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.

Good work design

This month’s feature topic is good work design. There is a wealth of evidence that good work is good for health, engagement and productivity

A Deloitte article explores how the way the workplace is constructed – physically, virtually, and managerially – can have a critical impact on employee productivity, passion, and innovation.

An Australian article explores the characteristics of a good manager in regard to work design, in particular that good work design that provides employees with autonomy, task variety, task significance and feedback result in engaged and productive employees. [THOMAS]

Another paper shows that work design that provides flexible work and gives employee increased control and choices over their work are likely to have a positive impact on their health.

The Safe Work Australia handbook on the Principles of Good Work Design contains ten principles to achieve good work design and work processes.

The Australian Public Service Commission (APSC) and Comcare publication Working Together: Promoting Mental Health and Wellbeing at Work provides practical strategies for managers to design good work for good mental health including how to provide role clarity, manage demands and controls of the work and manage change.

Emerging Evidence Topics

- Absenteeism and presenteeism
- Ageing workforce
- Asbestos and mesothelioma
- Bullying and harassment
- Chronic health issues
- Disability
- Employment and unemployment
- Ergonomics
- Health and wellbeing
- Occupational issues
- Psychosocial issues
- Return to work
- Shift work
- Work Design
- Work stress
- Work Health and Safety
- 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.

**WORK DESIGN**

**Title**
The characteristics of a good manager.

**Author/s**
Reed, Martin

**Source**
Thomas 2016

**Abstract**
We've all heard the phrase 'people leave managers, not companies', but this can easily be avoided. So how do you, as a manager, ensure you are constantly building strong and supportive relationships with your team?

**Weblink**

**Title**
Work Design

**Source**
Comcare

**Abstract**
Design work to maximise participation: Use opportunities and incentives to improve recruitment and retention, and return older workers to the workforce.

**Weblink**

**Title**
Workplace redesign: what is workplace redesign?

**Source**
University of Iowa University HR

**Abstract**
Workplace Redesign examines people, systems and processes, results, and the culture of the workplace to result in increased efficiency, potential financial savings, and employee well-being and satisfaction. The model that Workplace Redesign follows is: getting started, planning the changes, making the changes, and finally sustaining the changes that were made.

**Weblink**

**Title**
Workplace redesign model: improving organizational effectiveness.

**Source**
University of Iowa University HR

**Abstract**
This comprehensive model examines the current and future state, and lays the foundation to
Abstract  enable ongoing systematic improvement.

Title  Work-life balance and the economics of workplace flexibility.
Source  Executive Office of the President of the United States March 2010
Abstract  This report describes the changing workplace and the future of work, and shows how the future of work must include flexibility.

Title  Workplace redesign: flexibility, customization can help employers meet their bottom line.
Author/s  Flowers, Jacquelyn
Abstract  The traditional job does not necessarily fit with everyone’s work life, with everyone’s skills and capabilities, and with everyone’s need for flexibility in the workplace.

Title  Workplace based disability management programs for promoting return-to-work.
Author/s  Gensby, U et al
Source  Campbell Collaboration 2012
Abstract  This report presents a Campbell systematic review on the effectiveness of workplace disability management programs (WPDM programs) promoting return to work (RTW), as implemented and practised by employers. The objectives of this review were to assess the effects of WPDM programs, to examine components or combination of components, which appear more highly related to positive RTW outcomes, and get an understanding of the research area to assess needed research.  The review findings might help explicate WPDM programs and their potential impact on RTW outcomes, and provide a more complete understanding of the research in the field of WPDM. This may inspire researchers, employers, and policy makers, who are interested not only in questions regarding the impact of programs, but also their nature, to promote future design and evaluation of DM in organizations.

Title  Workplace redesign: the big shift from efficiency.
Author/s  Hagel, John
Source  Deloitte University Press 2014
Abstract  As individuals and organizations experience the increasing pressures of the Big Shift, where better to creative and revolutionary thigs than on our workplaces?
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<th>Title</th>
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<tr>
<td>Work environment redesign: accelerating talent development and</td>
<td>Hagel, John Seely Brown,</td>
<td>Deloitte University Press 2013</td>
<td>The way the workplace is constructed – physically, virtually, and managerially – can have a critical impact on employee productivity, passion, and innovation.</td>
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<td>performance improvement.</td>
<td>John Samoylova, Tamara</td>
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<td>Workplace redesign: maximizing your environment’s productivity</td>
<td></td>
<td>Wall Street journal: CFO journal</td>
<td>Corporate real estate is undergoing a revolution. Companies are tearing down their walls, and the result is that shared spaces like “huddle zones” are crowding out individual workspace—including the corner office, in some cases. More than 80% of companies have moved in this direction, broadly known as open plan design, according to a recent survey by CoreNet Global, an association of corporate real estate managers.</td>
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<td>Workplace redesign can help attract, retain generation Y employees.</td>
<td>Arenson, Michael</td>
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<td>Flexible working conditions and their effects on employee health and wellbeing.</td>
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<td>Interiors: Workplaces for the New Workforce: Part 1-5 Facilitiessnet</td>
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<td>Part 1: Workplace design can help attract, retain generation Y employees Part 2: Workplace design can encourage collaboration in changing office environment Part 3: Managing sound, noise is one potential challenge in open workplace design Part 4: Case study: How one national corporation used a redesigned office environment to attract and retain employees Part 5: The changing role of the facility manager in open workplace design</td>
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<td>Joyce, K Pabayo, R Critchley, J Bambra, C</td>
<td>Cochrane Database Of Systematic</td>
<td>2010 DOI: 10.1002/14651858.CD008009.pub2</td>
<td>Authors’ conclusions: The findings of this review tentatively suggest that flexible working interventions that increase worker control and choice (such as self-scheduling or gradual/partial retirement) are likely to have a positive effect on health outcomes. In contrast, interventions that were motivated or dictated by organisational interests, such as fixed-term contract and involuntary part-time employment, found equivocal or negative health effects. Given the partial and methodologically limited evidence base these findings should be interpreted with caution. Moreover, there is a clear need for well-designed intervention studies to delineate the impact of flexible working conditions on health, wellbeing and health inequalities.</td>
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<td>Older workers- workplace health evidence based practice?</td>
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Abstract
As the numbers of workers aged over 50 is increasing, there is need to understand the potential impact that extending working life can have on health and well-being, and in addition appreciating the impact that an individual's health can have on their ability to work.

Weblink

Title
Promoting musculoskeletal health in the workplace – the training needs of line managers.

Author/s
Erwin, J Howarthe, KJ Edwards, AD Woolf

Source

Abstract
Poster presentation
Background Musculoskeletal conditions (MSC) are a leading cause of absenteeism and presenteeism in the workplace. MSC account for 41% of all work-related illnesses in the UK. With an ageing population, increased retirement age and societal lifestyle changes, musculoskeletal (MSK) health in the workplace will play a major role in the extension of working lives.

Objectives To better understand the role of managers in promoting good MSK health in the workplace.

Methods 12 focus groups with a total of 78 participants were held with employees, employers and occupational health (OH) professionals from 4 large organisations in the health, local government, finance and food production sectors. Focus group transcripts were analysed using Thematic Analysis.

Results Barriers and facilitators to maintaining MSK health in the workplace which were cited by all participants included a lack of manager and employee awareness of the support and preventative measures for MSC available in the workplace and the lack of a holistic approach to MSK health problems. It was felt that existing health promotion activities in the workplace did not explicitly address MSK health and that it needs to be prioritised and led by top levels of management to become embedded in the work culture. It was suggested that employees should be empowered to take responsibility for their own MSK health. Employees highlighted issues around the role of workplace culture, work practices and the availability of suitable equipment in maintaining MSK health. The pressure to achieve work targets and job insecurity were important barriers to taking actions to maintain MSK health. Being able to express concerns to managers and levels of empathy were perceived as important facilitators for MSK health.

Managers saw MSK health as an important part of their role however; the emphasis was on health and safety regulatory aspects. Managers referred to OH but were sometimes uncertain how to act on their advice. Managers recognised the need to be aware of the impact of work and workplace design on employee MSK health and to encourage good practice but perceived there to be a lack of time and budget to address these aspects. Managers and OH professionals suggested areas of training for line-managers including: basic information on anatomy; the impact of work on MSK health including workplace design, practices and employee activity; the impact of MSC on absenteeism and presenteeism; available support, understanding the role of OH and appropriate referral pathways; ability to do simple risk assessments; how to challenge detrimental work practices.

Conclusions The role of managers in promoting and maintaining MSK health in the workplace is an under-researched area. This qualitative study suggests a willingness of organisations and management to engage in this area. It also suggests that with improved training, managers could play a key role in the prevention of MSC and the promotion and maintenance of MSK health in the workplace. This study will be used to inform the development of: a model MSK Health Management Policy that can be adopted by organisations to provide a formal structure for the prevention and management of MSK problems; an assessment tool to enable organisations to understand the impact of activities and policy on employee MSK health; a training programme in MSK health for middle managers to prevent, and manage MSC in the workplace. Poster presentation.
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<td>Workplace design: the good, the bad, and the productive.</td>
<td>Houseman, Michael Minor, Dylan</td>
<td>Harvard Business School working paper June 2016 16-147 <a href="http://dx.doi.org/10.2139/ssrn.2805578">http://dx.doi.org/10.2139/ssrn.2805578</a></td>
<td>We study the effects of performance spillover in the workplace—both positive and negative—on several dimensions, and find that it is pervasive and decreasing in the physical distance between workers. We also find that workers have different strengths, and that while spillover is minimal for a worker when it occurs in an area of strength, the same worker can be greatly affected if the spillover occurs in her area of weakness. We find this feature allows for a symbiotic pairing of workers in physical space that can improve performance by some 15%. Overall, workplace space appears to be a resource that firms can use to design more effective organizations.</td>
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<td>An automated biomechanical simulation approach to ergonomic job analysis for workplace design.</td>
<td>Golabchi, A, Han, S, Seo, J., Han, S, Lee, S, and Al-Hussein, M.</td>
<td>Journal of construction engineering and management August 2015 141 8</td>
<td>Work-related musculoskeletal disorders (WMSDs) are reported to be the most common category of nonfatal occupational injuries that result in days away from work and are also a leading cause of temporary and permanent disability. One of the most effective approaches to preventing WMSDs is to evaluate ergonomics considerations early in the design and construction planning stage before the worker encounters the unsafe conditions. However, a lack of tools for identifying potential ergonomic risks in a proposed workplace design has led to difficulties in integrating safety and health into workplace design practice. In an effort to address this issue, this study explores a motion data-driven framework for ergonomic analysis that automates and visualizes the evaluation process in a virtual workplace. This is accomplished by coupling the ergonomic analysis with three-dimensional (3D) virtual visualization of the work environment. The proposed approach uses motion data from the 3D model of the jobsite to evaluate the risk factors that can produce excessive physical loads on the human body through a biomechanical analysis. A global risk assessment of musculoskeletal disorders is performed on worker motions first, and a biomechanical simulation is then used to further analyze unsafe motions by estimating internal loads on each selected body joint of the worker and redesigning the motion and workplace accordingly. As a case study, several tasks taking place in a construction prefabrication shop are modeled and analyzed to modify the workplace and ensure improved ergonomic safety. The results indicate that the proposed approach enables identification and minimization of awkward worker postures in the virtual model to mitigate ergonomic risk during workplace design. Read More: <a href="http://ascelibrary.org/doi/abs/10.1061/(ASCE)CO.1943-7862.0000998">http://ascelibrary.org/doi/abs/10.1061/(ASCE)CO.1943-7862.0000998</a></td>
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Abstract

Work-related stress is one of the major concerns for occupational safety and health. Indeed, workplace stress may affect workers’ well-being and lead to health issues, and it has been estimated that about half of all work absence is due to work-related stress disorders. The objective of this study is to investigate associations between work-related stress risk factors and a set of health outcomes, in a sample of public sector employees.

Material and methods Employees (N = 779) filled in a self-report questionnaire on work-related stress, musculoskeletal pain and stress-related disorders. Logistic regressions were conducted, with pain and disorders as outcome variables and the Health and Safety Executive Management Standards Indicator Tool (HSE-MS IT) scales as predictors.

Results Excessive workload was associated with neck pain, shoulder pain and anxiety-depression symptoms. Employees exposed to risk on the role dimension reported higher neck pain and more gastrointestinal disorders. Hostile working relationships were associated with shoulder pain and gastrointestinal disorders, and lack of managers’ support turned out to be a risk factor for insomnia.

Conclusions Workplace stress plays a role in the incidence of specific health outcomes. Through the use of validated work-related stress assessment instruments, such as the HSE-MS IT, management can identify the critical intervention targets in work design domains for improving workers’ health and well-being.

Title

Career competencies and job crafting.

Author/s

Plomp, Judith

Source

Career development international 2016 21 6 587-602 16

Abstract

Purpose The purpose of this paper is to bring together job design and career theory in the examination of how proactive employees optimize their well-being (i.e. job satisfaction and perceived health) through job crafting and career competencies. This study offers an integrated account of the pathway from proactive personality to well-being.

Design/methodology/approach Data were collected by a cross-sectional self-report survey study among 574 employees working in various organizations.

Findings The results of structural equation modeling analyses supported the proposed double mediation model: job crafting and career competencies both mediated the positive relationship between proactive personality and well-being. The findings suggest that proactive employees can enhance their well-being both through proactive job redesign and the development of career-related skills and abilities.

Research limitations/implications This study precludes causal explanations. Future research should further investigate the role of employee proactivity related to contemporary work topics, including temporary contracts and self-employment.

Practical implications Managers and HR practitioners can optimize employee well-being by focusing on HR policies related to job redesign, as well as investing in training and development of career competencies.

Originality/value This paper integrates two research domains by exploring how proactive employees take a proactive stance toward their job as well as their career, and investigates how this proactive approach contributes to their well-being. In addition, the authors demonstrated a link between the development of career competencies and employee health.

Title

Lessons from England's health care workforce redesign: no quick fixes

Author/s

Bohmer, Richard Imison, Candace

Abstract

In 2000 the English National Health Service (NHS) began a series of workforce redesign initiatives that increased the number of doctors and nurses serving patients, expanded existing staff roles and developed new ones, redistributed health care work, and invested in teamwork. The English workforce.
Title: A model of supervisor decision-making in the accommodation of workers with low back pain.

Author/s: Williams-Whitt, K


Abstract: Purpose To explore supervisors' perspectives and decision-making processes in the accommodation of back injured workers Methods Twenty-three semi-structured, in-depth interviews were conducted with supervisors from eleven Canadian organizations about their role in providing job accommodations. Supervisors were identified through an on-line survey and interviews were recorded, transcribed and entered into NVivo software. The initial analyses identified common units of meaning, which were used to develop a coding guide. Interviews were coded, and a model of supervisor decision-making was developed based on the themes, categories and connecting ideas identified in the data. Results The decision-making model includes a process element that is described as iterative “trial and error” decision-making. Medical restrictions are compared to job demands, employee abilities and available alternatives. A feasible modification is identified through brainstorming and then implemented by the supervisor. Resources used for brainstorming include information, supervisor experience and autonomy, and organizational supports. The model also incorporates the experience of accommodation as a job demand that causes strain for the supervisor. Accommodation demands affect the supervisor's attitude, brainstorming and monitoring effort, and communication with returning employees. Resources and demands have a combined effect on accommodation decision complexity, which in turn affects the quality of the accommodation option selected. If the employee is unable to complete the tasks or is reinjured during the accommodation, the decision cycle repeats. More frequent iteration through the trial and error process reduces the likelihood of return to work success. Conclusion A series of propositions is developed to illustrate the relationships among categories in the model. The model and propositions show: (a) the iterative, problem solving nature of the RTW process; (b) decision resources necessary for accommodation planning, and (c) the impact accommodation demands may have on supervisors and RTW quality.

