Good work is good for health and wellbeing

Comcare’s work is centred 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 WH&S issues to keep people healthy and safe in work.

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

Where possible, links to the full text of the articles have been included. The Digital Object Identifier (DOI) has also been included where possible, to enable direct links to the article and journal. Where some records are linked to subscription databases, check with your library to see if you have access or may ask for an interlibrary loan. Registered National Library of Australia users have access to a number of databases and resources.

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
- Health promotion
- Management and leadership
- Musculoskeletal issues
- Occupational issues
- Psychosocial issues
- Public health
- Rehabilitation
- Return to work
- Shift work
- Vocational rehabilitation
- Work Health &Safety
- Workers compensation
- Work stress
- Websites
ABSENTEEISM AND PRESENTEEISM

Title: Sickness presenteeism and sickness absence over time: a UK employee perspective
Author/s: Collins, AM Cartwright, S Cowlishaw, S
Abstract: This paper examined the influence of sickness presenteeism (SP), defined here as going to work despite illness, and sickness absenteeism (SA) behaviour on employee psychological well-being, work performance and perceived organisational commitment in a sample of 552 UK workers. Self-report measures were administered on 2 occasions, separated by 1 year, to employees from 4 public sector and 2 private sector organisations. Structural equation modelling was used to evaluate simultaneous influences of SP and SA on outcomes over time. Results suggested that employees reporting SP reported lower work performance in comparison to those reporting no SP, when measured concurrently but not over time. Employees reporting any SP in the previous 3 months showed relatively reduced psychological well-being but there was no significant association over time. Six or more days SP was associated with a reduction in employee perceptions that their organisation was committed to them, concurrently and over time. There were no significant influences of SA on any outcome measure. Our results strengthen previous research and suggest that SP, but not SA, has implications for individual outcomes. The findings have implications for the way organisations manage their sickness absence systems.

Title: A systematic literature review of the relationship between work hours and sickness absence
Author/s: Bernstrom V H Houkes, I
Abstract: The aim of this study was to determine the relationship between work hours and sickness absence: is a higher number of work hours associated with better or with adverse health? A systematic literature review was performed by searching Medline, PsychInfo, and Web of Science. All abstracts were screened to identify papers that empirically investigated the relationship between work hours and sickness absence in a working population. A total of 1072 papers were identified, and 70 papers were included in this review. A simple measure of the strength of effects was applied, and the findings are summarised in narrative form. Evidence supporting a relationship between sickness absence and working part-time or work hours as a continuous variable was inconclusive. These inconclusive findings might be due to heterogeneity in the operationalisation of key variables or to publication bias. Support for a negative relationship between long work hours and sickness absence was moderately strong. Possible explanations for this include the healthy worker selection effect, differences in job characteristics, and differences in job motivation. Empirical testing of these explanations, however, has been limited. Our findings indicate that employers should monitor employee health in times of high work pressure, even if sickness absence is low.

Title: Development and validation of a prediction model for long-term sickness absence based on occupational health survey variables
Author/s: Roelen, Corné et al
Source: Disability & rehabilitation January 2018 40 2 168-175 8 1 2 2 DOI: 10.1080/09638288.2016.1247471
Abstract: Purpose: The purpose of this study is to develop and validate a prediction model for identifying employees at increased risk of long-term sickness absence (LTSA), by using variables commonly measured in occupational health surveys. Materials and methods: Based on the literature, 15 predictor variables were retrieved from the Danish National working...
Environment Survey (DANES) and included in a model predicting incident LTSA (≥4 consecutive weeks) during 1-year follow-up in a sample of 4000 DANES participants. The 15-predictor model was reduced by backward stepwise statistical techniques and then validated in a sample of 2524 DANES participants, not included in the development sample. Identification of employees at increased LTSA risk was investigated by receiver operating characteristic (ROC) analysis; the area-under-the-ROC-curve (AUC) reflected discrimination between employees with and without LTSA during follow-up.

Results: The 15-predictor model was reduced to a 9-predictor model including age, gender, education, self-rated health, mental health, prior LTSA, work ability, emotional job demands, and recognition by the management. Discrimination by the 9-predictor model was significant (AUC = 0.68; 95% CI 0.61–0.76), but not practically useful.

Conclusions: A prediction model based on occupational health survey variables identified employees with an increased LTSA risk, but should be further developed into a practically useful tool to predict the risk of LTSA in the general working population. Implications for rehabilitation Long-term sickness absence risk predictions would enable healthcare providers to refer high-risk employees to rehabilitation programs aimed at preventing or reducing work disability. A prediction model based on health survey variables discriminates between employees at high and low risk of long-term sickness absence, but discrimination was not practically useful. Health survey variables provide insufficient information to determine long-term sickness absence risk profiles. There is a need for new variables, based on the knowledge and experience of rehabilitation professionals, to improve long-term sickness absence risk profiles.

Title Working conditions in the explanation of occupational inequalities in sickness absence in the French summer study

Author/s Niedhammer, Isabelle et al

Source European journal of public health December 2017 27 6 1061-1068 8 DOI: 10.1093/eurpub/ckx052

Abstract Background: Explanations of social inequalities in sickness absence are lacking in the literature. Our objectives were to evaluate the contribution of various occupational exposures in explaining these inequalities in a national representative sample of employees. Methods: The study was based on the cross-sectional sample of the SUMER 2010 survey that included 46 962 employees, 26 883 men and 20 079 women. Both sickness absence spells and days within the last 12 months, as health indicators, were studied. Occupation was used as a marker of social position. The study included both psychosocial work factors (variables related to the classical job strain model, psychological demands, decision latitude, social support and understudied variables related to reward, job insecurity, job promotion, esteem, working time/hours and workplace violence) and occupational exposures of chemical, biological, physical and biomechanical nature. Weighted age-adjusted Poisson and negative binomial regression analyses were performed. Results: Strong occupational differences were found for sickness absence spells and days and for exposure to most work factors. Psychosocial work factors contributed to explain occupational differences in sickness absence spells, and the contributing factors were: decision latitude, social support, reward, shift work and workplace violence. Physical exposure, particularly noise, and biomechanical exposure were also found to be contributing factors. Almost no work factor was found to contribute to occupational differences in sickness absence days. Conclusion: Preventive measures at the workplace oriented towards low-skilled occupational groups and both psychosocial work factors and other occupational exposures may be beneficial to reduce sickness absence spells and occupational differences in this outcome.
**Personnel review** 46 8 1493-1507 https://doi.org/10.1108/PR-12-2015-0309

**Abstract**

Purpose The purpose of this paper is to examine the main and interaction effects of self-rated promotion and prevention regulatory focus on self-rated work performance, emotional exhaustion and sickness absence for managers and non-managers separately. The authors expected that promotion focus relates positively to performance and negatively to sickness absence, while prevention focus relates positively to exhaustion and sickness absence, both for managers and non-managers. Furthermore, the authors expected that promotion focus relates positively to performance but also to exhaustion and sickness absence when prevention focus is high, only for managers (i.e. a manager’s dual regulatory focus can be an effective but also exhausting leadership strategy).

