in New Zealand. The survey forms part of a larger project into determining the inter-relationship of employment relations practices and occupational health and safety outcomes in SMEs through the concepts of the 'good employer' and 'decent work'. The survey data on practices and voice found that there was some willingness on the part of some employers to engage in participative practices but, in others cases, managerial discretion was predominant. Overall, it is unclear whether employment practices and employee voice will improve even though there is supportive legislation in the new Health and Safety at Work Act.

**Title**
The impact of domestic violence on the workplace

**Author/s**
Rayner-Thomas M, Dixon R, Fanslow J, Tse C.

**Source**
*NZ journal of employment relations*. 2016 41 1 8-21

**Abstract**
This study was conducted in the United Kingdom, as part of the New Dynamics of Ageing Working Late project, of the journey to work among 1,215 older workers (age groups 45-49, 50-55, 56-60, and 60+). The aim was to identify problems or concerns that they might have with their commute, strategies that have been adopted to address them, and the role that employers can play to assist them. Follow-up interviews with 36 employees identified many strategies for assisting with the problems of journeys to work, ranging from car share and using public transport, to flexible working and working some days from home. Further interviews with a sample of 12 mainly larger companies showed that employers feel a responsibility for their workers’ commute, with some offering schemes to assist them, such as adjusting work shift timings to facilitate easier parking. The research suggests that the journey to work presents difficulties for a significant minority of those aged over 45, including issues with cost, stress, health, fatigue, and journey time. It may be possible to reduce the impact of these difficulties on employee decisions to change jobs or retire by assisting them to adopt mitigating strategies. It does not appear that the likelihood of experiencing a problem with the journey to work increases as the employee approaches retirement; therefore, any mitigating strategy is likely to help employees of all ages. These strategies have been disseminated to a wider audience through an online resource at www.workinglate.org

**Title**
A longitudinal investigation of work environment stressors on the performance and wellbeing of office workers

**Author/s**
Lamb, S. Kwok, K.C.S

**Source**
*Applied ergonomics* January 2016 52 104-111 8 DOI: 10.1016/j.apergo.2015.07.010

**Abstract**
This study uses a longitudinal within-subjects design to investigate the effects of inadequate
Indoor Environmental Quality (IEQ) on work performance and wellbeing in a sample of 114 office workers over a period of 8 months. Participants completed a total of 2261 online surveys measuring perceived thermal comfort, lighting comfort and noise annoyance, measures of work performance, and individual state factors underlying performance and wellbeing. Characterising inadequate aspects of IEQ as environmental stressors, these stress factors can significantly reduce self-reported work performance and objectively measured cognitive performance by between 2.4% and 5.8% in most situations, and by up to 14.8% in rare cases. Environmental stressors act indirectly on work performance by reducing state variables, motivation, tiredness, and distractibility, which support high-functioning work performance. Exposure to environmental stress appears to erode individuals’ resilience, or ability to cope with additional task demands. These results indicate that environmental stress reduces not only the cognitive capacity for work, but the rate of work (i.e. by reducing motivation). Increasing the number of individual stress factors is associated with a near linear reduction in work performance indicating that environmental stress factors are additive, not multiplicative. Environmental stressors reduce occupant wellbeing (mood, headaches, and feeling ‘off’) causing indirect reductions in work performance. Improving IEQ will likely produce small but pervasive increases in productivity.

Title: Meaningful work as a moderator of the relation between work stress and meaning in life

Author/s: Allan, Blake A. Douglass, Richard P. Duffy, Ryan D. McCarty, Ryan J

Source: Journal of career assessment  August 2016 24 3 429-440 12
DOI: 10.1177/1069072715599357

Abstract: The present study examined the relations between work stress and both the presence of and search for meaning in life. Three components of meaningful work—positive meaning, meaning-making, and greater good motivations—were investigated as potential moderators. As hypothesized, work stress had a significant, negative relation with the presence of meaning in life, and a significant, positive relation with the search for meaning in life. Furthermore, the meaning making component of meaningful work moderated the relation between work stress and the presence of meaning in life. Specifically, meaning making served as a buffer where greater meaning making at work was associated with weaker relations between work stress and the presence of meaning in life. None of the three components of meaningful work moderated the relation between work stress and the search for meaning in life. Practical implications and directions for future research are discussed.