Title: Redesigning the workplace for 21st century healthcare.

Author/s: O'Connor, P Ritchie, J Drouin, S Covell, C

Source: Healthcare quarterly 2012 15 30-35 Special issue- patient safety

Abstract: Poor designs and outmoded systems of work set the workforce up to fail……… This article explores the challenges healthcare organizations face with outmoded and inefficient service delivery models, describes some examples of successful work redesign in the United States and Canada and discusses how lessons learned can be applied to improve efficiency, quality of care and quality of work environments in Canada.

Title: Toward a model of work redesign for better work and better life.

Author/s: Leslie A. Perlow, Erin L. Kelly

Abstract: Topic: Work-Life Balance 2014 Flexible work accommodations provided by employers purport to help individuals struggling to manage work and family demands. The underlying model for change is accommodation—helping individuals accommodate their work demands with no changes in the structure of work or cultural expectations of ideal workers. The purpose of this article is to derive a Work Redesign Model and compare it with the Accommodation Model. This article centers around two
change initiatives—Predictability, Teaming and Open Communication and Results Only Work Environment—that alter the structure and culture of work in ways that enable better work and better lives.

**Title**  
State of the global workplace.

**Source**  
Gallup

**Abstract**  
This latest report provides insights into what leaders can do to improve employee engagement and performance in their companies. It includes regional analyses of employee engagement data, country-level insights from Gallup consultants around the globe, a look at the impact of engagement on organizational and individual performance, and information about how companies can accelerate employee engagement.

**Title**  
Unified communications as an enabler of workplace redesign.

**Author/s**  
Williams, J LaBrie, RC

**Source**  
*Measuring business excellence* 2015 19 1 81-91  
http://dx.doi.org/10.1108/MBE-11-2014-0044

**Abstract**  
Purpose The purpose of this study is to examine how advances in unified communications (UC) technologies are enabling radical changes in workplace redesign. Low-cost and readily available technologies allow individuals to participate in work in ways that they could not before. Mobile hardware, networking infrastructure and robust UC platforms are making work less location- and time-dependent. Whereas these technologies provided the catalyst for the reimagining of the workplace in the early to mid-2000s, it was the explosion of BYOD (bring your own device) in recent years that has caused organizations to reconsider innovative workplace usage.  

Design/methodology/approach – In this case study on the Microsoft Corporation, business motivators for workplace innovation, driven by performance metrics, are examined.  

Findings – Included in the findings are increased productivity, talent attraction and retention, reduced sick leave, reduced communications costs, reduced IT and administration costs, reduced carbon footprint, lower real estate costs and reduced travel and training costs.  

Practical implications – While many of these findings are beneficial to both employer and employee, they do not come without a cost. UC typically makes the employee accessible from anywhere at any time and this challenges a traditional work–life balance model. Moving forward will require both employer and employee to find a healthy work–life integration model that balances the needs of the individual with the needs of the organization.  

Originality/value – This research documents a workplace redesign initiative enabled by UC at a global high technology company.
test a multiple mediator-multiple outcome model of job redesign. Multilevel analysis of data from a quasi-experimental job redesign intervention in a call center confirmed the hypothesized model and showed that the job redesign intervention affected a broad range of employee outcomes (i.e., employee well-being, psychological contract fulfillment, and supervisor-rated job performance) through changes in 2 job characteristics (i.e., job control and feedback). The results provide further evidence for the efficacy and mechanisms of job redesign interventions.

**Title**
How to make a knowledge-sharing group: a group social capital perspective

**Author/s**
Wu, Wei-Li; Lee, Yi-Chih.

**Source**
*Personnel review* 2016 45 3 523-538 16

**Abstract**
Purpose – Although the work group is the main context for knowledge exchange and combination in today's organizations, few knowledge-sharing studies have been conducted at the group level. The purpose of this paper is to apply the concept of group social capital to determine how to promote knowledge sharing at the group level. The authors divided group social capital into two segments, conduits and resources, and argue that different group social capital conduits (i.e. work design in this study) lead to varied resources, which subsequently influence group knowledge sharing. Design/methodology/approach – In this study, group social capital conduits included social interaction and task interdependence, and group social capital resources included group trust and a supportive climate for knowledge sharing. The authors conducted a survey on work groups in the high-tech industry using a sample of 86 work groups. Findings – The results indicated that social interaction in a work group was positively related to group trust and that task interdependence was positively related to group trust and a supportive climate for knowledge sharing. Furthermore, group trust and a supportive climate for knowledge sharing were both found to have an influence on knowledge sharing. Originality/value – Applying the concept of group social capital, this paper is the first research to discuss how group social capital conduits and resources influence knowledge sharing. The results of this study lead us to a better understand the relationship between group social capital and knowledge sharing.

**Websites**

**Title**
Centre for transformative work design

**Author/s**
Sharon Parker

**Source**
*Resources for employers, managers & other ‘job designers’*

**Weblink**

**Title**
Telecommuting telework and alternative officing

**Abstract**
This site provides a wide range of articles and information on teleworking across the world.

**Weblink**

**Title**
Business intelligence continues to be one of the fastest-moving areas in the enterprise. And not only is the technology moving fast, but the techniques people are using to drive adoption and get value from their data are multiplying. Among these trends are an increasing appetite for more advanced analytics to answer deeper questions, and new approaches emerging for governance of self-service BI.

The rise of ethonomics.

Ethonomics: designing for the principles of the modern workplace

We are beginning to see a cultural shift—a new awareness of how deeply human and environmental health are connected. If we begin with a discussion of the lifestyle choices we make as individuals, we must consider three key features of the cultural landscape that influence our behaviors, our health and that of the natural world.

Eurofound work and other resources on win-win practices.

The link between social dialogue and productivity and competitiveness has been the subject of much research, particularly since the advent of the economic crisis in 2008. This report identifies how management, employees and their representatives find common solutions to common problems. It also describes the measures, especially innovative approaches that have been established through social dialogue in response to new workplace challenges.

Sustainable work- the future of working life.

To ensure that social support systems remain viable as Europe’s population ages, it is critical that more people work and that workers stay in work for longer over their lifetimes. These twin goals will be achieved only if workers are healthy, qualified and motivated to stay in work for longer and if the wider societal supports are in place to enable people to access work. Sustainable work covers the many areas of enquiry pertinent to ensuring that people are able and available to work; quality of work is a central theme, as are policies supporting work and employment. Read this overview of the policy issues and Eurofound's work.
ABSENTEEISM AND PRESENTEEISM

Title
Anxiety and depression mediate the relationship between perceived workplace health support and presenteeism: a cross-sectional analysis.

Author/s
Laing, S Jones, SMW

Source
JOEM Journal of occupational & environmental medicine November 2016 58 11 1144-1149 doi: 10.1097/JOM.0000000000000880

Abstract
Objective: This study investigates the mediation effect of anxiety and depression on the relationship between perceived health-promoting workplace culture and presenteeism.

Methods: Paper surveys were distributed to 4703 state employees. Variables included symptoms of depression (Patient Health Questionnaire-2 [PHQ-2]); anxiety (General Health Questionnaire-12 [GHQ-12]); perceived workplace support for healthy living and physical activity; and presenteeism (Work Productivity and Activity Impairment Questionnaire).

Correlational analyses assessed relationships among culture, mental health, and productivity.

Results: Indirect effects of workplace culture on productivity, mediated by anxiety and depression symptoms were significant (P's=0.002). Healthy living culture and anxiety were significantly associated (r=-0.110, P<0.01), and anxiety and presenteeism were significantly associated (r=+0.239, P<0.01).

Conclusion: Anxiety and depression determine the impact of perceived health promotive workplace culture on employee productivity. The paper highlights importance of health promotive practices targeting employee mental well-being.

Weblink

Title
Factors influencing improved attendance in the UK fire service.

Author/s
Litchfield, I Hinckley, P

Source
Occupational medicine November 2016 doi: 10.1093/occmed/kqw156

Abstract
Background: Sickness absence rates in the UK continue to exceed those in much of the developed world, with an annual cost to employers of £29 billion. Rates of sickness absence in the public sector are higher than those in the private sector, with the exception of the fire service where they are consistently lower.

Aims: To understand the influences that increase attendance among operational firefighters.

Methods: A series of semi-structured interviews undertaken with operational staff to explore their attitudes to sickness absence.

Results: Review and analysis of participant responses identified a number of key themes, namely employee well-being, including physical fitness and mental health; employee engagement with the fire service as manifested by culture, experience, nature of the job and leadership; organizational factors including the staffing model and relationship with occupational health services and policy, which describes both refinements to and implementation of targeted policies.

Conclusions: Previously observed factors such as improved fitness and the distinct firefighter culture play a role, yet other factors emerged that could explain the differences. These include the greater work-life balance offered by their shift patterns, the terms and conditions of work.
employment and perhaps most importantly the evolution of precisely targeted policies that understand the unique nature of the operational fire service.

**Title**
Sickness absence among peer-supported drivers after occupational trauma.

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

**Source**
*Occupational medicine* October 2016 doi 10.1093/occmed/kqw141.

**Abstract**
Background: Psychological first aid is a common approach for providing support after potentially traumatic events (PTEs). In Germany, a peer support model is recommended by the German Statutory Accident Insurance (DGUV) to reduce sickness absence after occupational accidents, especially in public transportation. However, data on the effectiveness of peer support are very sparse.

Aims: To analyse whether peer support has an impact on sickness absence after work-related traumatic events in public transportation.

Methods: An analysis was conducted in two German public transportation corporations. Due to ethical requirements, we used a historical cohort study comparing peer support by colleagues (VAG-1), peer support at supervisor level (VGF) and a non-intervention group (VAG-0). The study period was from March 2003 to December 2012. We used a negative binominal regression model to estimate the relative risk associated with the interventions and potential confounders.

Results: A total of 259 incident PTEs in employees were observed. A regression analysis identified the severity of PTE (severe and fatal events), VGF and age as significant factors in predicting duration of post-event sickness absence. In a stratified analysis, the mode of peer support (VGF) and age predicted sickness absence for less severe PTEs but this was not significant for severe PTEs.

Conclusions: Severe and fatal PTEs had the strongest impact on sickness absence after PTEs. For less severe PTE, peer support provided by colleagues may be superior to supervisor support.
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.

Weblink

Title

Impact of development and accommodation practices on older workers' job characteristics, prolonged fatigue, work engagement, and retirement intentions over time.

Author/s

Stynen, D et al

Source

Journal of occupational & environmental medicine November 2016 58 11 1055-1065

Abstract

Objective: The impact of development and accommodation practices on older workers’ retirement intentions was investigated in this prospective study, together with potential pathways and the role of career stage.

Methods: A subsample of full-time, older workers (n=678) from the Maastricht Cohort Study was followed-up for 2 years. Regression analysis was conducted for three age groups.

Results: Development practices related positively with later retirement intentions in workers aged 55 to 59 years. The accommodation practice of demotion related negatively with later retirement intentions in workers aged at least 60 years. Decision latitude and work engagement were found to link development and accommodation practices with later retirement intentions in particular in workers aged 55 to 59 years.

Conclusions: It was indicated in this prospective study that development and accommodation practices may be useful for prolonging working careers.

ASBESTOS AND MESOTHELIOMA

Title

Asbestos exposure and histological subtype of malignant mesothelioma

Author/s

Franklin, P et al

Source

Occupational & environmental medicine 2016 73 749-752 doi: 10.1136/oemed-2016-103721

Abstract

Background Malignant mesothelioma (MM) has distinct histological subtypes (epithelioid, sarcomatoid and biphasic) with variable behaviour and prognoses. It is well recognised that survival time varies with the histological subtype of MM. It is not known, however, if asbestos exposure characteristics (type of asbestos, degree of exposure) are associated with different histological subtypes.

Aim To determine if the pathological MM subtype is associated with the type of asbestos or the attributes of asbestos exposure.

Methods Cases of MM for the period 1962 until 2012, their main histological subtype and their most significant source of asbestos exposure were collected from the Western Australian Mesothelioma Registry. Exposure characteristics included, degree of asbestos exposure...
(including total days exposed, years since first exposure and, for crocidolite only, calculated cumulative exposure), source of exposure (occupational or environmental), form of asbestos handled (raw or processed) and type of asbestos (crocidolite only or mixed fibres).

Results Patients with the biphasic subtype were more likely to have occupational exposure (OR 1.83, 1.12 to 2.85) and exposure to raw fibres (OR 1.58, 1.19 to 2.10). However, differences between subtypes in the proportions with these different exposure characteristics were small and unlikely to be biologically relevant. Other indicators of asbestos exposure were not associated with the histological subtype of mesothelioma.

Conclusions There was no strong evidence of a consistent role of asbestos exposure indicators in determining the histological subtype of MM.

BULLYING AND HARASSMENT

Title Exposure to negative acts and risk of turnover: a study of a register-based outcome among employees in three occupational groups.

Author/s Clausen, Thomas et al

Source *International archives of occupational & environmental health* November 2016 89 8 1269-1278. 10. 3

Abstract Purpose: To investigate whether self-reported exposure to negative acts in the workplace (bullying and threats of violence) predicted turnover in three occupational groups (human service and sales workers, office workers and manual workers). Methods: Survey data on 2766 respondents were combined with data from a national labour force register to assess turnover. Mixed effects logistic regression analysis was used to examine the association between self-reported exposure to negative acts at baseline and risk of turnover after a 1-year follow-up. Results: We found no significant associations between exposure to negative acts (bullying and threats of violence) and risk of turnover. When participants were stratified by occupational group and analyses were adjusted for age, gender, tenure and psychosocial working conditions, we found that exposure to bullying predicted risk of turnover in office workers (OR 2.03, 95 % CI 1.05-3.90), but neither in human service and sales workers, nor in manual workers. The association in office workers lost statistical significance when additionally adjusted for depressive symptoms (OR 1.77, 95 % CI 0.90-3.49). However, in a sensitivity analysis in which we used a 2-year (instead of a 1-year) follow-up period the association between bullying and turnover remained statistically significant in office workers even after adjusting for depressive symptoms (OR 2.10, 95 % CI 1.17-3.76). We found no statistically significant associations between threats of violence and risk of turnover in the stratified analyses. Conclusion: Exposure to bullying predicted risk of turnover among office workers but not among human service and sales workers and among manual workers. Threats of violence were not associated with turnover in any occupational group.

Title How to prevent and respond to workplace bullying: a psychosocial hazard

Source *WorkSafe Tasmania*

Abstract This guide includes a workplace bullying policy template, a manager competency register, and advice on seeking help from WorkSafe Tasmania or the Fair Work Commission.