Design/methodology/approach: The authors tested the hypotheses via moderated regression analyses among two independent groups, managers (n=241) and non-managers (n=415).

Findings: Promotion focus was positively related to managers' and non-managers' performance and negatively to non-managers' sickness absence, while prevention focus did not have any main effects. As expected, managers' promotion focus was positively related to managers' sickness absence when managers' prevention focus was high (i.e. dual regulatory focus). Furthermore, managers' promotion focus negatively related to managers' performance when managers' prevention was high, failing to support the hypothesis.

Practical implications: Promotion focus should be enhanced by organizations among leaders and employees. The authors also cautiously discuss the possibility of interventions comparing a promotion focus with dual-focus training.

Originality/value: The authors contribute to the literature by examining the joint (rather than main) effects of promotion and prevention focus on work behavior and the authors address these links among managers and non-managers.

---

**Title**

Validity and reliability of the 8-item work limitations questionnaire

**Source**


**Abstract**

Purpose To evaluate factorial validity, scale reliability, test–retest reliability, convergent validity, and discriminant validity of the 8-item Work Limitations Questionnaire (WLQ) among employees from a public university system.

Methods A secondary analysis using de-identified data from employees who completed an annual Health Assessment between the years 2009–2015 tested research aims. Confirmatory factor analysis (CFA) (n = 10,165) tested the latent structure of the 8-item WLQ. Scale reliability was determined using a CFA-based approach while test–retest reliability was determined using the intraclass correlation coefficient. Convergent/discriminant validity was tested by evaluating relations between the 8-item WLQ with health/performance variables for convergent validity (health-related work performance, number of chronic conditions, and general health) and demographic variables for discriminant validity (gender and institution type).

Results A 1-factor model with three correlated residuals demonstrated excellent model fit (CFI = 0.99, TLI = 0.99, RMSEA = 0.03, and SRMR = 0.01). The scale reliability was acceptable (0.69, 95% CI 0.68–0.70) and the test–retest reliability was very good (ICC = 0.78). Low-to-moderate associations were observed between the 8-item WLQ and the health/performance variables while weak associations were observed between the demographic variables.

Conclusions The 8-item WLQ demonstrated sufficient reliability and validity among employees from a public university system. Results suggest the 8-item WLQ is a usable alternative for studies when the more comprehensive 25-item WLQ is not available.

---

Return to top
AGEING WORKFORCE

Title | Age-related patterns in work-related injury claims from older New Zealanders, 2009–2013: implications of injury for an aging workforce
---|---
Author/s | Lilley, Ret al
Source | Accident analysis & prevention January 2018 110 86-92
Abstract | Objectives This study describes the incidence, nature and cause of work-related injuries in older New Zealand workers to understand the risks of work-related injury in this rapidly aging population. Methods Data for the period 2009–2013 from 25,455 injured workers aged 55–79 years, extracted from national work-related injury entitlement claims, were stratified by age group and analysed by sex, industry, injury type and cause. Age-specific claims rates were calculated by year, sex and ethnicity. Results Patterns of injury differed by age: 70–79-year olds had the highest injury rates and proportion of claims due to falls (45%), for the self-employed (32%), for the agriculture sector (24%), and for fatal injuries (5%). Discussion The burden of work-related injuries in older workers, particularly in those aged over 70, will increase with their increasing participation in work. Workplace injury prevention strategies and interventions need to consider the specific characteristics and vulnerabilities of older workers.

Title | Age discrimination within a P-E fit paradigm: maintaining fit with an active work style
---|---
Author/s | Bayl-Smith, Piers; Griffin, Barbara.
Source | Journal of occupational & organizational psychology September 2017 90 3 306-328 23 DOI: 10.1111/joop.12173
Abstract | In the context of work environment and within-person change, age discrimination represents a substantial and important challenge for mid- to late-career workers. This present research expands the current literature by examining age discrimination within a P-E fit paradigm. Utilizing the theory of work adjustment, we examined the effect of perceived age discrimination upon demands-abilities (D-A) fit and needs-supplies (N-S) fit in two, two-wave studies. Consistent with hypotheses, Study 1 ( N = 1345 ) demonstrated that as individuals perceived increasing experiences of age discrimination, both D-A and N-S fit decreased over time. Study 2 ( N = 665 ) included active work styles, defined as an individual's general level and pattern of workplace effort and activity, as a possible moderating variable of the relationship between age discrimination and D-A fit. As expected, the engagement of a highly active work style ameliorated the deleterious effects of age discrimination. Implications for future empirical research and possible workplace applications deriving from these studies are discussed. Practitioner points Age discrimination has a negative impact upon employees being able to maintain their fit with the work environment. An employee may minimize the impact of age discrimination by maintaining a highly active work style. Organizations need to facilitate a positive age diversity climate by actively challenging negative stereotypes through education and training programmes, and the enforcement of fair and just diversity policies.

Title | The ageing workforce: policy dilemmas and choices
---|---
Author/s | Gahan, Peter et al
Population ageing is profoundly challenging the institutions and systems that organise paid work, healthcare, and retirement. A major response to these challenges has been to encourage older workers to remain longer in employment, thereby extending the period of ‘productive life’ in which they are net contributors to government revenue. Yet this strategy depends on a range of micro-level adjustments, about which relatively little is known. These include how willingly older workers and employers adjust their attitudes and practices, and what types of policies facilitate these adjustments. In this paper, we critique the major policy responses to workforce ageing in Australia to date, and consider further measures to improve recruitment and retention of older workers. We argue that a more holistic policy response will require better evidence about ageist employment barriers, late-career transitions, and older workers’ job performance. We outline a research agenda to improve evidence and policy in these areas.
Time 2 variables. The results revealed that threat of loss had a positive relationship on loss of resources after retirement, and also both on retirement satisfaction and depression after retirement. Hence, this suggested several avenues for intervention targeting expectations and, in turn, increasing retirees’ well-being, which are discussed.

**ASBESTOS AND MESOTHELIOMA**

**Title** Study update: new cases of mesothelioma and asbestos-related lung cancer from one year cost $2.35b

**Source** *At work* 90 fall 2017

**Abstract** IWH’s new estimate of economic burden higher than earlier figure. One year’s newly diagnosed cases of mesothelioma and lung cancer due to work-related asbestos exposures cost Canadians $2.35 billion—up from an earlier estimate of $1.9 billion. This is according to a study led by Institute for Work & Health (IWH) Senior Scientist Dr. Emile Tompa, a health economist who assessed the costs to Canadian society of cases newly diagnosed in 2011. The study is the first to estimate the costs to society of illnesses associated with work-related asbestos exposures, including secondhand or “para-occupational” exposures (e.g. a family member’s exposure to fibres brought home on work clothing).