Title: Psychosocial work stress, leisure time physical exercise and the risk of chronic pain in the neck/shoulders: longitudinal data from the Norwegian hunt study.

Author/s: Fanavoll, Rannveig et al

Source: International journal of occupational medicine & environmental health 2016 29 4 585-595 11
DOI: 10.13075/ijomeh.1896.00606

Abstract: Objectives: To prospectively investigate if the risk of chronic neck/shoulder pain is associated with work stress and job control, and to assess if physical exercise modifies these associations. Material and Methods: The study population comprised 29 496 vocationally active women and men in the Norwegian Nord-Trøndelag Health Study (HUNT Study) without chronic pain at baseline in 1984-1986. Chronic neck/shoulder pain was assessed during a follow-up in 1995-1997. A generalized linear model (Poisson regression) was used to calculate adjusted relative risks (RRs). Results: Work stress was dose dependently associated with the risk of neck/shoulder pain (ptrend < 0.001 in both sexes). The women and men who perceived their work as stressful "almost all the time" had multi-adjusted RRs = 1.27 (95% confidence interval (CI): 1.1-1.47) and 1.71 (95% CI: 1.46-2), respectively, referencing those with no stressful work. Work stress interacted with sex (p < 0.001). Poor job control was not associated with the risk of neck/shoulder pain among the women (RR = 1.04, 95% CI: 0.92-1.19) nor the men (RR = 1.09,
95% CI: 0.95-1.26). Combined analyses showed an inverse dose-dependent association between hours of physical exercise/week and the risk of neck/shoulder pain in the men with no stressful work (ptrend = 0.05) and among the men who perceived their work as "rarely stressful" (ptrend < 0.02). This effect was not statistically significant among the women or among men with more frequent exposure to work stress. Conclusions: Work stress is an independent predictor of chronic neck/shoulder pain and the effect is stronger in men than in women. Physical exercise does not substantially reduce the risk among the persons with frequent exposure to work stress.

Title: Relationships between superior support, work role stressors and work-life experience
Author/s: Au, Wee Chan Ahmed, Pervaiz Khalid
Source: Personnel review 2016 45 4 782-803 22 DOI: 10.1108/PR-08-2014-0175
Abstract: Purpose – The purpose of this paper is to examine the effect of superior support, in the presence of a range of work role stressors, on both conflict and enrichment aspects of work-life interface simultaneously. The paper frames the research narrative of superior support by contextualizing it within superior’s dichotomous and opposing roles of organizational performance driver and support provider. Design/methodology/approach – Survey data was collected from Malaysian work adults. Drawing on a sample of 1,051 cases, structural equation modeling technique is used to examine the effect of superior support, with the presence of work role stressors, on individuals’ work-life experience. Three alternate models are compared: superior support as moderator of stressors-strain relationship; both superior support and work stressors as direct antecedents of work-life experience; and superior support as indirect antecedent (mediated by work role stressors) of work-life experience. Findings – Findings evidence the favorable model of superior support as indirect antecedent (mediated by work role stressors) of work-life experience. In addition, superior support has significant impact on work role ambiguity and work-life enrichment, however, its effect on work role conflict, work role overload and work-life conflict is not significant. Findings of the study also demonstrate the distinct effect of work role stressors on work-life experience in terms of direction and strength of impact. Practical implications – While superior support promotes greater work-life enrichment, its effect on work-life conflict is limited. Therefore, instead of superior support, employers have to identify alternate resources to assist employees to deal with conflict and interference of work-life interface. Distinctiveness of various work role stressors and interaction between these work role stressors offer practical implications to employer that all stressors at workplace should not be treated as identical and common to each other. Distinct effort should be taken to address different forms of work role stressors so that work-life conflict (resource depletion) can be minimized while work-life enrichment (resource gaining) can be enhanced. Originality/value – The research investigates superior support in relation to work stressor and work-life experience by scrutinizing the role of supervisors from the vantage point of supervisors as performance drivers as well as support providers. This provides a balanced narrative as compared to previous research focusing solely on either the support perspective or the employee effort extraction perspective. In its execution, the research incorporates enrichment aspect of work-life experience, in addition to the conflict and negative effect. Drawing on the Conservation of Resources Theory, the study teases out important implication for employers and researchers to show that superior support and work role stressors come together to shape individuals’ work-life experience by depleting resources (work-life conflict) and gaining resources (work-life enrichment) simultaneously, as well as drawing out the dilemma of supervisors as performance drivers and support providers at the same time.