Title Long-term consequences of workplace bullying on sickness absence

Author/s Mundbjerg Eriksen, Tine L. Hogh, Annie Hansen, Åse Marie
Bullying in workplaces is a problem thought to harm individual productivity. This paper investigates whether being exposed to bullying in the workplace increases long-term sickness absence. We analyze employees from a selection of workplaces from The Bullying Cohort Study conducted in Denmark in 2006. The Negative Acts Questionnaire-Revised was used to avoid bias related to self-labeling as being bullied. We account for important confounders, such as historical information on sickness absence and mental health, obtained through rich registry data. Our results show that gender does not significantly explain exposure to bullying and that exposure to bullying is associated with negative immediate self-reported health for both genders. We also find, however, that only bullied females have higher, persistent increases in long-term sickness absence and adverse long-term health. This suggests that men and women have different coping strategies. We investigate plausible explanations for this and find that the differences cannot be explained by, for example, turnover or lack of employment. Although insignificant, our results nonetheless indicate that men are twice as likely to leave the labor force immediately after exposure to bullying.

Prevailing to the peers' detriment: organizational constraints motivate Machiavellians to undermine their peers.

Since Christie and Geis's (1970) seminal work suggested that Machiavellians win more and are persuaded less, researchers have debated the merits and faults of Machiavellianism. Recent findings suggest competition over resources lead Machiavellians to secure their superior's approval, promoting their career advancement. However, the strategies Machiavellians use in such contexts have yet to be identified. Social undermining research suggests that undermining one's coworkers might make it difficult for targets of undermining to maintain effective working relationships while promoting a perpetrator's relative status (Duffy, Shaw, Scott, & Tepper, 2006). Thus, drawing on trait activation theory, we argue that resource constraints motivate Machiavellians to undermine their coworkers, which might help them achieve higher relative status. Additionally, with increased effort devoted toward undermining one's peers, Machiavellians should be distracted from performing core duties resulting in increased production deviance. Data collected from 170 employees supported our arguments. Our study addresses a gap in the literature by suggesting that Machiavellians successfully navigate competitive work environments by undermining their coworkers. We conclude with theoretical and practical implications for both understanding and mitigating the extended detrimental influence of workplace Machiavellianism.

Longitudinal relationships between workplace bullying, basic psychological needs, and employee functioning: a simultaneous investigation of psychological need satisfaction and frustration.

The aim of this cross-lagged study was to provide new insight into the interplay between workplace bullying, basic psychological needs (for autonomy, competence, and relatedness), and employee functioning. Based on new developments in self-determination theory (SDT) research, we simultaneously examined the temporal relationships between workplace bullying, need satisfaction and frustration, as well as two indicators of psychological functioning: life satisfaction and psychosomatic complaints. Data were collected at two time points over a 12-month period from a sample of 508 Canadian nurses. Results suggest that bullying not only negatively predicted satisfaction for the needs of autonomy and competence, it actively frustrated all three needs. Frustration of the needs for competence and relatedness as well as
satisfaction of the need for relatedness also predicted the psychological functioning of employees exposed to bullying behaviour over time. Taken together, the results suggest that evaluating need frustration provides in-depth insight into the detrimental effects of bullying on employees' psychological inner resources and may explain the impoverishment of employees' psychological functioning when confronted with bullying behaviour. The implications for the bullying and SDT literature are discussed.

Weblink

Title
Sickness absence and permanent work disability in relation to upper- and lower-body pain and occupational mechanical and psychosocial exposures.

Author/s
Sommer, TD Svendsen, SW Frost, P

Source
Scandinavian journal of work & environmental health 2016 42 6 481-489
doi:10.5271/sjweh.3600

Abstract
Objective The aim of this study was to examine if combined pain (pain in the upper and lower body), high occupational mechanical exposures, and job strain predict sickness absence and permanent work disability, particularly if co-occurring.

Methods This longitudinal study was based on the musculoskeletal research database at the Danish Ramazzini Centre. We linked baseline information from 2001–2004 on musculoskeletal pain, job titles, and covariates with register information on sickness absence and permanent work disability. Mechanical and psychosocial exposure estimates were obtained from job exposure matrices. We used multivariable Cox regression.

Results The study included 25 292 persons. Compared to low occupational mechanical exposures and no pain, low mechanical exposures and combined pain showed an adjusted hazard ratio (HRadj) of 1.81 [95% confidence interval (95% CI) 1.58–2.08], while high mechanical exposures and combined pain showed HRadj 3.71 (95% CI 3.24–4.25) for sickness absence. The corresponding values for permanent work disability were 3.35 (95% CI 1.74–6.45) and 4.59 (95% CI 2.36–8.94). Job strain showed an association with sickness absence [HRadj 1.24 (95% CI 1.10–1.39)], while low social support was associated with both sickness absence and permanent work disability [HRadj 1.30 (95% CI 1.19–1.41) and 2.19 (95% CI 1.41–3.41), respectively].

Conclusions Combined pain in the upper and lower body was associated with sickness absence and permanent work disability, and high occupational mechanical exposures further increased the risk. Job strain showed a modest association with sickness absence, while low social support at work was associated with both outcomes, especially permanent work disability.

Weblink

Title
What good leaders actually do: micro-level leadership behaviour, leader evaluations, and team decision quality

Author/s
Meyer, B et al

Source
European journal of work and organizational psychology 2016 25 6 773-789
http://dx.doi.org/10.1080/1359432X.2016.1189903

Abstract
We supplement broad definitions of leadership behaviour with the concept of micro-level leadership behaviour, leaders' verbal and non-verbal visible conduct and interaction. For the context of team decision-making, we identify two potentially beneficial micro-level leadership behaviours, question asking and behavioural mimicry. Specifically, we propose that under conditions of informational complexity and unshared information, participative leadership is most appropriate for team decision-making, that its effects are mediated by inquiring and empathy, and that question asking and mimicry are the behavioural micro-level manifestations of inquiring and empathy. We thus hypothesize that the effect of participative leadership on team decision quality and leader evaluation is mediated by question asking and mimicry. We conduct a laboratory experiment with student teams working on a hidden profile decision-making task and measure question asking through behavioural coding and mimicry with motion sensors. Results show that the effect of participative leadership on decision quality is mediated by question asking, and that the effect of participative leadership on leader evaluation as transformational is
mediated by leaders’ behavioural mimicry and question asking. Under control of these micro-level behaviours, team decision quality and leader evaluations were unrelated.

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CHRONIC HEALTH ISSUES

Title Chronic condition combinations and productivity loss among employed nonelderly adults 18 to 64 years
Author/s Meraya, A Sambamoorthi, U
Source JOEM October 2016 58 10 961-1053 341-349
Abstract Objective: We examined the relationship between specific chronic condition combinations and productivity loss measured by missed work days among nonelderly employed adults with at least two physical chronic conditions of arthritis, diabetes mellitus, heart disease, and hypertension.
Methods: We analyzed data from the Medical Expenditure Panel Survey for the years 2004 to 2012.
Results: Adults with arthritis/diabetes/heart disease had the highest average missed work days (14.42). In the adjusted model, compared with adults with arthritis/hypertension, adults with diabetes/heart disease and arthritis/heart disease/hypertension had significantly higher missed work days, while adults with diabetes/hypertension had significantly lower missed work days.
Conclusion: Specific chronic condition combinations have a high burden of disease in terms of productivity loss. Workplace health programs that address multiple health conditions at the same time should be implemented to reduce missed work days.

Title Mobile telephone text messaging for medication adherence in chronic disease: a meta-analysis
Author/s Thakkur, J et al
Source JAMA : internal medicine 176 3
Abstract Importance: Adherence to long-term therapies in chronic disease is poor. Traditional interventions to improve adherence are complex and not widely effective. Mobile telephone text messaging may be a scalable means to support medication adherence.
Objectives: To conduct a meta-analysis of randomized clinical trials to assess the effect of mobile telephone text messaging on medication adherence in chronic disease.
Conclusions and relevance: Mobile phone text messaging approximately doubles the odds of medication adherence. This increase translates into adherence rates improving from 50% (assuming this baseline rate in patients with chronic disease) to 67.8%, or an absolute increase of 17.8%. While promising, these results should be interpreted with caution given the short duration of trials and reliance on self-reported medication adherence measures. Future studies need to determine the features of text message interventions that improve success, as well as appropriate patient populations, sustained effects, and influences on clinical outcomes.

Title Attentional and interpretive bias towards illness-related information in chronic fatigue syndrome: a systematic review
Author/s Hughes, Alicia; Hirsch, Colette; Chalder, Trudie; Moss-Morris, Rona.
Abstract Purpose Chronic fatigue syndrome (CFS) is characterized by severe and debilitating fatigue. Studies based on self-report measures suggest negative illness representations, related
symptom interpretations, and heightened symptom focusing are maintaining factors of fatigue. This study reviews studies which have investigated these cognitive biases using experimental methods, to (1) review the evidence for information processing biases in CFS; (2) determine the nature of these biases, that is the stages cognitive biases occur and for what type of stimuli; and (3) provide directions for future methodologies in this area.

Methods Studies were included that measured attention and interpretation bias towards negative and illness-related information in people with CFS and in a comparison group of healthy controls. PubMed, Ovid, CINAHL, Psyc INFO, Web of Science, and ETh OS were searched until December 2014.

Results The evidence for cognitive biases was dependent on the methodology employed as well as the type and duration of the stimuli presented. Modified Stroop studies found weak evidence of an attentional bias in CFS populations, whereas visual-probe studies consistently found an attentional bias in CFS groups for health-threatening information presented for 500 ms or longer. Interpretative bias studies which required elaborative processing, as opposed to a spontaneous response, found an illness-related interpretive bias in the CFS group compared to controls.

Conclusions Some people with CFS have biases in the way they attend to and interpret somatic information. Such cognitive processing biases may maintain illness beliefs and symptoms in people with CFS. This review highlights methodological issues in experimental design and makes recommendations to aid future research to forge a consistent approach in cognitive processing research.

Title Regulating work that kills us slowly: the challenge of chronic work-related health problems
Author/s Duncan, Dawn
Source New Zealand journal of employment relations 2016 41 2
Abstract New Zealand has a long history of neglecting the chronic health effects of work. Recent health and safety reforms, including the new Health and Safety at Work Act 2015, risk continuing this neglect, with serious negative consequences for worker health. This paper proposes three areas of legislative reform needed to begin to tackle the growing challenge of chronic work-related health problems in New Zealand.

Title Work and chronic disease: comparison of cardiometabolic risk markers between truck drivers and the general US population
Author/s Apostolopoulos, Y et al
Source JOEM Journal of occupational & environmental medicine November 2016 58 11 1098-1105 doi: 10.1097/JOM.0000000000000867
Abstract Objective: US long-haul truck drivers experience a wide array of excess cardio metabolic disease (CMD) risks unique to their occupation. How these risks translate to, and potentially induce, elevations in the clinical CMD risk profile of this population is unknown. Methods: A non-experimental, descriptive, cross-sectional design was employed to collect anthropometric and biometric data from 115 long-haul truckers to generate for the first time a comprehensive CMD risk marker profile, which was then compared with the general US population. The relationships between CMD risk markers and CMD outcomes were examined for both populations. Results: The long-haul trucker sample presented elevated CMD risk markers, generally scoring significantly worse than the general population. Associations between CMD risk markers and disease states varied between both populations. Conclusions: US long-haul truck drivers’ distinctive CMD risk profile indicates occupationally-linked CMD pathogenesis
DISABILITY

Title A multifactorial study on duration of temporal disabilities in Spain.
Author/s González-Ramírez, César, Montanero-Fernández, Jesús, Peral-Pacheco, Diego
Source Archives of environmental & occupational health 2016
Abstract Background: The extreme variability of Temporary disability duration causes a deep impact in Public Health. We try to understand what factors duration of disability depends on.
Methods: Through cohort study with data of temporal disabilities collected by Ibermutuamur from 2008 to 2012, we use statistical multivariate methods.
Results: The most reliable and convenient algorithm to predict duration was a categorical classification tree that distinguished between brief and long disabilities, taking into account both medical-biological and socioeconomic factors. The influence of socioeconomic factors in the disability process made numeric predictive models not accurate enough.
Conclusions: Some of these socioeconomic factors were isolated and their influences were quantified. In special, the one we named factor unemployment could explain a huge increase in duration for certain common diagnostics as anxiety, low back pain, headache and depression.

Weblink

Title Workplace outcomes in work-disability prevention research: a review with recommendations for future research
Author/s Young, AE et al
Abstract Background: The extreme variability of Temporary disability duration causes a deep impact in Public Health. We try to understand what factors duration of disability depends on.
Methods: Through cohort study with data of temporal disabilities collected by Ibermutuamur from 2008 to 2012, we use statistical multivariate methods.
Results: The most reliable and convenient algorithm to predict duration was a categorical classification tree that distinguished between brief and long disabilities, taking into account both medical-biological and socioeconomic factors. The influence of socioeconomic factors in the disability process made numeric predictive models not accurate enough.
Conclusions: Some of these socioeconomic factors were isolated and their influences were quantified. In special, the one we named factor unemployment could explain a huge increase in duration for certain common diagnostics as anxiety, low back pain, headache and depression.

Introduction Outcome assessment is a central issue in work disability prevention research. The goal of this paper was to (1) ascertain the most salient workplace outcomes; (2) evaluate the congruence between business and science perspectives; (3) illustrate new perspectives on assessing longitudinal outcomes; and (4) provide recommendations for advancing outcome evaluation in this area of research.

Methods The authors participated in a year-long collaboration that culminated in a sponsored 3-day conference, "Improving Research of Employer Practices to Prevent Disability", held October 14-16, 2015, in Hopkinton, MA, 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 a special panel of knowledge experts with direct employer experience.

Results Numerous workplace work-disability prevention outcome measures were identified. Analysis indicated that their applicability varied depending on the type of work disability the worker was experiencing. For those who were working, but with health-related work limitations (Type 1), predominant outcomes were measures of productivity, presenteeism, and work-related limitations. For those who were off work due to a health condition (Type 2), predominant outcomes were measures of time off work, supervisor/employee interactions, and return-to-work (RTW) preparation. For those who had returned to work (Type 3), predominant outcomes were measures of presenteeism, time until RTW, percentage of work resumption, employment characteristics, stigma, work engagement, co-worker interactions, and sustained or durable
RTW. For those who had withdrawn from the labor force (Type 4), predominant outcomes were cost and vocational status.

Discussion Currently available measures provide a good basis to use more consistent outcomes in disability prevention in the future. The research area would also benefit from more involvement of employers as stakeholders, and multilevel conceptualizations of disability outcomes.

**Weblink**

**Title**
Australian employee perspectives on disability management in relation to job satisfaction, physical and mental health, workplace morale and reduced sickness absence.