**Title** Subsequent injury study (sins): improving outcomes for injured New Zealanders

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

**Source** *Injury prevention* 23 5 2015

**Abstract** Background: Subsequent injury (SI) is a major contributor to disability and costs for individuals and society. Aim: To identify modifiable risk factors predictive of SI and SI health and disability outcomes and costs. Objectives: To (1) describe the nature of SIs reported to New Zealand's no-fault injury insurer (the Accident Compensation Corporation (ACC)); (2) identify characteristics of people underaccessing ACC for SI; (3) determine factors predicting or protecting against SI; and (4) investigate outcomes for individuals, and costs to society, in relation to SI. Methods: Previously collected data will be linked including data from interviews undertaken as part of the earlier Prospective Outcomes of Injury Study (POIS), ACC electronic data and national hospitalisation data about SI. POIS participants (N=2856, including 566 Māori) were recruited via ACC’s injury register following an injury serious enough to warrant compensation entitlements. We will examine SI over the following 24 months for these participants using descriptive and inferential statistics including multivariable generalised linear models and Cox’s proportional hazards regression.

Discussion: Subsequent Injury Study (SInS) will deliver information about the risks, protective factors and outcomes related to SI for New Zealanders. As a result of sourcing injury data from New Zealand’s ‘all injury’ insurer ACC, SInS includes people who have been hospitalised and not hospitalised for injury. Consequently, SInS will provide insights that are novel internationally as other studies are usually confined to examining trauma registries, specific injuries or injured workers who are covered by a workplace insurer rather than a ‘real-world’ injury population.
Migrating pleural plaque in a patient with asbestos induced pleural disease: a case report

Eisenhawer, C et al


Abstract

Background Health surveillance of formerly asbestos exposed individuals focus on early detection of asbestos related diseases, such as lung fibrosis (asbestosis), pleural plaques, mesothelioma and lung cancer in particular. One main concern is the early and clear identification of lesions with a high risk of malignant changes and their undelayed clinical work-up. False positive results may lead to unnecessary and often painful diagnostic interventions, which create high costs when applied to a large cohort and also may discredit the whole program. We describe an unusual presentation of a common lesion among asbestos exposed individuals, which has to our knowledge never been described before. Being aware of this pathological pathway may prevent inadequate clinical decisions with disadvantages for the patient. Underlying implications regarding health surveillance and the reading of CT-scans of the thorax are important for the management of formerly asbestos exposed individuals.

Case presentation During follow-up of an asbestos exposed 72 year old former power plant worker with known pleural changes, a nodule located next to the left costophrenic angle was newly discovered on CT-scan. As the previous scan 1 year before did not show any changes in that area, a fast growing tumour was suspected and an immediate biopsy performed. The tissue showed the characteristics of a pleural plaque with no signs of malignancy. After carefully reviewing all previous radiographs a rounded opacity attached to the mediastinal pleura close to the oesophagus and slightly cranial to the position of the removed nodule could be discerned. That nodule had increased in size over several years and was no longer visible on the latest scan. It appeared that the originally slow growing plaque had migrated to the costophrenic angle some time before it was discovered in the latest scan thus imposing as a fast growing tumour.

Conclusions We concluded that asbestos related pleural plaques can under special circumstances get separated from the pleura and migrate to another position in the pleural cavity. The case provides new insights in the development and properties of pleural lesions and may offer new options for the management of formerly asbestos exposed patients.

Migration and work in postwar Australia: mortality profile comparisons between Australian and Italian workers exposed to blue asbestos at Wittenoom

Reid, A et al

Occupational & environmental medicine 2018 75 1 http://dx.doi.org/10.1136/oemed-2017-104322

Abstract

Objectives Three hundred and thirty thousand Italians arrived in Australia between 1945 and 1966, many on assisted passage schemes where the worker agreed to a 2-year unskilled employment contract. Italians were the largest of 52 migrant groups employed at the Wittenoom blue asbestos mining and milling operation. We compare mortality from asbestos-related diseases among Italian and Australian workers employed at Wittenoom.

Methods A cohort of 6500 male workers was established from employment records and followed up at state and national mortality and cancer registries. SMRs were calculated to compare mortality with the Western Australian male population. Time-varying Cox proportional hazards models compared the risk of mesothelioma between Australian and Italian workers.

Results 1031 Italians and 3465 Australians worked at Wittenoom between 1943 and 1966. Duration of employment was longer for the Italian workers, although the concentration of exposure was similar. The mesothelioma mortality rate per 100 000 was higher in Italians (184, 95% CI 148 to 229) than Australians (128, 95% CI 111 to 149). The risk of mesothelioma was greater than twofold (HR 2.27, 95% CI 1.43 to 3.60) in Italians at the lowest asbestos exposure category (<10 fibre years/per mL).

Conclusions A hierarchy in migration, isolation and a shortage of workers led to Italians at
Weblink

Return to top

BULLYING AND HARASSMENT

Title
Psychosocial safety climate (PSC) and enacted PSC for workplace bullying and psychological health problem reduction

Author/s
Dollard, Maureen F et al

Source
European journal of work & organizational psychology December 2017 26 6 844-857 14 DOI: 10.1080/1359432X.2017.1380626

Abstract
Bullying at work has profound effects on both the individual and organization. We aimed to determine if organizational psychosocial safety climate (PSC; a climate specific to worker psychological health) could reduce workplace bullying and associated psychological health problems (i.e., distress, emotional exhaustion, depression) if specific procedures were implemented (PSC enactment). We theorized that the PSC enactment mechanism works via psychosocial processes such as bullying mistreatment climate (anti-bullying procedures), work design (procedures reduce stress through work redesign), and conflict resolution (procedures to resolve conflict). We used two-wave national longitudinal interview data from 1,062 Australian employees (Australian Workplace Barometer project) and structural equation modelling to explore relationships over 4 years. PSC Time 1 predicted enacted PSC and reduced bullying 4 years later. PSC Time 1 was indirectly negatively related to poor psychological health Time 2 through enacted PSC and bullying. Bullying Time 1 also gave rise to procedures which in turn reduced bullying Time 2. Our findings suggest a multi-component approach to prevent or reduce bullying. Procedures (to reduce psychosocial hazards) that emerge in a high PSC context are more comprehensive than those triggered by bullying (reactive procedures), and can therefore be more effective in reducing worker mistreatment. Building PSC and a strong climate for psychological health, and enacting PSC is fundamental to bullying prevention

Title
Tackling workplace bullying: a scholarship of engagement study of workplace welln

Author/s
Georgakopoulos, A Kelly, MP

Source

Abstract
Purpose The purpose of this paper is to raise awareness of the benefits of wellness programs for contemporary organizations and aids in tackling workplace bullying.
Design/methodology/approach This study used a qualitative design and employs a new empirical approach to tackle workplace bullying. With over a hundred working professionals engaged in focus groups and facilitation methodologies for a total of five workshops and 60 hours, this study suggests a new framework for intervening in workplace bullying that considers workplace wellness as a system.
Findings The findings revealed that these professionals perceived workplace wellness as a formidable component of the health and success of employees, organizations, and community, and perceived workplace bullying as a serious threat to physical and mental wellness. Employee participation and involvement in the design of workplace wellness programs was viewed as essential to the success of these programs in organizations. Research limitations/implications This research has implications as it expands understanding and discovery into what aids employees to reduce their stress, fatigue, anxiety, and other
conditions that lead to conflict or bullying in workplaces. It gives attention to a system of wellness that is vital to people and their organizations.