Title: Role of occupational stress in the somatic health complaints among executives in public sector organizations
Author/s: Singh, A. P. Gupta, Vinod Kumar Dubey, Anand Prakash Singh, Avantika
Source: Indian journal of health & wellbeing 2016 7 6 600-603 4
The purpose of this paper was to explore the role of occupational stress in somatic health complaints among executives in public sector organizations. Somatic health complaints lead to disability, absenteeism, job loss and subsequent unemployment in the organizations. The present study was conducted on 210 executives and results revealed that occupational stress (total), role overload, role ambiguity, and role conflict (dimensions of occupational stress) were significantly positively correlated with somatic health complaints. The results of simple regression analysis showed that occupational stress predicted significantly somatic health complaints while results of stepwise regression analysis showed that role conflict (dimension of occupational stress) emerged as significant predictors to influence the somatic complaints. The findings of this study will help in reducing the somatic health complaints through considering the role of the present predictor so that organizations will achieve their goals.

The role of social support in protecting mental health when employed and unemployed: a longitudinal fixed-effects analysis using 12 annual waves of the hilda cohort

Milner, A Krnjacki, L Butterworth, P LaMontagne, AD

Social science & medicine 2016 153 20-26

Perceived social support is associated with overall better mental health. There is also evidence that unemployed workers with higher social support cope better psychologically than those without such support. However, there has been limited research about the effect of social support among people who have experienced both unemployment and employment. We assessed this topic using 12 years of annually collected cohort data. The sample included 3190 people who had experienced both unemployment and employment. We used longitudinal fixed-effects modelling to investigate within-person changes in mental health comparing the role of social support when a person was unemployed to when they were employed. Compared to when a person reported low social support, a change to medium (6.35, 95% CI 5.66 to 7.04, p < 0.001) or high social support (11.58, 95%, CI 10.81 to 12.36, p < 0.001) was associated with a large increase in mental health (measured on a 100 point scale, with higher scores representing better mental health). When a person was unemployed but had high levels of social support, their mental health was 2.89 points (95% CI 1.67 to 4.11, p < 0.001) higher than when they were employed but had lower social support. The buffering effect of social support was confirmed in stratified analysis. There was a strong direct effect of social support on mental health. The magnitude of these differences could be considered clinically meaningful. Our results also suggest that social support has a significant buffering effect on mental health when a person is unemployed.

Social support as a mediator between job control and psychological strain.

Blanch, Angel

Social science & medicine May 2016 157 148-155 8 DOI: 10.1016/j.socscimed.2016.04.007

Rationale Social support is a key influencing factor on health, and one of the main dimensions of the Demand – Control – Support (DCS) model within the occupational health field. The buffer hypothesis of the DCS determines that job control and social support relieve the effects of a high job demand on health. This hypothesis has been evaluated in several studies to predict worker's health, even though it has yielded ambiguous and inconclusive results. Objective This study evaluated whether social support mediated the effect of job demand or job control on job strain. This mediation mechanism might represent a plausible and coherent alternative to the buffer hypothesis deserving to be analyzed within this field. Method Two models considering support as the mediator variable in the explanation of job strain were assessed with a group of administrative and technical workers ( N = 281). Results While there was no evidence for support behaving as a mediator variable between demand and job strain, social support was a consistent mediator in the association of job control with job strain. The effect of job control on job strain was fully mediated by social support from
supervisors and coworkers. Conclusion The role of social support as a mediator implicates that the prevention of psychosocial stressors in the job place should place a stronger emphasis on improving social relationships at work.