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

**Source**

**Abstract**
Disability management is now recognised as an effective means of managing the increasing global costs of injury and disability. However, research on disability management particularly employee perceptions of its value, are sparse. This paper reports on the Australian findings of a large international project that included Canada, China, Switzerland and Australia, which examined employee perspectives of disability management related to job satisfaction, physical and mental health, workplace morale and reduced sickness absence. Data was collected from 365 employees in 10 large private and public companies using an online survey tool that focused on three components of a disability management program — disability prevention (DP), stay at work (SAW) and return to work (RTW) programs — in relation to the dependent variables of job satisfaction, physical and mental health, workplace morale, sickness absence. Multivariate regression was used to predict disability management’s influence on the dependent variables. Results demonstrated positive perceptions regarding the perceived benefits of disability management to both individual employees and their perceptions of coworkers. It was apparent that each component of a disability management program (DP, SAW, and RTW) is positively related to job satisfaction, physical and mental health, workplace morale and reduced sickness absence. Disability management programs were perceived as more beneficial in private, as opposed to public, workplaces; however, no differences were evident according to union status or gender of the respondent. It is possible disability management may impact on organisational productivity via variables associated with workplace culture, as well as through the direct benefits flowing from preventing and managing injury. Given the significant costs associated with absenteeism, an outcome of interest to many employers was the finding that employees perceived SAW programs as the most beneficial in terms of reducing absenteeism for both themselves and their coworkers.

**Weblink**

**Title**
Cash for care under the NDIS: shaping care workers’ working conditions?

**Author/s**
Macdonald, Fiona

**Source**
*JIR the journal of industrial relations* 2016 58 5 627-646

**Abstract**
The Australian National Disability Insurance Scheme (NDIS) introduces a national cash-for-care model for disability support and care. The NDIS has been hailed as a significant advance in social care provision for people with disability, bringing both additional funding and choice and control. However, little attention has been paid to how the shift to a cash-for-care system will impact on the working conditions of disability support workers. The international literature suggests three main factors shape better or poorer employment outcomes for workers in cash-for-care schemes: the extent to which cost containment underpins scheme design; the regulation and monitoring of care delivery; and the regulation of care employment. In this article, we explore these factors through an analysis of the planning, design and initial implementation of the NDIS and make a preliminary assessment of how the new scheme might shape care workers’ employment conditions.
Title: Disability diversity training in the workplace: systematic review and future directions.

Author/s: Phillips, BN et al.

Source: Journal of occupational rehabilitation September 2016 26 3 264-275

Abstract: Purpose: Misinformation and negative attitudes toward disability contribute to lower employment rates among people with disabilities. Diversity training is an intervention intended to improve intergroup relations and reduce prejudice. We conducted a systematic review to determine the use and effectiveness of disability diversity training aimed at improving employment outcomes for employees with disabilities.

Methods: Five databases were searched for peer-reviewed studies of disability diversity training interventions provided within the workplace. Studies identified for inclusion were assessed for quality of methodology.

Results: Of the total of 1322 articles identified by the search, three studies met the criteria for inclusion. Two of the three articles focused specifically on training to improve outcomes related to workplace injuries among existing employees. The other study provided an initial test of a more general disability diversity training program.

Conclusions: There are currently a lack of empirically validated diversity training programs that focus specifically on disability. A number of disability diversity trainings and resources exist, but none have been well researched. Related literature on diversity training and disability awareness suggests the possibility for enhancing diversity training practices through training design, content, participant, and outcomes considerations. By integrating best practices in workplace diversity training with existing disability training resources, practitioners and researchers may be able to design effective disability diversity training programs.

Title: New disability employment services from 2018: discussion paper.

Source: Department of Social Services

Abstract: The Department of Social Services (DSS) has invited public comment on a discussion paper relating to the introduction of a new model for Disability Employment Services (DES) to apply from 2018. Options for reforms outlined in the discussion paper aim to increase the number of people with disability finding and keeping a job.

EMPLOYMENT AND UNEMPLOYMENT

Title: Does unemployment cause long-term mortality? selection and causation after the 1992-96 deep Swedish recession

Author/s: Vagero, D Garcy, AM

Source: European journal of public health 2016 778-783 DOI: http://dx.doi.org/10.1093/eurpub/ckw053

Abstract: Background: Mass unemployment in Europe is endemic, especially among the young. Does it cause mortality?

Methods: We analyzed long-term effects of unemployment occurring during the deep Swedish recession 1992–96. Mortality from all and selected causes was examined in the 6-year period after the recession among those employed in 1990 (3.4 million). Direct health selection was analyzed as risk of unemployment by prior medical history based on all hospitalizations 1981–91. Unemployment effects on mortality were estimated with and without adjustment for prior
social characteristics and for prior medical history.

Results: A prior circulatory disease history did not predict unemployment; a history of alcohol-related disease or suicide attempts did, in men and women. Unemployment predicted excess male, but not female, mortality from circulatory disease, both ischemic heart disease and stroke, and from all causes combined, after full adjustment. Adjustment for prior social characteristics reduced estimates considerably; additional adjustment for prior medical history did not. Mortality from external and alcohol-related causes was raised in men and women experiencing unemployment, after adjustment for social characteristics and medical history. For the youngest birth cohorts fully adjusted alcohol mortality HRs were substantial (male HR = 4.44; female HR = 5.73). The effect of unemployment on mortality was not uniform across the population; men, those with a low education, low income, unmarried or in urban employment were more vulnerable.

Conclusions: Direct selection by medical history explains a modest fraction of any increased mortality risk following unemployment. Mass unemployment imposes long-term mortality risk on a sizeable segment of the population.

**Weblink**

**Title** Toward the reconceptualization of the relationship between occupation and health and well-being.

**Author/s** Stewart, K Fischer, T Hirji, R Davis, J

**Source** Canadian journal of occupational therapy October 2016 83 4 249-259

**Abstract** Background. Foundational to the occupational therapy profession is the belief that engagement in occupation is health promoting; however, this belief fails to account for occupational engagement that may be risky or illness producing. Consensus regarding the nature of the relationship between occupation and health has yet to be achieved.

Purpose The purpose of this study is to provide a comprehensive description of how the relationship between occupation and health and well-being is discussed within the occupational therapy and occupational science literature.

Method The methodological framework outlined by Arksey and O’Malley served as the basis for this scoping review of the occupational therapy and occupational science literature.

Findings. One hundred and twelve articles were identified as meeting the criteria for inclusion. The dominant discourse portrays the relationship between occupation and health as positive.

Implications. The broader literature suggests that occupational engagement can have both positive and negative effects on health and well-being. As such, the reconceptualization of the relationship between occupation and health and well-being is warranted to enable occupational therapists to practise in a more client-centred manner.

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**ERGONOMICS**

**Title** A comparison of trunk biomechanics, musculoskeletal discomfort and productivity during simulated sit-stand office work.

**Author/s** Karakolis, Barrett, J Callaghan, J

**Source** Ergonomics 2016 59 10 1275-1287 http://dx.doi.org/10.1080/00140139.2016.1146343

**Abstract** Sedentary office work has been shown to cause low back discomfort and potentially cause injury. Prolonged standing work has been shown to cause discomfort. The implementation of a sit–stand paradigm is hypothesized to mitigate discomfort and prevent injury induced by prolonged exposure to each posture in isolation. This study explored the potential of sit–stand to reduce discomfort and prevent injury, without adversely affecting productivity. Twenty-four participants performed simulated office work in three different conditions: sitting, standing and sit–stand. Variables measured included: perceived discomfort, L4–L5 joint loading and typing/mousing productivity. Working in a sit–stand paradigm was found to have the potential to reduce discomfort when compared to working in a sitting or standing only configuration. Sit–
stand was found to be associated with reduced lumbar flexion during sitting compared to sitting only. Increasing lumbar flexion during prolonged sitting is a known injury mechanism. Therefore, sit–stand exhibited a potentially beneficial response of reduced lumbar flexion that could have the potential to prevent injury. Sit–stand had no significant effect on productivity.

Practitioner Summary: This study has contributed foundational elements to guide usage recommendations for sit–stand workstations. The sit–stand paradigm can reduce discomfort; however, working in a sit–stand ratio of 15:5 min may not be the most effective ratio. More frequent posture switches may be necessary to realise the full benefit of sit–stand.

Weblink

Title  Height-adjustable desks: energy expenditure, liking, and preference of sitting and standing
Author/s  Roemmich, J N
Source  Journal of physical activity and health October 2016 13 10 1094-1099
DOI: http://dx.doi.org/10.1123/jpah.2015-0397
Abstract  Background: Breaking periods of sitting with standing may prevent chronic diseases and increase energy expenditure (EE). Sit-to-stand height adjustable desks may promote workplace standing, but workers have to be willing to stand for portions of the workday.
Methods: For studies 1 and 2, EE was measured during word processing while sitting in a chair and while standing. Subjects scored their liking of each posture and time they would be willing to work in each posture during an 8-hour workday. Study 2 included an intervention of replacing subjects’ sitting desks with a height adjustable desk. Liking of and willingness to work in each posture were measured before and after the 12-month intervention.
Results: EE was 7.5 kcal/h greater when standing than when sitting. Subjects liked sitting more than standing in study 1. In study 2, liking of postures did not differ or change across 12 months use of height adjustable desks. Perceived willingness to stand decreased from 4.5 h/d at baseline to 3.4 h/d after 12 months.
Conclusions: Standing rather than sitting increased EE by 7.5 kcal/h. Use of a height adjustable desk for 12 months did not alter the hedonic value of standing or sitting, which is promising for long-term increases in standing.

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Title  Muscle activity patterns and spinal shrinkage in office workers using a sit–stand workstation versus a sit workstation.
Author/s  Gao,Y et al
Source  Ergonomics 2016 59 10 1267-1274 http://dx.doi.org/10.1080/00140139.2016.1139750
Abstract  Reducing sitting time by means of sit–stand workstations is an emerging trend, but further evidence is needed regarding their health benefits. This cross-sectional study compared work time muscle activity patterns and spinal shrinkage between office workers (aged 24–62, 58.3% female) who used either a sit–stand workstation (Sit–Stand group, n = 10) or a traditional sit workstation (Sit group, n = 14) for at least the past three months. During one typical workday, muscle inactivity and activity from quadriceps and hamstrings were monitored using electromyography shorts, and spinal shrinkage was measured using stadiometry before and after the workday. Compared with the Sit group, the Sit–Stand group had less muscle inactivity time (66.2 ± 17.1% vs. 80.9 ± 6.4%, p = 0.014) and more light muscle activity time (26.1 ± 12.3% vs. 14.9 ± 6.3%, p = 0.019) with no significant difference in spinal shrinkage (5.62 ± 2.75 mm vs. 6.11 ± 2.44 mm). This study provides evidence that working with sit–stand workstations can promote more light muscle activity time and less inactivity without negative effects on spinal shrinkage.
Practitioner Summary: This cross-sectional study compared the effects of using a sit–stand workstation to a sit workstation on muscle activity patterns and spinal shrinkage in office
workers. It provides evidence that working with a sit–stand workstation can promote more light muscle activity time and less inactivity without negative effects on spinal shrinkage.

HEALTH AND WELLBEING

Title Building resilience through exposure to stressors: the effects of challenges versus hindrances.
Author(s) Crane, Monique F, Searle, Ben J
Source Journal of occupational health psychology October 2016 21 4 468-479
Abstract This paper explores the potential for certain types of stressors to build resilience in the occupational setting. Using the challenge-hindrance stressor framework (Cavanaugh, Boswell, Roehling, & Boudreau, 2000), we propose that challenge stressors have the potential to promote the capacity for resilience, whereas hindrance stressors experienced in the workplace erode resilient functioning. Employing a 2-wave longitudinal design we examined the effects of challenge and hindrance stressors on psychological resilience and strain 3 months later. Two-hundred and 8 working adults (48.1% female) participated in both surveys. Findings indicated that Time 1 challenge stressors had a significant effect on psychological resilience 3 months later (Time 2). In contrast, Time 1 hindrance stressors positively predicted Time 2 strain and negatively predicted psychological resilience. Moreover, resilience mediated the relationship between Time 1 stressors and Time 2 strain. These results demonstrate the potential positive and negative impacts of workplace stressor types on psychological resilience, and provide an exploration of a mechanism through which challenge and hindrance stressors influence well-being. This analysis also investigated the role of resilience in moderating the relationship between hindrances and strain. Some evidence emerged for the moderating role of resilience in the hindrance-strain relationship. The implications of these findings and directions for future research are discussed.

Title The effect of motherhood and work on women's time pressure: a cohort analysis using the Australian longitudinal study on women's health
Author Otterbach, S et al
Abstract Objectives The aim of this study was to analyze the prevalence and determinants of time pressure among younger Australian women born between 1973 and 1978 over a 17-year period. Methods Using six surveys (N=14 247 at baseline in 1996) from the Australian Longitudinal Study on Women’s Health (ALSWH), we estimated fixed-effects ordered logistic regression models. Results More than two thirds of women felt rushed, pressured, too busy every day or a few times a week, and time pressure substantially increased over the observed 17-year period. Baseline estimates show that time pressure is significantly (P<0.001) associated with being employed and being a mother with coefficients ranging from 0.255 [95% confidence interval (95% CI) 0.188–0.322] for being employed to 0.273 (95% CI 0.168–0.377) for having children. The multivariate analysis further indicates that time pressure is significantly related to a number of personal, family, and work characteristics such as number and age of children, economic insecurity such as having financial difficulties, concern about employment stability, or the length of the working week. Conclusions Understanding the sources of time pressure and identification of certain groups which are particularly vulnerable to it is important if policy-makers aim to design and successfully implement health policies, and family-friendly parental leave and child-care policies.
Title
Organizational initiatives for promoting employee work-life reconciliation over the life course. a systematic review of intervention studies.

Author
Ropponen, A et al

Source
Nordic journal of working life studies September 2016 DOI: 10.19154/njwls.v6i3.5529

Abstract
This review aimed to explore the initiatives, interventions, and experiments implemented by employing organizations and designed to support the work-life reconciliation at workplaces, and the effects of these actions on employees' well-being at work. A systematic literature review was conducted on the basis of a search in PsycInfo, ERIC, and the ISI Web of Science database of Social Sciences between January 2000 and May 2015. Those studies were included in which either organizational or individual-level initiatives, interventions, or experiments were implemented by employers at workplaces in order to promote the work-life reconciliation of their employees. Work-life reconciliation was considered to encompass all life domains and all career stages from early to the end of working career. The content analysis of 11 studies showed that effective employer actions focused on working time, care arrangements, and training for supervisors and employees. Flexibility, in terms of both working time and other arrangements provided for employees, and support from supervisors decreased work-family conflict, improved physical health and job satisfaction, and also reduced the number of absence days and turnover intentions. Overall, very few intervention studies exist investigating the effects of employer-induced work-life initiatives. One should particularly note the conditions under which interventions are most successful, since many contextual and individual-level factors influence the effects of organizational initiatives on employee and organizational outcomes.

Title
Psychologically detaching despite high workloads: the role of attentional processes.

Author
Smit, Brandon W.; Barber, Larissa K.