Practical implications Study participants consistently asserted their desire to be active participants in establishing workplace wellness programs that effectively address workplace bullying, systems that enhance safety, and health.

Social implications This study highlights the role organizations play in shaping individual and community physical and mental well-being, health, and safety through effective workplace wellness programs.

Originality/value This study should be helpful to organizations and researchers looking to address workplace wellness, safety, and bullying in a context broader than just liability and the cost savings of employee physical health, and may further add to the discussions of workplace wellness policy and regulation.

Title Towards a conceptual and empirical differentiation between workplace bullying and interpersonal conflict

Author/s Baillien, Elfitín, Jordi et al

Source European journal of work & organizational psychology December 2017 26 6 870-881 12 DOI: 10.1080/1359432X.2017.1385601

Abstract This study investigates the defining features that distinguish workplace bullying from interpersonal conflict – being frequency, negative social behaviour, power imbalance, length and perceived intent – by contrasting the characteristics of conflict incidents in a group of workplace bullying victims versus a group of non-victims. A group of 47 victims and 62 non-victims were identified based on a questionnaire time 1 and time 2 (time lag of 6 months). The conflict incidents were assessed between time 1 and time 2 using an event-based diary study that was filled out for a period of two times 20 working days with a break of 4 months in between. Hierarchical linear modelling (HLM) showed that conflict incidents differed for victims versus non-victims, in line with the defining aspects of workplace bullying: victims’ conflict incidents related more to the work context and included more personal and work-related negative social behaviour. Victims perceived more inferiority and less control in the conflicts, indicated more continuation of previous conflict incidents and reported more negative intentions from their opponent. These findings validate the conceptual differentiation between interpersonal conflict and workplace bullying, while at the same time adhering to their related nature.

Title The financial burden of psychosocial workplace aggression: a systematic review of cost-of-illness studies

Author/s Hassard, J et al


Abstract Understanding the economic impact of psychological and social forms of workplace aggression to society could yield important insights into the magnitude of this occupational phenomenon. The objective of this systematic review was to collate, summarise, review and critique, and synthesise the cost of psychosocial workplace aggression at the individual- and societal-level. A peer-reviewed research protocol detailing the search strategy, study selection procedures and data extraction process was developed a priori. Both the academic and grey literatures were examined. To allow for basic comparison, all costs were converted and adjusted to reflect 2014 US dollars. Twelve studies, from 5 national contexts, met the inclusion criteria and were reviewed: Australia (n = 2), Italy (n = 1), Spain (n = 1), the United Kingdom (n = 3) and the United States (n = 5). The annual cost of psychosocial workplace aggression varied substantially, ranging between $114.64 million and $35.9 billion. Heterogeneity across studies was found, with noted variations in stated study aims, utilised prevalence statistics and included costs. The review concludes that existing evidence attests to the substantial cost of psychosocial workplace aggression to both the individual and
society, albeit such derived estimates are likely gross under-estimates. The findings highlight the importance of interpreting such figures within their conceptual and methodological contexts.

CHRONIC HEALTH ISSUES

Title  "Whenever I can I push myself to go to work": a qualitative study of experiences of sickness presenteeism among workers with rheumatoid arthritis
Author/s  Holland, Paula; Collins, Alison M
Source  Disability & rehabilitation February 2018 40 4 404-413 10 1 1
DOI: 10.1080/09638288.2016.1258436

Abstract  Purpose: UK government policy emphasizes the importance of continuing to work for recovery from poor health, yet sickness presenteeism (going to work whilst ill) is commonly regarded as having negative consequences for organizations and individuals. Our study explores experiences of working after onset of rheumatoid arthritis (RA), a chronic musculoskeletal disorder characterized by high rates of work disability.
Materials and methods: An exploratory qualitative study consisting of in-depth interviews and six-month follow-up with 11 men and women with RA employed at disease onset.
Results: We expand upon previous models of sickness presenteeism by distinguishing between presenteeism that occurs voluntarily (wanting to work despite illness) and involuntarily (feeling pressured to work when ill). RA onset affected participants’ ability to work, yet motivation to remain working remained high. The implementation of workplace adjustments enabled participants to stay working and restore their work capacity. Conversely, managers’ misinterpretation of organizational sickness absence policies could lead to involuntary presenteeism or delayed return to work, conflicting with the notion of work as an aid to recovery.
Conclusion: Workplace adjustments can facilitate voluntary sickness presenteeism. To reduce work disability and sickness absence, organizational policies should be sufficiently flexible to accommodate the needs of workers with fluctuating conditions. Implications for rehabilitation: Individuals with rheumatoid arthritis (RA) are at high risk of work disability. Individuals’ motivation to remain in work following onset of RA remains high, yet sickness presenteeism (working while ill) has received largely negative attention. It is important to distinguish between voluntary and involuntary forms of sickness presenteeism. Workplace adjustments facilitate voluntary sickness presenteeism (willing to work despite illness) and improve job retention and productivity among workers with RA. Involuntary presenteeism (feeling pressured to work while ill) may occur if organizational policies are not sufficiently flexible to accommodate the needs of workers with RA.

Title  Fear of pain questionnaire-9: brief assessment of pain-related fear and anxiety
Author/s  McNeil, DW et al
Source  European journal of pain January 2018 39-48 DOI: 10.1002/ejp.1074

Abstract  Background Fear and anxiety are important considerations in both acute and chronic pain. Effectively and efficiently measuring fear and anxiety associated with pain in healthcare settings is critical for identifying vulnerable patients. The length and administration time of current measures of pain-related fear and anxiety inhibit their routine use, as screening tools and otherwise, suggesting the need for a shorter, more efficient instrument.
Methods: A 9-item shortened version of the Fear of Pain Questionnaire – III (FPQ-III), the Fear of Pain Questionnaire-9 (FPQ-9), was developed based upon statistical analyses of archival data from 275 outpatients with chronic pain and 275 undergraduates. Additionally, new data were collected from 100 outpatients with chronic pain and 190 undergraduates to directly
compare the standard and short forms. Exploratory and confirmatory factor analyses, and other psychometric analyses, were conducted to examine and establish the FPQ-9 as a reliable and valid instrument.

Results The original three-factor structure of the FPQ-III was retained in the shortened version; a confirmatory factor analysis produced good model fit (RMSEA = 0.00, CFI = 1.00, TLI = 1.00, SRMR = 0.03). Results suggested a high degree of correlation between the original FPQ-III and the new FPQ-9 (r = 0.77, p < 0.001). Measures of internal consistency for FPQ-9 subscales were high; correlations with other pain and anxiety instruments suggested concurrent, convergent and divergent validity.

Conclusions The FPQ-9 is a psychometrically sound alternative to longer instruments assessing fear and anxiety associated with pain, for use in both clinical and research situations that only allow brief screening.

Significance The FPQ-9 has considerable potential for dissemination and utility for routine, brief screening, given its length (completion time ~2 min; scoring time ~1 min), reading level and psychometric properties.
people in the work environment. Solutions mostly supported by patient associations included providing sufficient information about the disease, relevant help and protective legal regulations regarding work participation. Finally, health professionals could support solutions such as incorporating periods of rest, promoting self-efficacy and gaining insight into an individual's ability to participate in work.