**Title**
Stress at work: differential experiences of high versus low SES workers

**Author/s**
Damaske, Sarah Zawadzki, Matthew J. Smyth, Joshua M

**Source**
Social science & medicine May 2016 156 125-133 9 DOI: 10.1016/j.socscimed.2016.03.010

**Abstract**
This paper asks whether workers with higher socioeconomic status (SES) experience different levels of stress at work than workers with lower SES and, if so, what might explain these differences. We collected innovative assessments of immediate objective and subjective measures of stress at multiple time points across consecutive days from 122 employed men and women. We find that in comparison to higher SES individuals, those with lower SES reported greater happiness at work, less self-reported stress, and less perceived stress; cortisol, a biological marker of stress, was unrelated to SES. Worker's momentary perceptions of the workplace were predicted by SES, with higher SES individuals more commonly reporting feeling unable to meet work demands, fewer work resources, and less positive work appraisals. In turn, perceptions of the workplace had a generally consistent and robust effect on positive mood, subjective stress, and cortisol.

**Title**
Stress at work tied to unhealthy lifestyles: studies

**Author/s**
Angel, Karen

**Source**
Safety & health June 2016 193 6 25-26 2

**Abstract**
The article offers information on several studies by University of Massachusetts-Lowell which reveal unhealthy eating habits and exercise associated with stressed employees. It mentions a study published in "The Scientific World Journal" which reveals link between overweight and stressed workers. It also mentions a study published in journal "Health Promotion Practice" reveals lack of time to eat in workers of high-demand jobs.

**Title**
Work-related stress management between workplace and occupational health care

**Author/s**
Kinnunen-Amoroso, Maritta Liira, Juha

**Source**
Work 2016 54 3 507-515 9 DOI: 10.3233/WOR-162317

**Abstract**
Background: Work-related stress has been evaluated as one of the most important health risks in Europe. Prevention of work related stress and interventions to reduce risk factors for stress in the workplace are conducted together by the enterprise and occupational health services.

Objective: The aim of the study was to examine the experiences of Finnish occupational physicians on the stress management with enterprises.

Methods: From the Finnish Association of Occupational Health Physicians membership list 207 physicians responded to self-administered anonymous questionnaire. The data were analysed using SPSS 17.0.

Results: The client enterprises contacted occupational health services frequently about work-related stress. Collaboration between occupational health and enterprises was strongest in companies' own occupational health services and generally with most experienced physicians. Occupational health services and enterprises shared responsibility for managing work-related stress.

Conclusions: Professional experience and close contact with organisation management favours successful stress management between occupational health and enterprises.
Title: Validity of a job-exposure matrix for psychosocial job stressors: results from the household income and labour dynamics in Australia survey.

Author/s: Milner, A. Niedhammer, I. Chastang, J.-F. Spittal, M. J. LaMontagne, A. D.

Source: PLOS one June 2016 11 4 1-13 13 DOI: 10.1371/journal.pone.0152980

Abstract: Introduction: A Job Exposure Matrix (JEM) for psychosocial job stressors allows assessment of these exposures at a population level. JEMs are particularly useful in situations when information on psychosocial job stressors were not collected individually and can help eliminate the biases that may be present in individual self-report accounts. This research paper describes the development of a JEM in the Australian context.

Methods: The Household Income Labour Dynamics in Australia (HILDA) survey was used to construct a JEM for job control, job demands and complexity, job insecurity, and fairness of pay. Population median values of these variables for all employed people (n = 20,428) were used to define individual exposures across the period 2001 to 2012. The JEM was calculated for the Australian and New Zealand Standard Classification of Occupations (ANZSCO) at the four-digit level, which represents 358 occupations. Both continuous and binary exposures to job stressors were calculated at the 4-digit level. We assessed concordance between the JEM-assigned and individually-reported exposures using the Kappa statistic, sensitivity and specificity assessments. We conducted regression analysis using mental health as an outcome measure.

Results: Kappa statistics indicate good agreement between individually-reported and JEM-assigned dichotomous measures for job demands and control, and moderate agreement for job insecurity and fairness of pay. Job control, job demands and security had the highest sensitivity, while specificity was relatively high for the four exposures. Regression analysis shows that most individually reported and JEM measures were significantly associated with mental health, and individually-reported exposures produced much stronger effects on mental health than the JEM-assigned exposures.

Discussion: These JEM-based estimates of stressors exposure provide a conservative proxy for individual-level data, and can be applied to a range of health and organisational outcomes.

Weblink

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Title: High stress and negative health behaviors: a five-year wellness center member cohort study

Author/s: Clark, M et al

Source: JOEM: journal of occupational & environmental medicine September 2016 58 9 868-873

Abstract: Objective: The aim of this study was to examine the association between having a high stress level and health behaviors in employees of an academic medical center.