Source
Journal of occupational health psychology October 2016 21 4 432-442 11

Abstract
Although psychologically detaching from work is beneficial for employee well-being and productivity, heavy workloads can interfere with detachment. Drawing from the self-regulation literature, we expand the stressor-detachment model to explore 2 attentional factors that shape the workload-detachment relationship: dispositional self-control—defined as a trait ability to regulate thoughts and behavior—and a daily planning intervention designed to direct attention away from incomplete work goals. Overall, we hypothesized that the ability to control and redirect attention is crucial for detaching from high workloads. Using an experimental daily diary design with 103 employees, we replicated previous results that daily workload is negatively associated with daily psychological detachment. However, this relationship was nonsignificant for individuals high on dispositional self-control and those that completed the planning intervention. We also observed a 3-way interaction, where the planning intervention was only effective for individuals low on dispositional self-control because employees high on self-control were naturally better at detaching from high workloads. Overall, these results illustrate the theoretical and practical utility of an attention-based perspective on detachment processes, including a simple intervention for helping individuals detach at home despite high workloads.

Title
Stress in no regular work arrangements: a longitudinal study of task- and employment-related aspects of stress.

Author
Vahle-Hinz, Tim.
In no regular forms of employment, such as fixed-term or temporary agency work, 2 sources of stress must be distinguished: task-related stress components (e.g., time pressure) and employment related stress components (e.g., effort to maintain employment). The present study investigated the relationship between task- and employment-related demands and resources and indicators of strain, well-being, work engagement, and self-rated performance in a sample of no regular employed workers. Using a 2-wave longitudinal design, the results of autoregressive cross-lagged structural equation models demonstrated that time pressure, as a task-related demand, is positively related to strain and negatively related to well-being and self-rated performance. Autonomy, as a task-related resource, exhibited no significant relationships in the current study. Employment-related demands exhibited negative relationships with well-being and work engagement as well as negative and positive relationships with self-rated performance over time. Employment-related resources were primarily positive predictors of well-being and self-rated performance. Fit indices of comparative models indicated that reciprocal effect models (which enable causal and reverse effects) best fit the data. Accordingly, demands and resources predicted strain, well-being, work engagement, and self-rated performance over time and vice versa.

Is more always better in designing workplace wellness programs? a comparison of wellness program components versus outcomes.

Objective: Assess whether adding more components to a workplace wellness program is associated with better outcomes by measuring the relationship of program components to one another and to employee participation and perceptions of program effectiveness.

Methods: Data came from a 2014 survey of 24,393 employees of 81 employers about services offered, leadership, incentives, and promotion. Logistic regressions were used to model the relationship between program characteristics and outcomes.

Results: Components individually are related to better outcomes, but this relationship is weaker in the presence of other components and non-significant for incentives. Within components, a moderate level of services and work time participation opportunities are associated with higher participation and effectiveness.

Conclusions: The “more of everything” approach does not appear to be advisable for all programs. Programs should focus on providing ample opportunities for employees to participate and initiatives like results-based incentives.

Employee recognition: low cost, high impact

According to Gallup's analysis, only one in three workers in the U.S. strongly agree that they received recognition or praise for doing good work in the past seven days. At any given company, it's not uncommon for employees to feel that their best efforts are routinely ignored. Further, employees who do not feel adequately recognized are twice as likely to say they'll quit in the next year.
Title: Are women buying your workplace?
Author/s: Miller, J  Adkins, A
Source: Gallup business journal October 2016
http://www.gallup.com/businessjournal/196265/women-buying-
Abstract: In Gallup's latest report, Women in America: Work and Life Well-Lived, research shows that while income is important, women want more out of a job. They are consumers of the workplace and will shop around for the role that best fits them and their lives. Women have to want what organizations are selling. More than ever, employers need to know and act on the factors that make their company appealing to women. They have to make it easy for prospects to choose them over the competition.

Title: What good leaders actually do: micro-level leadership behaviour, leader evaluations, and team decision quality
Author/s: Meyer, Bertolt et al
Source: European journal of work & organizational psychology December 2016 25 6 773-789
Abstract: We supplement broad definitions of leadership behaviour with the concept of micro-level leadership behaviour, leaders' verbal and non-verbal visible conduct and interaction. For the context of team decision-making, we identify two potentially beneficial micro-level leadership behaviours, question asking and behavioural mimicry. Specifically, we propose that under conditions of informational complexity and unshared information, participative leadership is most appropriate for team decision-making, that its effects are mediated by inquiring and empathy, and that question asking and mimicry are the behavioural micro-level manifestations of inquiring and empathy. We thus hypothesize that the effect of participative leadership on team decision quality and leader evaluation is mediated by question asking and mimicry. We conduct a laboratory experiment with student teams working on a hidden profile decision-making task and measure question asking through behavioural coding and mimicry with motion sensors. Results show that the effect of participative leadership on decision quality is mediated by question asking, and that the effect of participative leadership on leader evaluation as transformational is mediated by leaders' behavioural mimicry and question asking. Under control of these micro-level behaviours, team decision quality and leader evaluations were unrelated.

Title: Workplace managers' view of the role of co-workers in return-to-work.
Author/s: Dunstan, Debra A, MacEachen, Ellen
Source: Disability & rehabilitation November 2016 38 23 2324-2333
Abstract: Purpose: Theoretical and empirical research findings attest to the workplace being a social environment in which co-workers have a critical influence on the employment outcomes and return-to-work (RTW) success of other employees. However, co-workers do not have a formal role in RTW planning. The aim of this study was to explore how managers responsible for developing and implementing RTW procedures view the role of co-workers in this process. Method: An exploratory qualitative pilot study was conducted in Canada. Participants (1 male; 13 females; mean experience in RTW = 11.8 years) were workplace (n=8) or RTW managers (n=6) with direct oversight of RTW plans. The participants were recruited via invitation from a research institute and were drawn from three different provinces. Data were gathered via open-
ended questions and were coded and subject to thematic analysis. Findings: Three key themes were identified: (1) Managers view RTW as having little relevance to co-workers but expect them to cooperate with the arrangements; (2) Formal procedures are inadequate when psychosocial barriers to work resumption are present, so managers use informal strategies to engage co-workers’ emotional and social support; and (3) Managers have difficulty integrating RTW procedures with other legal obligations, such as privacy and confidentiality requirements. Conclusion: Existing arrangements for the development and implementation of RTW are sufficient most of the time, but may be inadequate when an injured worker presents with psychosocial barriers to work resumption. Implications for Rehabilitation Standard RTW arrangements can be inadequate when a RTW plan requires active co-worker support. Privacy and confidentiality provisions can result in managers using informal procedures for information exchange and to engage co-workers. The use of risk management strategies – assessment, consultation and communication – could be used to include co-workers when workplace issues threaten the success of a RTW plan.

Weblink

Title
Actors have feelings too: an examination of justice climate effects on the psychological well-being of organizational authority figures.

Author
Bernert, J B et al

Source
Journal of occupational and organizational psychology December 2016 89-4 693-710
DOI:10.1111/joop.12148

Abstract
Although a substantial amount of research explores how work units collectively benefit from authority figures who adhere to the rules of justice (i.e., justice climate), virtually no research explores how authority figures themselves benefit from creating a climate of fairness. We draw from relational theories of human behaviour and psychological well-being to develop a theoretical model of the relationship between justice climate and authority figures’ well-being. Using data from a sample of 1297 employees and 162 authority figures within 162 work units, we find that procedural justice (PJ) and interactional justice (IJ) climate relate to authority figures’ occupational satisfaction and emotional exhaustion; IJ climate also relates to positive affect. In addition, in line with an agent-related justice perspective, IJ climate has a stronger overall impact than PJ climate on authority figures’ well-being.

Practitioner points
Finding individuals who want to be organizational authority figures is difficult if there are perceived psychological costs associated with being an authority figure. The reported research suggests organizations may want to highlight the positive relationship between adherence to rules of justice and the psychological well-being of authority figures as a potential benefit of assuming authority positions. Whereas traditional approaches to job design suggest the redesign of significant portions of the job (which is not always practical), our results suggest large-scale changes may not be the only method for enhancing the positive feelings authority figures have about their job. Organizations could instead emphasize the positive impact that authority figures have on the work group as a whole. Given that working closely with the beneficiaries of one’s efforts is intrinsically gratifying, such an emphasis might be enough to help create a more healthy and enjoyable environment for organizational authority figures. Managers should pay particular attention to the interpersonal interactions they have with their employees. Our results suggest it is the interpersonal component of justice climate, as compared to the more process- or policy-oriented components, that is the most beneficial to organizational authority figures.

Title
Getting what you want: how fit between desired and received leader sensitivity influences emotion and counterproductive work behaviour.

Author
Rupprecht, Elizabeth A et al
Source: *Journal of occupational health psychology* October 2016 21 4 443-454 12

Abstract: We challenge the intuitive belief that greater leader sensitivity is always associated with desirable outcomes for employees and organizations. Specifically, we argue that followers’ idiosyncratic desires for, and perceptions of, leader sensitivity behaviors play a key role in how followers react to their leader’s sensitivity. Moreover, these resulting affective experiences are likely to have important consequences for organizations, specifically as they relate to employee counterproductive work behavior (CWB). Drawing from supplies-values (S-V) fit theory and the stressor-emotion model of CWB, the current study focuses on the affective and behavioral consequences of fit between subordinates’ ideal leader sensitivity behavior preferences and subordinates’ perceptions of their actual leader’s sensitivity behaviors. Polynomial regression analyses reveal that congruence between ideal and actual leader sensitivity influences employee negative affect and, consequently, engagement in counterproductive work behavior.

Title: Self-concordance strategies as a necessary condition for self-management

Author: Unsworth, K L Mason, CM

Source: *Journal of occupational and organizational psychology* December 2016 89 4 711-733 DOI:10.111/joop.12149

Abstract: Self-management is often seen as a panacea to problems encountered in autonomous working conditions in today’s organizations. However, we theorize that these strategies, such as goal-setting and self-rewards, will not be effective when used in isolation. Instead, we hypothesize that self-concordance strategies (i.e., self-regulatory strategies that help to align daily tasks with a person’s goals, identities, and values) will need to be used alongside self-management strategies to achieve the highest levels of performance and creativity. We tested this hypothesis in two complementary studies. The first study revealed that the quality of individual student assignments (judged by external raters) was improved when self-management strategies were used in conjunction with self-concordance strategies but not when self-management strategies were used on their own. The second study utilized a training intervention in a workplace setting and again found that those participants who reported increases in the use of both self-management and self-concordance strategies showed improvements in self-reported creativity but those who increased only self-management strategies did not. Our results suggest that self-concordance strategies should be incorporated alongside the traditional elements of self-management training (goal-setting, self-rewards, self-observation, and cues) to maximize performance and creativity. Practitioner points self-management training and the use of self-management skills are common across organizations and practitioners, but are less well suited to creative work or performance on complex tasks as they rely on controlled motivation alone. Self-concordance strategies (that help to align one’s day-to-day tasks with one’s values, identities, and goals) are required in addition to self-management strategies to achieve higher levels of performance and creativity. Self-concordance strategies include focusing on the tasks that are most closely aligned with one’s identities and values, changing one’s tasks to be more aligned with identities and values, and thinking about the purpose of one’s tasks and how they help to achieve longer term goals, identities, and values.

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**MUSCULOSKELETAL ISSUES**

Title: Effectiveness of workplace interventions in the prevention of upper extremity musculoskeletal disorders and symptoms: an update of the evidence

Author/s: Van Eerd, D et al

Source: *Occupational environmental medicine* 2016 73 62-70 doi 10.1136/oemed-2015-102992
Abstract

The burden of disabling musculoskeletal pain and injuries (musculoskeletal disorders, MSDs) arising from work-related causes in many workplaces remains substantial. There is little consensus on the most appropriate interventions for MSDs. Our objective was to update a systematic review of workplace-based interventions for preventing and managing upper extremity MSD (UEMSD). We followed a systematic review process developed by the Institute for Work & Health and an adapted best evidence synthesis. 6 electronic databases were searched (January 2008 until April 2013 inclusive) yielding 9909 non-duplicate references. 26 high-quality and medium-quality studies relevant to our research question were combined with 35 from the original review to synthesise the evidence on 30 different intervention categories. There was strong evidence for one intervention category, resistance training, leading to the recommendation: Implementing a workplace-based resistance training exercise programme can help prevent and manage UEMSD and symptoms. The synthesis also revealed moderate evidence for stretching programmes, mouse use feedback and forearm supports in preventing UEMSD or symptoms. There was also moderate evidence for no benefit for EMG biofeedback, job stress management training, and office workstation adjustment for UEMSD and symptoms. Messages are proposed for both these and other intervention categories.

Title

What workplace programs help prevent upper extremity musculoskeletal disorders?

Source

Institute for work & health

Abstract

While there is general agreement that work hazards (such as repetitive, awkward and static postures, heavy loads, vibration, low job control and poor social support) can contribute to the development of upper extremity MSDs, there is less agreement on the most appropriate ways to reduce or eliminate these hazards. This systematic review, an update of another conducted about 10 years ago, sets out to find occupational health and safety (OHS) interventions that effectively prevent and manage upper extremity MSDs.

Title

Long-term effectiveness of an educational and physical intervention for preventing low-back pain recurrence: a randomized controlled trial.

Author

Chaleat-Valayer, E et al

Source

Scandinavian journal of work & environmental health 2016 42 6 510-519

Abstract

Objective Low-back pain (LBP) is a common and recurrent condition, but the evidence is scarce about effective strategies to prevent recurrence and disability in the longer term. This study investigated the effect of a light exercise program, initiated in the workplace and continued at home, in reducing recurrence of LBP episodes among healthcare workers. Methods A total of 353 healthcare workers from ten hospitals were enrolled in a randomized controlled trial (RCT) and were randomized to the intervention or control groups, the latter of which received usual care. The intervention comprised three steps: (i) a 2-hour education session, (ii) five weekly 90-minutes exercise training sessions in the workplace, and (iii) a home-based self-managed exercise program. The main outcome was recurrence of LBP with sick-leave at 24-months follow-up. Results At two-year follow-up, 35 workers (24%) in the intervention group and 31 workers (21%) in the control group had at least one LBP recurrence with sick leave. No effect was observed between groups [odds ratio (OR) 1.22, 95% confidence interval (95% CI) 0.67–2.23, P=0.516]. The intervention was effective in reducing fear avoidance with a mean reduction of -3.6 (95% CI -4.8–-2.4) points on the fear-avoidance beliefs questionnaire score for physical activity (FABQ-P) in the intervention group compared with -1.3 (95% CI -2.2–-0.3) points in the control group (P<0.05). It was also effective in improving muscle endurance with a mean increase of 13.9 (95% CI 3.3–24.5) minutes on the Sorensen test in the intervention group compared with -8.3
(95% CI=17.5-0.9) minutes in the control group (P<0.05). Healthcare utilization was reduced in the intervention group for painkillers, medical visits, imaging and outpatient physiotherapy. Conclusion It was not possible to conclude about the effectiveness of a light exercise program to reduce LBP recurrence episodes in the long-term in healthcare workers. However, it was effective to improve muscle endurance, and to reduce fear-avoidance beliefs and healthcare utilization. Further studies are necessary in order to identify effective interventions to reduce LBP recurrence and related sick-leaves.