Conclusions People with a chronic disease suggested various solutions that can help overcome difficulties surrounding participating in work. Support from friends and family, patient associations, employers, colleagues and occupational health professionals is needed to help identify and implement suitable solutions.

Title Tired of pain? toward a better understanding of fatigue in chronic pain
Author/s Van Damme, S Becker, S Vander Linden, B
Source Pain: January 2018 159 1 7–10 doi: 10.1097/j.pain.0000000000001054
Abstract Fatigue is a prevalent complaint in people with chronic pain. A study in the general population showed that 64% of the individuals with chronic widespread pain reported co-occurring persistent fatigue. In patients with chronic pain due to spinal cord injury, 70% reported persistent fatigue. Such comorbid fatigue is likely to be an additional source of disability and suffering when left untreated. Moreover, fatigue might reduce patients' ability and/or willingness to fully engage in treatments aimed at increasing physical activity, such as graded activity or exposure, possibly lowering effectiveness. As such, a good understanding of fatigue in chronic pain patients is crucial. The aim of this review is to discuss the current knowledge on fatigue in chronic pain, to provide conceptual clarification of fatigue, and to develop a theoretical framework explaining fatigue in the context of chronic pain. Based on this framework we discuss a new research agenda and provide recommendations for clinical practice.

Title Improving lives: the future of work, health and disability
Source Department for Work and Pensions, Department of Health
Abstract This publication sets out the government's strategy on the future of work, health and disability. We will take action across 3 settings – welfare, the workplace and the health system, to transform employment prospects for disabled people and people with long term health conditions. It includes the government's commitment to see one million more disabled people in work over the next 10 years.

Title Disability at work: a look back and forward
Author/s Schur, L et al
Abstract Purpose This article presents new evidence on employment barriers and workplace disparities facing employees with disabilities, linking the disparities to employee attitudes. Methods Analyses use the 2006 General Social Survey to connect disability to workplace disparities and attitudes in a structural equation model.
Results Compared to employees without disabilities, those with disabilities report: lower pay levels, job security, and flexibility; more negative treatment by management; and, lower job satisfaction but similar organizational commitment and turnover intention. The lower satisfaction is mediated by lower job security, less job flexibility, and more negative views of management and co-worker relations.

Conclusion Prior research and the present findings show that people with disabilities experience employment disparities that limit their income, security, and overall quality of work life. Technology plays an increasingly important role in decreasing employment disparities. However, there also should be increased targeted efforts by government, employers, insurers, occupational rehabilitation providers, and disability groups to address workplace barriers faced by employees with disabilities, and by those with disabilities seeking to return to work.

Weblink

Title Supported decision-making: implications from positive psychology for assessment and intervention in rehabilitation and employment

Author/s Uyanik, H Shogren, KA Blanck, P

Source Journal of occupational rehabilitation December 2017 27 4 498–506 DOI https://doi.org/10.1007/s10926-017-9740-z

Abstract Purpose This article reviews existing literature on positive psychology, supported decision-making (SDM), employment, and disability. It examines interventions and assessments that have been empirically evaluated for the enhancement of decision-making and overall well-being of people with disabilities. Additionally, conceptual themes present in the literature were explored.

Methods A systematic review was conducted across two databases (ERIC and PsychINFO) using various combination of keywords of ‘disability’, work rehabilitation and employment terms, positive psychology terms, and SDM components. Seven database searches were conducted with diverse combinations of keywords, which identified 1425 results in total to be screened for relevance using their titles and abstracts. Database search was supplemented with hand searches of oft-cited journals, ancestral search, and supplemental search from grey literature.

Results Only four studies were identified in the literature targeting SDM and positive psychology related constructs in the employment and job development context. Results across the studies indicated small to moderate impacts of the assessment and interventions on decision-making and engagement outcomes. Conceptually there are thematic areas of potential overlap, although they are limited in the explicit integration of theory in supported decision-making, positive psychology, disability, and employment.

Conclusion Results suggest a need for additional scholarship in this area that focuses on theory development and integration as well as empirical work. Such work should examine the potential utility of considering positive psychological interventions when planning for SDM in the context of career development activities to enhance positive outcomes related to decision-making, self-determination, and other positive psychological constructs.
are at play in the first moment and after prolonged unemployment. This study suggests a diverse impact of short- and long-run unemployment on suicides in liberal and social-democratic countries.

Methods
We take a macro-level perspective and simultaneously estimate the short- and long-run relationships between unemployment and suicide, along with the speed of convergence towards the long-run relationship after a shock, in a panel of 10 high-income countries. We also account for unemployment benefit spending, the share of the population aged 15-34, and the crisis effects. Results In the liberal group of countries, only a long-run impact of unemployment on suicides is found to be significant (P = 0.010). In social-democratic countries, suicides are associated with initial changes in unemployment (P = 0.028), but the positive link fades over time and becomes insignificant in the long run. Further, crisis effects are a much stronger determinant of suicides in social-democratic countries. Once the broad welfare regime is controlled for, changes in unemployment-related spending do not matter for preventing suicides.

Conclusions A generous welfare system seems efficient at preventing unemployment-related suicides in the long run, but societies in social-democratic countries might be less psychologically immune to sudden negative changes in their professional lives compared with people in liberal countries. Accounting for the different short- and long-run effects could thus improve our understanding of the unemployment-suicide link.

Title
Effects of internet-based cognitive behavioural therapy and physical exercise on sick leave and employment in primary care patients with depression: two subgroup analyses

Author/s
Kaldo, V et al

Source
Occupational & environmental medicine 75 1 http://dx.doi.org/10.1136/oemed-2017-104326 http://oem.bmj.com/content/75/1/52.full.pdf

Abstract
Objectives Depression can negatively impact work capacity, but treatment effects on sick leave and employment are unclear. This study evaluates if internet-based cognitive behavioural therapy (ICBT) or physical exercise (PE), with already reported positive effects on clinical outcome and short-term work ability, has better effects on employment, sick leave and long-term work ability compared with treatment as usual (TAU) for depressed primary care patients (German clinical trials: DRKS00008745).

Methods After randomisation and exclusion of patients not relevant for work-related analysis, patients were divided into two subgroups: initially unemployed (total n=118) evaluated on employment, and employed (total n=703) evaluated on long-term sick leave. Secondary outcomes were self-rated work ability and average number of sick days per month evaluated for both subgroups. Assessments (self-reports) were made at baseline and follow-up at 3 and 12 months.

Results For the initially unemployed subgroup, 52.6% were employed after 1 year (response rate 82%). Both PE (risk ratio (RR)=0.44; 95% CI 0.23 to 0.87) and ICBT (RR=0.37; 95% CI 0.16 to 0.84) showed lower rates compared with TAU after 3 months, but no difference was found after 1 year (PE: RR=0.97; 95% CI 0.69 to 1.57; ICBT: RR=1.23; 95% CI 0.72 to 2.13). For those with initial employment, long-term sick leave (response rate 75%) decreased from 7.8% to 6.5%, but neither PE (RR=1.4; 95% CI 0.52 to 3.74) nor ICBT (RR=0.99; 95% CI 0.39 to 2.46) decreased more than TAU, although a temporary positive effect for PE was found. All groups increased self-rated work ability with no differences found.