Methods: Beginning January 1, 2009, through December 31, 2013, an annual survey was completed by 676 worksite wellness members.

Results: Each year, about one-sixth of members had a high stress level, high stress individuals visited the wellness center less often, and most years there was a significant relationship (P<0.05) between stress level and poor physical health behaviors (physical activity level and confidence, strength, climbing stairs), low mental health (quality of life, support, spiritual well-being and fatigue), poor nutritional habits (habits and confidence), and lower perceived overall health.

Conclusions: High stress is associated with negative health behavior, and future studies, therefore, should explore strategies to effectively engage high stress employees into comprehensive wellness programs.

Weblink
Process variables in organizational stress management intervention evaluation research: a systematic review

Author/s: Havermans, BM

Source: Scandinavian journal of work environment and health 2016 42 5 371-381
doi:10.5271/sjweh.3570

Abstract: Objectives This systematic review aimed to explore which process variables are used in stress management intervention (SMI) evaluation research. Methods A systematic review was conducted using seven electronic databases. Studies were included if they reported on an SMI aimed at primary or secondary stress prevention, were directed at paid employees, and reported process data. Two independent researchers checked all records and selected the articles for inclusion. Nielsen and Randall’s model for process evaluation was used to cluster the process variables. The three main clusters were context, intervention and mental models. Results In the 44 articles included, 47 process variables were found, clustered into three main categories: context (two variables), intervention (31 variables), and mental models (14 variables). Half of the articles contained no reference to process evaluation literature. The collection of process evaluation data mostly took place after the intervention and at the level of the employee. Conclusions The findings suggest that there is great heterogeneity in methods and process variables used in process evaluations of SMI. This, together with the lack of use of a standardized framework for evaluation, hinders the advancement of process evaluation theory development.

Web-based stress management for preventing stress and reducing sick leave in workers

Author/s: Anootnara, T Kuster et al

Source: Cochrane Database of Systematic Reviews October 2015

Abstract: Most employees are familiar with stress at work, but when these physiological, psychological and behavioural stress reactions progress into a chronic state of tension, the result can be serious negative health consequences such as burnout and somatic illness. Web-based stress management programmes have emerged as way to increase access for people affected by stress, and at a lower cost than traditional, face-to-face interventions. Web-based approaches to deliver or assist in psychological and behavioural health interventions have multiplied in the past several years, with several advantages over their office-based counterparts, including the ability to tailor services to individual needs, ensure confidentiality, increase access and convenience, and reduce cost.

WEBSITES

AIHW Access no 40 2016
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A sophisticated analysis of Australia’s disease burden
Risk factors and chronic disease: reduce one, avoid many
Beyondblue
One in four don't know they are discriminating against Indigenous people

One in four non-Indigenous Australians would not know they were discriminating against Aboriginal and Torres Strait Islander people unless it was pointed out to them, a new BeyondBlue survey has revealed
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Unconscious bias: does your organisation know the value of true diversity
Johnston, Nichola
http://s3-ap-southeast-2.amazonaws.com/resources.farm1.mycms.me/cfch-com-au/Resources/ResearchArticles/DIVERSITY_Unconscious%20Bias_NJ_Aug%202016.pdf

Work health and safety roadmap 2022
Safework NSW
A six year strategy that aims to protect workers from harm, reduce unnecessary compliance costs and secure safety standards in NSW workplaces

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Stay-at-Work/Return-to-Work Policy Collaborative—S@W/R2W
U.S. Department of Labor, Office of Disability Employment Policy
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The Office of Disability Employment Policy (ODEP) has a strong interest in advancing policies and programs that promote positive stay-at-work/return-to-work (SAW/RTW) outcomes for workers who experience an injury or illness that challenges their ability to work. Building on progress made in the previous two years, in its third year, the SAW/RTW Policy Collaborative will establish three new policy work groups, each assigned to identify, develop, and share actionable policy steps on an SAW/RTW-related topic. It will also conduct outreach to raise awareness about cross-cutting SAW/RTW issues among critical stakeholder groups, and disseminate actionable policy recommendations to inform policy decisions at the state and federal level.

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