Weblink

Title Predicting chronic low-back pain based on pain trajectories in patients in an occupational setting: an exploratory analysis
Author Panken, G et al
Source Scandinavian journal of work & environmental health 2016 42 6 520-527
Abstract 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 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.

Weblink

Title Regular use of pain medication due to musculoskeletal disorders in the general working population: cross-sectional study among 10,000 workers.
Author Sundstrup, E et al
Source American journal of industrial medicine 59 934–941 2016 DOI: 10.1002/ajim.22612
Abstract Background We aimed to determine the association between work, health, and lifestyle with regular use of pain medication due to musculoskeletal disorders in the general working population. Methods Currently employed wage earners (N = 10,024) replied to questions about health, work, and lifestyle. The odds for regularly using medication for musculoskeletal disorders were modeled using logistic regression controlled for various confounders. Results Pain intensity increased the odds for using pain medication in a dose–response fashion. With seated work as reference, the odds for using pain medication were 1.26 (95%CI: 1.09–1.47) for workers engaged in standing or walking work that is not strenuous and 1.59 (95%CI: 1.39–1.82) for workers engaged in standing or walking work with lifting tasks or heavy and fast strenuous work. Conclusions Workers with higher levels of physical activity at work are more likely to use pain...
medication on a regular basis for musculoskeletal disorders, even when adjusting for pain intensity, lifestyle, and influence at work.

Title
Towards exposure limits for working postures and musculoskeletal symptoms – a prospective cohort study.

Author
Coenaen, P, Douwes, M, Van Den Heuvel, S, Bosch, T

Source
Ergonomics 2016 29 9 1182-1192 http://dx.doi.org/10.1080/00140139.2015.1130862

Abstract
Occupational postures are considered to be an important group of risk factors for musculoskeletal pain. However, the exposure-outcome association is not clear yet. Therefore, we aimed to determine the exposure-outcome association of working postures and musculoskeletal symptoms. Also, we aimed to establish exposure limits for working postures. In a prospective cohort study among 789 workers, intensity, frequency and duration of postures were assessed at baseline using observations. Musculoskeletal pain was assessed cross-sectionally and longitudinally and associations of postures and pain were addressed using logistic regression analyses. Cut-off points were estimated based on ROC-curve analyses. Associations were found for kneeling/crouching and low-back pain, neck flexion and rotation and neck pain, trunk flexion and low-back pain, and arm elevation and neck and shoulder pain. The results provide insight into exposure-outcome relations between working postures and musculoskeletal symptoms as well as evidence-based working posture exposure limits that can be used in future guidelines and risk assessment tools. Practitioner Summary: Our study gives insight into exposure-outcome associations of working postures and musculoskeletal symptoms (kneeling/crouching and low-back pain, neck flexion/rotation and neck pain, trunk flexion and low-back pain, and arm elevation and neck and shoulder pain). Results furthermore deliver evidence-based postural exposure limits that can be used in guidelines and risk assessments.

Weblink

Title
Work-related stress risk factors and health outcomes in public sector employees.

Author
Marcatto, F et al

Source
Safety science November 2016 89 274-278

Abstract
Introduction Work-related stress is one of the major concerns for occupational safety and health. Indeed, workplace stress may affect workers’ well-being and lead to health issues, and it has been estimated that about half of all work absence is due to work-related stress disorders. The objective of this study is to investigate associations between work-related stress risk factors and a set of health outcomes, in a sample of public sector employees. Material and methods Employees (N = 779) filled in a self-report questionnaire on work-related stress, musculoskeletal pain and stress related disorders. Logistic regressions were conducted, with pain and disorders as outcome variables and the Health and Safety Executive Management Standards Indicator Tool (HSE-MS IT) scales as predictors. Results Excessive workload was associated with neck pain, shoulder pain and anxiety-depression symptoms. Employees exposed to risk on the role dimension reported higher neck pain and more gastrointestinal disorders. Hostile working relationships were associated with shoulder pain and gastrointestinal disorders, and lack of managers’ support turned out to be a risk factor for insomnia. Conclusions Workplace stress plays a role in the incidence of specific health outcomes. Through the use of validated work-related stress assessment instruments, such as the HSE-MS IT, management can identify the critical intervention targets in work design domains for improving workers’ health and well-being.

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OCCUPATIONAL ISSUES

**Title**
Causes and consequences of occupational fatigue: meta-analysis and systems model

**Author/s**
Techera, U et al

**Source**

**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.

**Weblink**

**Title**
Supporting self-management: a guide to enabling behaviour change for health and wellbeing using person- and community-centred approaches

**Author/s**
Burd, Hannah Hallsworth, Michael

**Source**
Behavioural insights September 2016

**Abstract**
This guide outlines how the science of behaviour can help people to self-manage their health and wellbeing. Making the change: behavioral factors in person- and community-centres approaches for health and wellbeing.

**Weblink**

**Title**
Developing physical and physiological employment standards: translation of job analysis findings to assessments and performance standards – a systematic review

**Author/s**
Beck, B Billing, DC Carr, A J

**Source**
International journal of industrial ergonomics November 2016 9-16

**Abstract**
Physical employment standards (PES) are developed with the aim of ensuring that an employee's physical and physiological capacities are commensurate with the demands of their occupation. While previous commentaries and narrative reviews have provided frameworks for the development of PES, this is the first systematic review of the methods used to translate job analysis findings to PES tests and performance standards for physically demanding occupations. A search of PubMed and Google Scholar was conducted for research articles published in English up to and including March 2015. Two authors independently reviewed and extracted data. The search yielded 87 potentially eligible papers, including 60 peer reviewed journal articles and 17 technical reports. 57 papers were excluded leading to a final data set of 31 papers, representing 22 studies. Job analysis was most commonly conducted through subjective determination of job tasks followed by objective quantification and validation. Determination of criterion tasks was evenly distributed through subjective and objective methods with criterion tasks being defined most commonly as most demanding, critical and/or frequent.
Generic predictive and task-related predictive tests were more commonly observed in isolation or in combination when compared to task simulation tests. Performance standards were more commonly criterion-referenced than norm-referenced with a variety of statistical methods utilised. This review provides recommendations for researchers when developing physical employment standards for a variety of occupations.

**Weblink**

**Title** Effect of workplace weight management on health care expenditures and quality of life  
**Author/s** Michaud, Tzeyu L et al  
**Source** JOEM November 2016 2016 58 11 1073-1078 doi: 10.1097/JOM.0000000000000864  
**Abstract** Objective: We examined the effectiveness of the weight management program used by the University of Minnesota in reducing health care expenditures and improving quality of life of its employees, and also in reducing their absenteeism during a 3-year intervention. Methods: A differences-in-differences regression approach was used to estimate the effect of weight management participation. We further applied ordinary least squares regression models with fixed effects to estimate the effect in an alternative analysis. Results: Participation in the weight management program significantly reduced health care expenditures by $69 per month for employees, spouses, and dependents, and by $73 for employees only. Quality-of-life weights were 0.0045 points higher for participating employees than for nonparticipating ones. No significant effect was found for absenteeism. Conclusions: The workplace weight management used by the University of Minnesota reduced health care expenditures and improved quality of life.

**Weblink**

**Title** Fatigue and sleep among employees with prospective increase in work time control: a 1-year observational study with objective assessment.  
**Author** Tomohide, Ket al  
**Source** JOEM November 2016 58 11 1066-1072 doi: 10.1097/JOM.0000000000000858  
**Abstract** Objectives: This observational study aimed to determine how 1-year changes in work time control (WTC) have an impact upon objectively measured fatigue and sleep among employees. Methods: Thirty-nine employees were divided into two groups according to whether or not their WTC increased from baseline to 1 year later. Psychomotor vigilance task (PVT) and wrist actigraphy were used to objectively measure fatigue and sleep, respectively. Self-reported outcomes were also measured. Results: The increased WTC group showed gradual improvements in PVT performance and sleep quality over the course of the follow-up period compared with the not-increased WTC group. Between-group differences were statistically significant for PVT lapses and tended to be significant for PVT speed after 1 year. Conclusions: A progressive increase in WTC could play a crucial role in reducing fatigue and promoting sleep among employees.

**Weblink**

**Title** Lifetime impact of injury on education, employment and income for Australians of labour force participation age.  
**Author** Callander, EJ Lloyd, C
Abstract

Background Research shows that employment rates are low post injury. Aims To quantify the economic impact of a long-term injury and identify whether having a tertiary level of education attainment would offset this impact. Methods Cross-sectional analysis of the 2012 Survey of Disability, Aging and Carers, which is nationally representative of the Australian population. Results Males with any long-term injury had incomes 41% less than males with no chronic health condition (95% confidence interval [CI] −49.3%, −31.6%). For males with a long-term injury, there was no significant difference in the likelihood of being not in the labour force between those with and without a tertiary qualification (odds ratio [OR] 0.83, 95% CI 0.45–1.52). There was no significant difference in the incomes of females with any long-term injury compared with those with no chronic health conditions. For females with a long-term injury, there was a significant difference in the likelihood of being not in the labour force between those with and without a tertiary qualification (OR 0.37, 95% CI 0.17–0.80). If men with a long-term injury had the same probability of participating in the workforce as women, the percentage of men not in the labour force would reduce from 37 to 18%. Conclusions Having a long-term injury were a significant personal cost in terms of labour force absence and lower income for males regardless of higher education attainment. For females, sustaining a long-term injury did not appear to significantly affect income.

Title

A randomised control trial of the cognitive effects of working in a seated as opposed to a standing position in office workers

Author

Russell, B A et al

Source Ergonomics 2016 59 6 737-744 http://dx.doi.org/10.1080/00140139.2015.1094579

Abstract

Sedentary behaviour is increasing and has been identified as a potential significant health risk, particularly for desk-based employees. The development of sit-stand workstations in the workplace is one approach to reduce sedentary behaviour. However, there is uncertainty about the effects of sit-stand workstations on cognitive functioning. A sample of 36 university staff participated in a within-subjects randomised control trial examining the effect of sitting vs. standing for one hour per day for five consecutive days on attention, information processing speed, short-term memory, working memory and task efficiency. The results of the study showed no statistically significant difference in cognitive performance or work efficiency between the sitting and standing conditions, with all effect sizes being small to very small (all ds < .2). This result suggests that the use of sit-stand workstations is not associated with a reduction in cognitive performance.

Practitioner Summary: Although it has been reported that the use of sit-stand desks may help offset adverse health effects of prolonged sitting, there is scant evidence about changes in productivity. This randomised control study showed that there was no difference between sitting and standing for one hour on cognitive function or task efficiency in university staff.

Weblink

Title


Author

Yang, Yan; An, Ruopeng; Zhu, Weimo

Source Archives of environmental & occupational health 2016 71 6 362-365

Abstract

Using nationally representative data (N = 6,431) from the 2007–2010 National Health and Nutrition Examination Survey, we estimated the prevalence of self-reported adherence to guidelines-recommended physical activity level and prolonged sedentary behavior among US working adults 20 years of age and above by occupation. Sex and age were used for adjustment by direct standardization to the year 2000 Census population. Participants in “computer, mathematical” (47.77%) and “business, financial operations” (54.95%) occupations had the
lowest prevalence of self-reported adherence to guidelines-recommended physical activity level; participants in “computer, mathematical” (72.19%) and “legal” (62.70%) occupations had the highest prevalence of prolonged sedentary behavior in all occupations. Public physical activity campaigns and workplace wellness programs should take into account the differences in physical activity and sedentary behavior patterns across occupation groups.

PSYCHOSOCIAL ISSUES

Title
Change in psychosocial work factors predicts follow-up employee strain: an examination of Australian employees

Author/s
Jimmieson, N et al

Source
JOEM October 2016 58 10 1002–1013 doi: 10.1097/JOM.0000000000000827

Abstract
Objective: This research undertook a time-ordered investigation of Australian employees in regards to their experiences of change in psychosocial work factors across time (decreases, increases, or no change) in the prediction of psychological, physical, attitudinal, and behavioural employee strain.

Methods: Six hundred and ten employees from 17 organizations participated in Time 1 and Time 2 psychosocial risk assessments (average time lag of 16.7 months). Multi-level regressions examined the extent to which change in exposure to six demands and four resources predicted employee strain at follow-up, after controlling for baseline employee strain.

Results: Increases in demands and decreases in resources exacerbated employee strain, but even constant moderate demands and resources resulted in poor employee outcomes, not just constant high or low exposure, respectively.

Conclusions: These findings can help employers prioritize hazards, and guide tailored psychosocial organizational interventions.

Title
Do psychosocial job resources buffer the relation between physical work demands and coronary heart disease? a prospective study among men.

Author/s
Clays, Els et al

Source
International archives of occupational & environmental health November 2016 89 8 1299-1307 9 3

Abstract
Purpose: Increasing evidence shows the detrimental impact of high physical work demands for cardiovascular health and mortality. The aim of this study was to investigate the buffering effects of social support at work and job control in the relation between physical work demands and incidence of coronary events. Methods: The study included 14,337 middle-aged men free from coronary heart disease (CHD) at baseline. The sample consisted of a mixed occupational group recruited within 18 organizations from the manufacturing, service, and public sector. Data were collected through standardized questionnaires and clinical examinations. The incidence of clinical coronary events was monitored during a mean follow-up time of 3.15 years. Multilevel Cox proportional hazard regression modeling was used, adjusting for socio-demographic and classical coronary risk factors. Results: Social support at work buffered the impact of physical work demands on CHD risk: Only among workers with low social support at work did physical work demands significantly increase the risk for CHD incidence (fully adjusted HR 2.50: 95 % CI 1.13-5.50), while this harmful effect completely disappeared in case of high level of workplace social support (fully adjusted HR 0.40; 95 % CI 0.09-1.70). No interaction or buffering effect with job control was observed. Conclusions: The results of our study suggest that supportive relationships at work may be a useful resource for reducing the cardiovascular risk associated with physical work demands in men. Future studies are needed to confirm this moderating role of workplace social support and to unravel the underlying mechanisms.
Title Effects of psychosocial work factors and psychological distress on self-assessed work ability: a 7-year follow-up in a general working population.

Author/s Leijon, O et al

Source American journal of industrial medicine October 2016 DOI: 10.1002/ajim.22670

Abstract Background: To investigate the effects of psychosocial work factors (PWF) and psychological distress (PD) on self-assessed work ability. Methods: This follow-up study included 7,810 individuals (55% women) with good work ability at baseline. PWF and PD (measured by GHQ-12) were assessed at baseline and work ability at 7-year follow-up. Effects of PWF and PD on work ability were analyzed by logistic regression, odds ratios (OR) with 95% CI, and by mediation analysis using 4-way decomposition. Results: Low support was associated with poor work ability for both women and men (OR 1.78 and 1.89). For men, also low skill discretion was associated with poor work ability (OR 2.07). For both women and men, PD was associated with poor work ability (OR 3.41 and 1.84). PD did not act as an intermediate variable in the association between PWF and work ability. Conclusion: Strategies for sustainable work ability should focus on both working conditions and health factors.

Title Effects of rest-break intention on rest-break frequency and work-related fatigue.