Conclusions No long-term effects were found for the initially unemployed on employment status or for the initially employed on sick leave. New types of interventions need to be explored.

Title

Author/s
Farrants, K
**Source**

*Journal of public health* 39 4 1 December 2017 661–667, https://doi.org/10.1093/pubmed/fdx001

**Abstract**

Background: ‘Recommodification’ describes the withdrawal of previously extended social welfare, making living standards more dependent on market position. Since health is influenced by living standards, recommodification is expected to be associated with increased health inequalities.

Aim This study investigates the recommodification of two policy domains: unemployment insurance and pensions, and their link to health inequalities between 1991 and 2011.

Methods Two case studies were used. Using data from Health Survey for England and the Swedish Study of Income and Living Conditions, the magnitudes of health inequalities between the employed and unemployed, and between high and low educated pensioners, were computed. The magnitudes were then associated with net replacement rates of pensions and unemployment benefits.

Results Recommodation had a stronger association with health inequalities in Sweden than in England, and a stronger association with health inequalities between the employed and unemployed than in the retired population.

Conclusion The relationship between decommodification is not linear, but is shaped by other factors in the social context. However, recommodification has a positive or negligible association with health inequalities. In no case was there a negative association between recommodification and health inequalities.

**Weblink**

The relation between indicators of low employment quality and attendance behavior in countries of the European Union

**Title**

Janssens, H et al

**Source**

*Journal of public health* 39 4 1 December 2017 127 133, https://doi.org/10.1093/pubmed/fdw112

**Abstract**

Background Previous research demonstrated an association between low employment quality and lower sickness absence, which may be explained by presenteeism. Therefore, this study aimed exploring the relation between three indicators of employment quality (long working hours, precarious employment, job insecurity) and attendance behavior.

Methods The association between employment quality and attendance behavior was investigated in 28,999 workers (mean age: 40.0 years, 53% males) of the fifth wave of the European Working Conditions Survey, using multilevel multinomial logistic regression analysis. Attendance behavior was operationalized as different combinations of sickness absence and presenteeism.

Results Those working >48 h/week, had a higher risk to report presenteeism (with or without sickness absence). They had a lower risk to report sickness absence without presenteeism. Workers with a precarious contract had a lower risk to report absenteeism without presenteeism and the combination of both presenteeism and absenteeism. Finally, for workers perceiving job insecurity, the risk for presenteeism without sickness absence was significantly higher.

Conclusions Several indicators of low employment quality were associated with attendance behavior, suggesting a complex behavioral mechanism in workers facing low job quality employment. Therefore, policy makers are recommended to re-establish the indefinite contractual employment as the standard, avoiding long working hours.

**Weblink**

**ERGONOMICS**

**Title**

The relationship between occupational standing and sitting and incident heart disease over a 12-year period in Ontario, Canada
While a growing body of research is examining the impacts of prolonged occupational sitting on cardiovascular and other health risk factors, relatively little work has examined the effects of occupational standing. The objectives of this paper were to examine the relationship between occupations that require predominantly sitting and those that require predominantly standing and incident heart disease. A prospective cohort study combining responses to a population health survey with administrative health-care records, linked at the individual level, was conducted in Ontario, Canada. The sample included 7,320 employed labor-market participants (50% male) working 15 hours a week or more and free of heart disease at baseline. Incident heart disease was assessed using administrative records over an approximately 12-year follow-up period (2003–2015). Models adjusted for a wide range of potential confounding factors. Occupations involving predominantly standing were associated with an approximately 2-fold risk of heart disease compared with occupations involving predominantly sitting. This association was robust to adjustment for other health, sociodemographic, and work variables. Cardiovascular risk associated with occupations that involve combinations of sitting, standing, and walking differed for men and women, with these occupations associated with lower cardiovascular risk estimates among men but elevated risk estimates among women.
Abstract
This study describes some key ergonomic factors within the engine room, navigation bridge and other locations of a merchant ship. Ergonomic assessments were carried out on a crew of a merchant ship. The study examines the importance of factors such as noise, vibration, heat radiation (in machinery areas), psychological stress and ergonomics of the physical arrangement of the navigation bridge. It also addresses the effect of working in confined areas for a long duration and the need to process large amounts of data, decision-making and the influence of specific operating conditions in different areas of a ship. This study includes analysis of workstations, working methods and the burden of environmental factors as well as a discussion of specific marine environmental conditions such as confined working and leisure spaces, long-term family and sociocultural separation, frequent changes in climate and time zones, and temporary physical overload and long-term psychological burdens.

HEALTH AND WELLBEING

Title
Are state mindfulness and state work engagement related during the workday?

Author/s
Tuckey, M Sonnentag, S Bryan, J

Source

Abstract
Given the growing interest in mindfulness in the workplace and the established importance of work engagement for work-related health and well-being, we explore the relationships between these 2 positive psychological states as they vary naturally over the workday. Utilising data from 3 measurement occasions per day (before work, mid-workday, and end-workday), we track natural variations in state mindfulness and state work engagement to create a fine-grained picture about their reciprocal relationships within the workday. A sample of 94 university employees completed multiple diary entries per day, for 10 working days. Data were analysed using multilevel structural equation modelling in MPlus, testing within-person pathways between mindfulness and work engagement across the day. Although state work engagement was a predictor of subsequent state mindfulness, state mindfulness did not predict subsequent state work engagement when controlling for earlier within-day work engagement. Overall, the within-day associations between mindfulness and work engagement were weak. We note the high within-day stabilities of state mindfulness and state work engagement, and discuss whether job and personal resources as well as task features might be moderators in the relationships between these constructs.

Title
Is work keeping us from acting healthy? how workplace barriers and facilitators impact nutrition and exercise behaviors

Author/s
Mazzola, Joseph J et al

Source
Stress & health: journal of the international society for the investigation of stress December 2017 33 5 479-489 11 DOI: 10.1002/smi.2731

Abstract
The purpose of this study was to identify common barriers and facilitators to healthy nutrition and exercise behaviors in the workplace and examine their relationships to those actual daily health behaviors. We utilized a concurrent embedded mixed methods approach to collect data from 93 participants over the span of four days. Participants reported 2.80 nutrition and 3.28 exercise barriers on average over the 4 days, while reporting 2.93 nutrition and 1.98 exercise facilitators in the same timeframe. Results indicated that workload and temptations around the office prevented nutritious eating; exercise behaviors were frequently hindered by workload. The most commonly mentioned eating facilitator was proper planning, while having time to exercise facilitated physical activity. Furthermore, the number of barriers reported negatively related to their respective health behaviors (i.e., more nutrition barriers translated
to poorer nutrition habits) and facilitators were positively related to them, both overall and more so on the specific day they were reported. The implications of these finding show the importance of barriers/facilitators in the workplace and aid in the creation of more targeted health promotion that could increase positive employee health behaviors by eliminating common barriers and enhancing facilitators.