Author/s Blasche G et al

Source Hum factors 2016 epub 10.1177/0018720816671605

Abstract Objectives: The present paper presents findings from two studies addressing the effects of the employee's intention to have rest breaks on rest-break frequency and the change of well-being during a workday. Background: Rest breaks are effective in avoiding an accumulation of fatigue during work. However, little is known about individual differences in rest-break behavior. Method: In Study 1, the association between rest-break intention and the daily number of rest breaks recorded over 4 consecutive workdays was determined by generalized linear model in a sample of employees (n = 111, 59% females). In Study 2, professional geriatric nurses (n = 95 females) who worked over two consecutive 12-hour day shifts recorded well-being (fatigue, distress, effort motivation) at the beginning and the end of their shifts. The effect of rest-break intention on the change of well-being was determined by multilevel modeling. Results: Rest-break intention was positively associated with the frequency of rest breaks (Study 1) and reduced the increase of fatigue and distress over the workday (Study 2). Conclusion: The results indicate that individual differences account for the number of breaks an employee takes and, as a consequence, for variations in the work-related fatigue and distress. Application: Strengthening rest-break intentions may help to increase rest-break behavior to avoid the buildup of fatigue and distress over a workday.

Title Emotional demands at work and the risk of clinical depression: a longitudinal study in the Danish public sector

Author/s Vammen, M A et al


Abstract Objective: This study is a 2-year follow-up study of different dimensions of work-related emotional demands as a predictor for clinical depression. Methods: In a two-wave study, 3224 (72%) public employees from 474 work-units participated twice by filling in questionnaires. Sixty-two cases of clinical depression were diagnosed. Emotional demands were examined as perceived and content-related emotional demands, individually reported and work-unit based. Support, meaningful work, and enrichment were considered as potential effect modifiers.
Results: Individually reported perceived emotional demands predicted depression (odds ratio: 1.40; 95% confidence intervals: 1.02 to 1.92). The work-unit based odds ratio was in the same direction, though not significant. Content-related emotional demands did not predict depression. Support, meaningful work, and enrichment did not modify the results.

Conclusions: The personal perception of emotional demands was a risk factor for clinical depression but specific emotionally demanding work tasks were not.

Title How can organisations help employees thrive? the development of guidelines for promoting positive mental health at work.

Author/s Lauren J. Davenport et al

Source International journal of workplace health management 2016 9 4
http://dx.doi.org/10.1108/IJWHM-01-2016-0001

Abstract Purpose: Benefits of positive mental health have been demonstrated across work and non-work domains. Individuals reporting positive mental health experience better work performance, better social relationships and better physical health. Additionally, positive work environments can contribute to employee mental health. The purpose of this paper is to develop "expert" consensus regarding practical, actionable strategies that organisations can implement to promote positive mental health in the workplace.

Design/methodology/approach: A Delphi consensus method was used to establish expert consensus on strategies to promote positive workplace mental health. A 278-item questionnaire was developed and strategies were rated over three survey rounds by two panels comprising 36 workplace mental health practitioners and 36 employer representatives and employees (27 and 9, respectively), employees with experience of promoting positive mental health and well-being in the workplace (total – 72 panelists).

Findings: In total, 220/278 strategies were rated as essential or important by at least 80 per cent of both panels. Endorsed strategies covered the topics of: mental health and well-being strategy, work environment that promotes positive mental health, positive leadership styles, effective communication, designing jobs for positive mental health, recruitment and selection, supporting and developing employees, work-life balance, and positive mental health and well-being initiatives.

Originality/value The guidelines arising from this study represent expert consensus on what is currently appropriate for promoting positive mental health at work from the perspectives of workplace mental health practitioners, employers and employees, and constitute a resource for translating the growing body of knowledge in this area into policy and practice.

Weblink

Title Mental health services in brief 2016

Source Australian Institute of Health and Welfare 2016

Abstract Mental health services—In brief 2016 provides an overview of data about the national response of the health and welfare system to the mental health care needs of Australians. It is designed to accompany the more comprehensive data on Australia’s mental health services available online.

Weblink

Title Work-related stress risk factors and health outcomes in public sector employees

Author/s Marcatto, Francesco et al

Source Safety science November 2016 89 274-278 5
Abstract  Work-related stress is one of the major concerns for occupational safety and health. Indeed, workplace stress may affect workers’ well-being and lead to health issues, and it has been estimated that about half of all work absence is due to work-related stress disorders. The objective of this study is to investigate associations between work-related stress risk factors and a set of health outcomes, in a sample of public sector employees. Material and methods Employees (N = 779) filled in a self-report questionnaire on work-related stress, musculoskeletal pain and stress related disorders. Logistic regressions were conducted, with pain and disorders as outcome variables and the Health and Safety Executive Management Standards Indicator Tool (HSE-MS IT) scales as predictors. Results Excessive workload was associated with neck pain, shoulder pain and anxiety-depression symptoms. Employees exposed to risk on the role dimension reported higher neck pain and more gastrointestinal disorders. Hostile working relationships were associated with shoulder pain and gastrointestinal disorders, and lack of managers’ support turned out to be a risk factor for insomnia. Conclusions Workplace stress plays a role in the incidence of specific health outcomes. Through the use of validated work-related stress assessment instruments, such as the HSE-MS IT, management can identify the critical intervention targets in work design domains for improving workers’ health and well-being.

Title  Coming back to work in the morning: psychological detachment and reattachment as predictors of work engagement.

Author  Sonnentag, Sabine; Kühnel, Jana.

Source  Journal of occupational health psychology October 2016 21  4 379-390 12

Abstract  Research has shown that recovery processes in general and psychological detachment in particular are important for work engagement. We argue that work engagement additionally benefits from reattachment to work in the morning (i.e., mentally reconnecting to work before actually starting to work) and that the gains derived from psychological detachment and reattachment are stronger in the morning than in the afternoon. We tested our hypotheses in a daily diary study with a sample of 167 employees who completed 2 surveys per day over the period of 2 workweeks. Hierarchical linear modeling showed that work engagement was higher in the morning than in the afternoon. Evening psychological detachment and morning reattachment positively predicted work engagement throughout the day. The association between reattachment and work engagement was stronger in the morning than in the afternoon. This study demonstrates that not only psychological detachment from work during leisure time, but also reattachments to work when coming back to work are crucial for daily engagement at work.

Title  Need for recovery as an early sign of depression risk in a working population.


Abstract  Objective: Insights into early indicators of depression in workers are needed to inform indicated depression prevention programs. This study looked at how a high Need for Recovery (NFR) is related to a higher likelihood of a depressive disorder. Second, the added value of considering NFR over traditional work-related risk factors for depression was investigated. Methods: A cross-sectional population-based sample of 2188 Canadian workers measuring Job Strain, NFR, and Depression. Logistic regression of the risk of a depressive disorder was performed with Job Strain and NFR as predictors. Results: An elevated depression risk high was associated with a high NFR [odds ratio (OR) 8.3, confidence interval (CI) 6.8 to 10.2], but not with high job strain (OR 1.0; CI 0.82 to 1.25). Conclusions: NFR may have value for indicated depression prevention.

Title  Reactions to changes in work control: implications for self-determined and non-self-determined individuals.
We investigate the extent to which individuals' global motivation (self-determined and non-self-determined types) influences adjustment (anxiety, positive reappraisal) and engagement (intrinsic motivation, task performance) in reaction to changes to the level of work control available during a work simulation. Participants (N = 156) completed 2 trials of an inbox activity under conditions of low or high work control—with the ordering of these levels varied to create an increase, decrease, or no change in work control. In support of the hypotheses, results revealed that for more self-determined individuals, high work control led to the increased use of positive reappraisal. Follow-up moderated mediation analyses revealed that the increases in positive reappraisal observed for self-determined individuals in the conditions in which work control was high by Trial 2 consequently increased their intrinsic motivation toward the task. For more non-self-determined individuals, high work control (as well as changes in work control) led to elevated anxiety. Follow-up moderated mediation analyses revealed that the increases in anxiety observed for non-self-determined individuals in the high-to-high work control condition consequently reduced their task performance. It is concluded that adjustment to a demanding work task depends on a fit between individuals' global motivation and the work control available, which has consequences for engagement with demanding work.

Detaching from work – defined as mentally and physically disengaging from work during off-hours – is an important prerequisite to effective daily recovery and psychological well-being. However, the extant literature has yet to articulate exactly why some employees fail to detach from work and, furthermore, offers few concrete recommendations on how to increase detachment on a daily basis. I illustrate how both of these limitations may be resolved by extending the definition of psychological detachment to more clearly specify from what employees are failing to detach. Drawing from self-regulation research, the theoretical framework developed in this study proposes that employees' minds continue to linger over goal-related content after the workday is finished. This proposition was supported in a longitudinal sample of 103 employees pursuing 1,127 goals. Consistent with a self-regulatory perspective, employees had more difficulty detaching from incomplete (vs. completed) work goals later in the day, especially when these goals possessed high valence. Furthermore, an experimental manipulation demonstrated that creating plans to resolve incomplete goals increased psychological detachment among employees with traits that chronically inhibit detachment. I discuss how this refined conceptualization of psychological detachment catalyses future theoretical development and provides groundwork for evidence-based interventions.

Creating plans at the end of the day that describe where, when, and how unfulfilled work goals will be completed is an effective, low-cost intervention that enhances psychological detachment among employees, which will ultimately improve occupational health and performance. The planning intervention was primarily effective among employees who typically have difficulty detaching from work during leisure time, indicating that intervention efforts should be targeted at specific types of employees. When setting daily work goals, employees should be encouraged to focus on smaller, concrete goals at the end of the day in order to reduce unfulfilled work goals and facilitate psychological detachment.
Abstract
Psychosocial risks constitute a significant problem in most workplaces, and they are generally considered more difficult to regulate than many other occupational health and safety risks. This article investigates the challenges of regulating psychosocial risks in the workplace. The difficulties lie in the particular nature of psychosocial risks: their complexity, uncertainty, value, and power divergences. Psychosocial risks therefore resemble ‘wicked problems’, typically characterized by unclear cause-effect relationships and uncertain solutions. We use the ‘wicked problems’ concept to show how workplace regulation, and particularly the enforcement in the form of inspection and audits of certified occupational health and safety management systems, face challenges in assessing psychosocial risks and the strategies used by regulators to overcome these challenges. While regulation has become more effective in several countries, a better understanding of the nature of the challenges is still needed. It is necessary to accept the uncertain nature of psychosocial risks in the search for more efficient regulation. Achieving more effective regulation should involve stakeholders in the workplace who deal with the prerogatives of management, and should help develop the competencies of the inspectors and auditors in the field.

Title
Lifetime impact of injury on education, employment and income for Australians of labour force participation age.

Author/s
Callander, EJ Lloyd, C

Source
Occupational medicine 2016 66 8 607-613 doi: 10.1093/occmed/kqw083

Abstract
Background Research shows that employment rates are low post injury.
Aims To quantify the economic impact of a long-term injury and identify whether having a tertiary level of education attainment would offset this impact.
Methods Cross-sectional analysis of the 2012 Survey of Disability, Aging and Carers, which is nationally representative of the Australian population.
Results Males with any long-term injury had incomes 41% less than males with no chronic health condition (95% confidence interval [CI] −49.3%, −31.6%). For males with a long-term injury, there was no significant difference in the likelihood of being not in the labour force between those with and without a tertiary qualification (odds ratio [OR] 0.83, 95% CI 0.45–1.52). There was no significant difference in the incomes of females with any long-term injury compared with those with no chronic health conditions. For females with a long-term injury, there was a significant difference in the likelihood of being not in the labour force between those with and without a tertiary qualification (OR 0.37, 95% CI 0.17–0.80). If men with a long-term injury had the same probability of participating in the workforce as women, the percentage of men not in the labour force would reduce from 37 to 18%.
Conclusions Having a long-term injury were a significant personal cost in terms of labour force absence and lower income for males regardless of higher education attainment. For females, sustaining a long-term injury did not appear to significantly affect income.

Title
A systematic review of the effectiveness of interventions using the common sense self-regulatory model to improve adherence behaviours.

Author
Jones, CJ Smith, HE Llewellyn, CD
This systematic review assessed the effectiveness of the Common Sense Self-Regulatory Model in the design of interventions to improve adherence behaviours. Of nine eligible studies, six reported improvements in adherence behaviours and three showed moderate to large effects on return to work and lifestyle recommendations. Four studies stated how Common Sense Self-Regulatory Model constructs were addressed in the intervention and five measured illness perceptions as outcomes. Evidence was found for targeting cure/control perceptions in studies aimed at improving adherence behaviours. Future studies need to measure illness perceptions pre- and post-intervention to enable mediational analyses to assess the effect of Common Sense Self-Regulatory Model interventions on improving health outcomes.

RETURN TO WORK

Bridging health care and the workplace: formulation of a return-to-work intervention for breast cancer patients using an intervention mapping approach.

Purpose An increasing number of breast cancer (BC) survivors of working age require return to work (RTW) support. Objective of this paper is to describe the development of a RTW intervention to be embedded in the care process bridging the gap between hospital and workplace.

Method The Intervention Mapping (IM) approach was used and combined formative research results regarding RTW in BC patients with published insights on occupational therapy (OT) and RTW. Four development steps were taken, starting from needs assessment to the development of intervention components and materials.

Results A five-phased RTW intervention guided by a hospital-based occupational therapist is proposed: (1) assessing the worker, the usual work and contextual factors which impacts on (re-)employment; (2) exploration of match/differences between the worker and the usual work; (3) establishing long term goals, broken down into short term goals; (4) setting up tailored actions by carefully implementing results of preceding phases; (5) step by step, the program as described in phase 4 will be executed. The occupational therapist monitors, measures and reviews goals and program-steps in the intervention to secure the tailor-made approach of each program-step of the intervention.

Conclusion The use of IM resulted in a RTW oriented OT intervention. This unique intervention succeeds in matching individual BC patient needs, the input of stakeholders at the hospital and the workplace.

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

Objectives Both the presence of mental health problems and the absence of an employment contract have been related to long-term sickness absence and unemployment, indicating a need for return-to-work (RTW) interventions. Our aim was to study the effectiveness of a new participatory, supportive RTW program for workers without an employment contract, sick-listed 2–14 weeks due to a common mental disorder, in comparison with usual care.

Methods A participatory approach, integrated care and direct placement in a competitive job were part of the new program. The primary outcome measure was duration until first sustainable RTW in competitive employment. Cox regression analysis was applied to study this outcome.
Secondary outcome measures were average working hours, duration until any type of employment, sickness benefit duration, and perceived health and functioning. Results In total, 186 participants were included in the study and randomly allocated to an intervention group (N=94), or control group (N= 92). A hazard ratio (HR) of 1.15 (95% CI 0.61–2.16) for duration until first sustainable RTW indicated no significant effect of allocation to the new program, compared to usual care. Furthermore, no significant differences were found in favor of the intervention group on any secondary outcome. Conclusions Compared to usual care, the new program did not result in a significant shorter duration until first sustainable RTW. However, due to low protocol adherence, it remains unclear what the results would have been if the program had been executed according to protocol.

SHIFT WORK

Title
What is the preferred number of consecutive night shifts? results from a crossover intervention study among police officers in Denmark.

Author
Nabe-Nielsen, K et al

Source
Ergonomics 2016 59-10 1392-1402 http://dx.doi.org/10.1080/00140139.2015.1136698

Abstract
Among police officers in Denmark, we studied (i) how many consecutive night shifts participants preferred at baseline; (ii) preferences regarding three intervention conditions (two, four, and seven consecutive night shifts followed by the same number of days off/day shifts: ‘2 + 2’, ‘4 + 4’, ‘7 + 7’) at follow-up; (iii) characteristics of participants preferring each of these intervention conditions. Questionnaire data from a crossover intervention study were used (baseline: n = 73; follow-up: n = 68). At baseline, 49% preferred four consecutive night shifts. At follow-up, 57% preferred ‘4 + 4’, 26% preferred ‘2 + 2’ and 26% preferred ‘7 + 7’. Participants, who preferred longer spells of night work experienced that night work was less demanding, found it easier to sleep at different times of the day, and were more frequently evening types compared with participants who preferred shorter spells of night work. The participants’ preferences are likely to be influenced by their previous shift work experience.

Practitioner Summary: We investigated police officers’ preferences regarding the number of consecutive night shifts. The majority preferred four consecutive night shifts. Those who preferred the longer spells of night work found night work less demanding, found it easier to sleep at different times of the day, and were more frequently evening types.

WORKERS COMPENSATION

Title
Comparison of workers’ compensation arrangements in Australia and New Zealand report 2016

Source
Safe Work Australia

Abstract
The report, produced annually, provides information about the operation of workers’ compensation schemes in each jurisdiction across Australia and New Zealand.

WORK HEALTH AND SAFETY
Title: A conceptual safety-oriented job demands and resources model for the fire service

Author/s: Smit, Todd D, Dyal, Mari-Amanda

Source: *International journal of workplace health management* 2016 9 4 443 - 460

Abstract: Purpose The purpose of this paper is to develop and present a safety-oriented job demands-resources (JD-R) model that supports the notion that excessive job demands in the fire service, when not controlled or countered, may increase firefighter burnout and diminish firefighter safety.

Design/methodology/approach The approach for the present project includes a review of the JD-R literature and the presentation of a conceptual model specific to fire service organizations.

Findings A conceptual model, relevant to fire service organizations was derived. The model argues that excessive job demands associated with workload, physical demands, emotional demands, and complexity can result in burnout if not controlled or countered. Safety-specific resources, including recovery, support, safety-specific transformational leadership and safety climate are theorized to buffer these effects and are suggested to enhance firefighter engagement. These effects are argued then to improve firefighter safety. Ultimately, the findings will help guide future research, intervention projects and workplace safety and health management programs and initiatives.

Originality/value This paper and conceptual model extends the application of the JD-R model to fire service organizations. Further, the conceptual model supports the application of safety-specific job resources vs more traditional job resources as a means to enhance firefighter safety.

Title: Higher risks when working unusual times? a cross-validation of the effects on safety, health, and work-life balance

Author/s: Greubel, Jana; Arlinghaus, Anna; Nachreiner, Friedhelm; Lombardi, David

Source: *International archives of occupational & environmental health* November 2016 89 8 1205-1214 10 4 Charts

Abstract: Purpose: Replication and cross-validation of results on health and safety risks of work at unusual times.

Methods: Data from two independent surveys (European Working Conditions Surveys 2005 and 2010; EU 2005: n = 23,934 and EU 2010: n = 35,187) were used to examine the relative risks of working at unusual times (evenings, Saturdays, and Sundays) on work-life balance, work-related health complaints, and occupational accidents using logistic regression while controlling for potential confounders such as demographics, work load, and shift work.

Results: For the EU 2005 survey, evening work was significantly associated with an increased risk of poor work-life balance (OR 1.69) and work-related health complaints (OR 1.14), Saturday work with poor work-life balance (OR 1.49) and occupational accidents (OR 1.34), and Sunday work with poor work-life balance (OR 1.15) and work-related health complaints (OR 1.17). For EU 2010, evening work was associated with poor work-life balance (OR 1.51) and work-related health complaints (OR 1.12), Saturday work with poor work-life balance (OR 1.60) and occupational accidents (OR 1.19) but a decrease in risk for work-related health complaints (OR 0.86) and Sunday work with work-related health complaints (OR 1.13). Risk estimates in both samples yielded largely similar results with comparable ORs and overlapping confidence intervals.

Conclusions: Work at unusual times constitutes a considerable risk to social participation and health and showed structurally consistent effects over time and across samples

Title: Importance of root cause analysis during incident investigation.

Abstract

The fact sheet defines a root cause analysis as a “fundamental, underlying, system-related reason why an incident occurred that identifies one or more correctable system failures.” Root cause analysis is important for any incident related to OSHA’s Process Safety Management Standard and EPA’s Risk Management Plan rule, the fact sheet states. Fixing only an immediate cause of an incident or near miss may not correct the entire problem, the agencies caution. Brainstorming, checklists, logic/event trees, timelines, sequence diagrams and causal factor determination should be used in combination while conducting a root cause analysis to pinpoint what happened, how and why the incident or near miss occurred, and what needs to be fixed to ensure it does not happen again. “Interviews and review of documents, such as maintenance logs, can be used to help answer these questions,” the resource states. “Involving employees in the root cause investigative process, and sharing the results of those investigations, will also go a long way toward preventing future similar incidents.”

Weblink

Title

Neural and psychophysiological correlates of human performance under stress and high mental workload.

Author/s

Mandrick K et al

Source


Abstract

In our anxiogenic and stressful world, the maintenance of an optimal cognitive performance is a constant challenge. It is particularly true in complex working environments (e.g. flight deck, air traffic control tower), where individuals have sometimes to cope with a high mental workload and stressful situations. Several models (i.e. processing efficiency theory, cognitive-energetical framework) have attempted to provide a conceptual basis on how human performance is modulated by high workload and stress/anxiety. These models predict that stress can reduce human cognitive efficiency, even in the absence of a visible impact on the task performance. Performance may be protected under stress thanks to compensatory effort, but only at the expense of a cognitive cost. Yet, the psychophysiological cost of this regulation remains unclear. We designed two experiments involving pupil diameter, cardiovascular and prefrontal oxygenation measurements. Participants performed the Toulouse N-back Task that intensively engaged both working memory and mental calculation processes under the threat (or not) of unpredictable aversive sounds. The results revealed that higher task difficulty (higher n level) degraded the performance and induced an increased tonic pupil diameter, heart rate and activity in the lateral prefrontal cortex, and a decreased phasic pupil response and heart rate variability. Importantly, the condition of stress did not impact the performance, but at the expense of a psychophysiological cost as demonstrated by lower phasic pupil response, and greater heart rate and prefrontal activity. Prefrontal cortex seems to be a central region for mitigating the influence of stress because it subserves crucial functions (e.g. inhibition, working memory) that can promote the engagement of coping strategies. Overall, findings confirmed the psychophysiological cost of both mental effort and stress. Stress likely triggered increased motivation and the recruitment of additional cognitive resources that minimize its aversive effects on task performance (effectiveness), but these compensatory efforts consumed resources that caused a loss of cognitive efficiency (ratio between performance effectiveness and mental effort). Neural and psychophysiological correlates of human performance under stress and high mental workload.

Weblink

Title

Recommended practices for safety and health programs.

Source

OSHA 2016

Abstract

Osha has recently updated the Guidelines for Safety and Health Programs it first released 30 years ago, to reflect changes in the economy, workplaces, and evolving safety and health issues. The new Recommended Practices have been well received by a wide variety of stakeholders and are designed to be used in a wide variety of small and medium-sized business
settings. The Recommended Practices present a step-by-step approach to implementing a safety and health program, built around seven core elements that make up a successful program. The main goal of safety and health programs is to prevent workplace injuries, illnesses, and deaths, as well as the suffering and financial hardship these events can cause for workers, their families, and employers. The recommended practices use a proactive approach to managing workplace safety and health. Traditional approaches are often reactive—that is, problems are addressed only after a worker is injured or becomes sick, a new standard or regulation is published, or an outside inspection finds a problem that must be fixed. These recommended practices recognize that finding and fixing hazards before they cause injury or illness is a far more effective approach.

Title Transitioning to safer chemicals: a toolkit for employers and workers.
Source OSHA 2016
Abstract Workplace chemical exposure has been linked to cancers, and other lung, kidney, skin, heart, stomach, brain, nerve, and reproductive diseases. Establishing a chemical management system that goes beyond simply complying with OSHA standards and strives to reduce or eliminate chemical hazards at the source through informed substitution best protects workers. Transitioning to safer alternatives can be a complex undertaking, but a variety of existing resources make it easier. OSHA has developed this step-by-step toolkit to provide employers and workers with information, methods, tools, and guidance on using informed substitution in the workplace.

Title A bad day at the sausage factory: the Health and Safety at Work Act 2015
Author Sissons, Jeff
Source New Zealand journal of employment relations 2016 41 2 http://www.nzjournal.org/latest.htm
Abstract This paper outlines key concerns relating to New Zealand’s new Health and Safety at Work Act 2015. It puts the Act in context as the most recent governmental attempt to reform health and safety in the workplace. The reports of the Independent Taskforce and the Royal Commission provided an opportunity to address New Zealand’s poor workplace health and safety record, however the Government has failed to do so effectively. This paper identifies significant issues with the Act, particularly with regards to worker participation and the use of work groups to push for change.

Title Occupational health and safety: why and how should worker participation be enhanced in New Zealand?
Author Viktoriya Pashorina-Nichols
Source New Zealand journal of employment relations 2016 41 2 http://www.nzjournal.org/latest.htm
Abstract This paper provides a brief overview of the international academic commentary on the subject of worker participation in Occupational Health and Safety (OHS) and then considers the character of worker participation in New Zealand OHS management (OHSM) in more detail. The paper highlights how vital worker participation is for the health and safety (H&S) of workers. The paper concludes that the changes introduced by the Health and Safety at Work Act 2015 (HSW Act) provide evidence that New Zealand has taken steps in the right direction, but there is further room for improvement; in particular H&S representatives and H&S committees should be
Title: A systematic literature review of the effectiveness of occupational health and safety regulatory enforcement.

Author: Tompa, E et al


Abstract: Background We aimed to determine the strength of evidence on the effectiveness of legislative and regulatory policy levers in creating incentives for organizations to improve occupational health and safety processes and outcomes. Methods A systematic review was undertaken to assess the strength of evidence on the effectiveness of specific policy levers using a “best-evidence” synthesis approach. Results A structured literature search identified 11,947 citations from 13 peer-reviewed literature databases. Forty-three studies were retained for synthesis. Strong evidence was identified for three out of nine clusters. Conclusions There is strong evidence that several OHS policy levers are effective in terms of reducing injuries and/or increasing compliance with legislation. This study adds to the evidence on OHS regulatory effectiveness from an earlier review. In addition to new evidence supporting previous study findings, it included new categories of evidence—compliance as an outcome, nature of enforcement, awareness campaigns, and smoke-free workplace legislation.

Title: Drug testing in the Australian workplace: still a contested terrain

Author: Holland, Peter


Abstract: This article examines ongoing issues associated with workplace drug testing through a recent case which has resulted in revaluation of the customs, practices and standards around the use of illicit drugs inside and outside the workplace. These changes have seen the issue of workplace drug testing remain a contentious issue in the Australian employee relations landscape.

Title: Work environment and safety climate in the Swedish merchant fleet.

Author: Forsell, K et al

Source: *International archives of occupational and environmental health* November 2016 DOI: 10.1007/s00420-016-1180-0

Abstract: Purpose To get knowledge of the work environment for seafarers sailing under the Swedish flag, in terms of safety climate, ergonomical, chemical and psychosocial exposures, and the seafarers self-rated health and work ability. Methods A Web-based questionnaire was sent to all seafarers with a personal e-mail address in the Swedish Maritime Registry (N = 5608). Comparisons were made mainly within the study population, using Student’s t test, prevalence odds ratios and logistic regressions with 95% confidence intervals. Results The response rate was 35% (N = 1972; 10% women, 90% men), with 61% of the respondents working on deck, 31% in the engine room and 7% in the catering/service department (1% not classifiable). Strain on neck, arm or back and heavy lifting were associated with female gender (p = 0.0001) and younger age (below or above 30 years of age, p < 0.0001). Exposures to exhausts, oils and dust were commonly reported. Major work problems were noise, risk of an accident and vibrations from the hull of the ship. The safety climate was high in...
comparison with that in land-based occupations. One-fourth had experienced personal harassment or bullying during last year of service. Conclusions Noise, risk of accidents, hand/arm and whole-body vibrations and psychosocial factors such as harassment were commonly reported work environment problems among seafarers within the Swedish merchant fleet.

WORK STRESS

Title Mindfulness-based stress reduction for managers: a randomized controlled study
Author/s Zolnierczyk-Zreda, D Sandeerson, M Bedynska, S
Source Occupational medicine 2016 66 8 630-635 doi 10.1093/occmed/kqw091
Abstract Background Mindfulness-based stress reduction (MBSR), which was initially used in clinical settings, has also proved to be an effective tool for managing work-related stress in occupational groups inherently exposed to certain psychosocial risks.
Aims To examine the potential for work-related stress management using MBSR for middle-level managers who are considered to be particularly affected by the negative effects of stress related to organizational restructuring.
Methods Middle-level managers participated in a randomized controlled study which implemented a 2 (experimental versus control group) × 2 (baseline, post-treatment) study design, yielding a between-group comparison. The participants were randomly assigned to an 8-week intervention group or to a wait-list control group.
Results The results showed that, relative to the control group, the MBSR intervention had significant effects on several outcomes in the 144 subjects, including: decreases in perceived work-related stress (F(1,140) = 20.4, P < 0.001, d diff = 0.72), negative affect (F(1,140) = 45.3, P < 0.001, d diff = 0.93), intensity of somatic complaints (F(1,140) = 20.7, P < 0.001, d diff = 0.69), and sickness absence (F(1,140) = 67.3, P < 0.001, d diff = 0.69), and increase in self-esteem (F(1,140) = 44.1, P < 0.001, d diff = 1.25), and positive affect (F(1,140) = 6.73, P < 0.01, d diff = 0.43). No effects were found on frequency of somatic complaints.
Conclusions These results suggest that MBSR is an effective method for managing work-related stress and bolstering psychological resilience in the workplace, particularly in the face of psychosocial risks of a global, economic nature.

WEBSITES

Title Bringing health, work and wellness together: we all play a part in making workplaces healthy and safe.
Source Canadian Centre for OH&S
Abstract There is a strong connection between the health and well-being of people and their work environments. When people feel valued, respected and satisfied in their jobs and work in safe, healthy environments, they are more likely to be more productive and committed to their work. When the workplace is unsafe, stressful or unhealthy, ultimately both the organization and the employees are hurt. Everyone benefits from a healthy workplace.

Weblink Institute for Work and Health
http://www.iwh.on.ca/
Topics include: tools, disability, MSDs, vulnerable workers,

PSnews Professional Victoria

Lots of interesting articles including:
Driven to distraction: the difficult task of paying attention
accentuating the positive: alternatives to just saying ‘no’
World news: IT becomes official position in UK