**Title**
Who initiates and organises situations for work-related alcohol use? the WIRUS culture study.

**Author/s**
Nordaune, Kristin et al

**Source**
Scandinavian journal of public health December 2017 45 8 749-756 8 DOI: 10.1177/1403494817704109

**Abstract**
Aims: Alcohol is one of the leading causes of ill health and premature death in the world. Several studies indicate that working life might influence employees’ alcohol consumption and drinking patterns. The aim of this study was to explore work-related drinking situations, with a special focus on answering who initiates and organises these situations.

Methods: Data were collected through semi-structured group interviews in six Norwegian companies from the private (n=4) and public sectors (n=2), employing a total of 3850 employees. The informants (n=43) were representatives from management and local unions, safety officers, advisers from the social insurance office and human-resource personnel, health, safety and environment personnel, and members from the occupational environment committee. Both qualitative and quantitative content analyses were applied in the analyses of the material.

Results: Three different initiators and organisers were discovered: the employer, employees and external organisers. External organisers included customers, suppliers, collaborators, sponsors, subcontractors, different unions and employers’ organisations. The employer organised more than half of the situations; external organisers were responsible for more than a quarter. The differences between companies were mostly due to the extent of external organisers.

Conclusions: The employer initiates and organises most situations for work-related alcohol use. However, exposure to such situations seems to depend on how many external relations the company has. These aspects should be taken into account when workplace health-promotion initiatives are planned.

**HEALTH PROMOTION**

**Title**
Barriers and facilitators to participation in workplace health promotion (WHP) activities: results from a cross-sectional survey of public-sector employees in Tasmania, Australia.

**Author/s**
Kilpatrick, Michelle et al

**Source**
Health promotion journal of Australia December 2017 28 3 225-232 8 DOI: 10.1071/HE16052

**Abstract**
Issue addressed Workplaces are promising settings for health promotion, yet employee participation in workplace health promotion (WHP) activities is often low or variable. This study explored facilitating factors and barriers associated with participation in WHP activities that formed part of a comprehensive WHP initiative run within the Tasmanian State Service (TSS) between 2009 and 2013. Methods TSS employee (n=3228) completed surveys in 2013. Data included sociodemographic characteristics, employee-perceived availability of WHP activities, employee-reported participation in WHP activities, and facilitators and barriers to participation. Ordinal log-link regression was used in cross-sectional analyses. Results Significant associations were found for all facilitating factors and participation. Respondents who felt their organisation placed a high priority on WHP, who believed that management supported participation or that the activities could improve their health were more likely to participate. Time- and health-related barriers were associated with participation in fewer
activities. All associations were independent of age, sex, work schedule and employee-perceived availability of programs. Part-time and shift-work patterns, and location of activities were additionally identified barriers. Conclusion Facilitating factors relating to implementation, peer and environmental support, were associated with participation in more types of activities, time- and health-related barriers were associated with less participation. So what? Large and diverse organisations should ensure WHP efforts have manager support and adopt flexible approaches to maximise employee engagement.

**Weblink**

**Title**  
Truckies and health promotion: using the ANGELO framework to understand the workplace’s role

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

**Source**  
*International journal of workplace health management* 2017 10 6 406-417

**Abstract**  
Purpose Workplaces are challenging environments which place workers at the risk of obesity. This is particularly true for Australian road transport industry workplaces. The Analysis Grid for Environments Linked to Obesity (ANGELO) framework is a public health tool which can be used to conceptualise obesogenic environments. It suggests that workplaces have a variety of roles (in the physical, economic, political and sociocultural domains) in responding to obesity in transport industry workplaces. The purpose of this paper is to present the findings which explore this idea.

Design/methodology/approach the project used a mixed-methods approach located within a participatory action research framework, to engage workplace managers and truck drivers in the implementation and evaluation of workplace health promotion strategies. The project involved six transport industry workplaces in Queensland, Australia.

Findings This study found that transport industry workplaces perceive themselves to have an important role in addressing the physical, economic, political and sociocultural aspects of obesity, as per the ANGELO framework. However, transport industry employees – specifically, truck drivers – do not perceive workplaces to have a major role in health; rather, they consider health to be an area of personal responsibility.

Practical implications Balancing the competing perceptions of truck drivers and workplace managers about the workplace’s role in health promotion is an important consideration for future health promotion activities in this hard-to-reach, at-risk population.

Originality/value The use of the ANGELO framework allows the conceptualisation of obesity in a novel workplace context.

**Weblink**

**Return to top**

**MANAGEMENT AND LEADERSHIP**

**Title**  
Why performance management should not be like dieting

**Author/s**  
Blackman, Deborah; Buick, Fiona; O'Donnell, Michael

**Source**  
*Australian journal of public administration* December 2017 76 4 524-528 5 DOI: 10.1111/1467-8500.12238

**Abstract**  
Globally, organisations have long been preoccupied with using employee performance management to enhance organisational performance. However, due to the compliance-based way in which it is often implemented, success has been limited. This paper proposes lessons can be learnt from adopting the analogy of 'dieting'. Short-term weight-loss practices can lead to a cyclical pattern that generates weight gain, rather than loss, in longer term. This occurs due to dieters following fads focused on short-term loss, rather than habitual modifications necessary for long-term weight change. This may explain why despite organisations pursuing the perfect employee performance management system (akin to dieting fads), they remain
ineffective. We argue that compliance-based approaches encourage a short-term focus on completing the process (known pejoratively as 'tick-and-flick'). However, where performance management is considered core business, more sustainable practices emerge. Similar to weight loss, these represent the habitual modifications necessary for enabling high performance over the longer term.

Title
Contextualizing leadership: transformational leadership and management-by-exception-active in safety-critical contexts

Author/s
Willis, Sara; Clarke, Sharon; O'Connor, Elinor

Source
Journal of occupational & organizational psychology September 2017 90 3 281-305 25 DOI: 10.1111/joop.12172

Abstract
Within the existing leadership literature, the role of context for shaping the effectiveness of leadership is yet to be fully understood. One type of context that poses particular challenges for leaders is an environment where safety is highly critical (i.e., high exposure to risk and likelihood of an accident). We hypothesize that such environments call for specific transformational and transactional leadership behaviours, which differ from those behaviours most effective in less safety-critical contexts. We tested for moderating effects of perceptions of hazard exposure and accident likelihood on the relationship between transformational leadership and Management-By-Exception-Active with safety and job performance outcomes. The moderation effects of accident likelihood on the link between transformational/ MBEA leadership and subordinate performance were supported, demonstrating variation in the effectiveness of leader behaviours dependent on followers' perceptions about the likelihood for an accident. MBEA leadership was found to be more strongly linked to contextual performance and safety participation if accident likelihood was high, but not under low accident likelihood conditions. Transformational leadership was found to be less strongly related to these performance outcomes in contexts where safety was perceived as highly critical. Our findings have important theoretical and practical implications, and call into question the universality of the transformational-transactional leadership framework. Practical considerations focus on the implications for managers and supervisors who operate in safety-critical contexts. Practitioner points Safety-critical contexts pose particular challenges to leaders. If safety is perceived as highly critical, leaders and/or followers may hold different expectations about leadership and different leadership styles could be required compared to contexts where safety is not critical. Perceived effectiveness of transformational leadership and Management-By-Exception-Active for employees' safety participation and contextual performance is influenced by employees' perceptions of the risk for an accident within their work context. Management-By-Exception-Active is effective for enhancing team members' extra effort for safety and contextual performance if the perceived risk of an accident is high, but less effective if perceptions of accident likelihood are low. Managers and supervisors should therefore pay attention to employees' perceptions of risk of an accident and the factors that determine how employees perceive their context.

Title
How empathic concern helps leaders in providing negative feedback: a two-study examination.

Author/s
Young, Stephen F et al

Source
Journal of occupational & organizational psychology December 2017 90 4 535-558 24 DOI: 10.1111/joop.12184

Abstract
The role of leader empathic concern is examined in the context of negative feedback delivery. We argue that leader displays of empathic concern decrease negative affect and increase positive affect following negative feedback, resulting in more positive evaluations of the leader's feedback-giving effectiveness and improving the leader's promotability. In a video-based online experiment (Study 1) using a US sample (n = 177), both conditions experienced a decline in negative affect over the course of the feedback episode; however, participants...
exposed to leader empathic concern experienced a significantly greater increase in positive affect and evaluated the leader's behaviour as more effective than those in the control condition. In a field-study (Study 2) using archived multisource data on a sample of organizational leaders (n = 306), the positive relationship between leader negative feedback quality (subordinate-rated) and (boss-rated) promotability was strengthened by subordinate perceptions of leader empathic concern. Practitioner points Leaders should show empathic concern when delivering feedback to subordinates. Leaders should be trained in how to recognize subordinates’ emotional reactions and to communicate their understanding and concern for subordinates’ well-being during the provision of performance feedback. Organizations should reward leaders who demonstrate empathic concern for their subordinates when providing feedback. Leaders should be educated about the career-related benefits associated with demonstrating high-quality negative feedback and empathic concern.

Title Workaholism profiles: associations with determinants, correlates, and outcomes.

Author/s Gillet, Nicolas et al


Abstract The present series of studies examines how the two dimensions of workaholism (working excessively and compulsively) combine within different profiles of workers. This research also documents the relations between these workaholism profiles and a series of correlates (psychological need thwarting) and adaptive and maladaptive work outcomes. In addition, this research investigates the role of emotional dissonance and employees' perceptions of their workplaces' psychosocial safety climate (Study 1, n = 465), as well as job demands, resources, and perfectionism (Study 2, n = 780) in the prediction of profile membership. Latent profile analysis revealed four identical workaholism profiles in both studies. In Study 1, emotional dissonance predicted a higher likelihood of membership in the Very High, Moderately High, and Moderately Low profiles relative to the Very Low profile. In contrast, Study 2 revealed a more diversified pattern of predictions. In both studies, levels of need thwarting were the highest in the Very High and Moderately High profiles, followed by the Moderately Low profile, and finally by the Very Low profile. Finally, in both studies, the most desirable outcomes levels (e.g., lower levels of work-family conflict and emotional exhaustion, and higher levels of perceived health) were associated with the Very Low profile, followed by the Moderately Low profile, then by the Moderately High profile, and finally by the Very High profile. Practitioner points The most desirable outcomes are associated with the profile characterized by the lowest levels of workaholism. Emotional dissonance predicts a lower likelihood of membership in the profile characterized by the lowest levels of workaholism. Levels of need thwarting are the lowest in the Very Low workaholism profile. High levels of socially prescribed perfectionism are associated with an increased likelihood of membership into the Very High workaholism profile. Reducing emotional dissonance, need thwarting, and socially prescribed perfectionism may help to reduce workaholism, in turn leading to more positive outcomes.

Title Development of a risk stratification and prevention index for stratified care in chronic low back pain. Focus: yellow flags (MiSpEx network)

Author/s Wippert, PM et al


Abstract Introduction: Chronic low back pain (LBP) is a major cause of disability; early diagnosis and stratification of care remain challenges.
Objectives: This article describes the development of a screening tool for the 1-year prognosis of patients with high chronic LBP risk (risk stratification index) and for treatment allocation according to treatment-modifiable yellow flag indicators (risk prevention indices, RPI-S). Methods: Screening tools were derived from a multicentre longitudinal study (n = 1071, age >18, intermittent LBP). The greatest prognostic predictors of 4 flag domains ("pain," "distress," "social-environment," "medical care-environment") were determined using least absolute shrinkage and selection operator regression analysis. Internal validity and prognosis error were evaluated after 1-year follow-up. Receiver operating characteristic curves for discrimination (area under the curve) and cutoff values were determined. Results: The risk stratification index identified persons with increased risk of chronic LBP and accurately estimated expected pain intensity and disability on the Pain Grade Questionnaire (0–100 points) up to 1 year later with an average prognosis error of 15 points. In addition, 3-risk classes were discerned with an accuracy of area under the curve = 0.74 (95% confidence interval 0.63–0.85). The RPI-S also distinguished persons with potentially modifiable prognostic indicators from 4 flag domains and stratified allocation to biopsychosocial treatments accordingly. Conclusion: The screening tools, developed in compliance with the PROGRESS and TRIPOD statements, revealed good validation and prognostic strength. These tools improve on existing screening tools because of their utility for secondary preventions, incorporation of exercise effect modifiers, exact pain estimations, and personalized allocation to multimodal treatments.

Title Effectiveness and costs of a vocational advice service to improve work outcomes in patients with musculoskeletal pain in primary care: a cluster randomised trial
Author/s Wynne-Jones, G et al
Abstract Musculoskeletal pain is a common cause of work absence, and early intervention is advocated to prevent the adverse health and economic consequences of longer-term absence. This cluster randomised controlled trial investigated the effect of introducing a vocational advice service into primary care to provide occupational support. Six general practices were randomised; patients were eligible if they were consulting their general practitioner with musculoskeletal pain and were employed and struggling at work or absent from work <6 months. Practices in the intervention arm could refer patients to a vocational advisor embedded within the practice providing a case-managed stepwise intervention addressing obstacles to working. The primary outcome was number of days off work, over 4 months. Participants in the intervention arm (n = 158) had fewer days work absence compared with the control arm (n = 180) (mean 9.3 [SD 21·7] vs 14·4 [SD 27·7]) days, incidence rate ratio 0·51 (95% confidence interval 0·26, 0·99), \( P = 0·048 \). The net societal benefit of the intervention compared with best care was £733: £748 gain (work absence) vs £15 loss (health care costs). The addition of a vocational advice service to best current primary care for patients consulting with musculoskeletal pain led to reduced absence and cost savings for society. If a similar early intervention to the one tested in this trial was implemented widely, it could potentially reduce days absent over 12 months by 16%, equating to an overall societal cost saving of approximately £500 million (US $6 billion) and requiring an investment of only £10 million.

Title Health utilities for chronic low back pain
Author/s Seidler, AL et al
Source Journal of occupational medicine and toxicology 201712:28 https://doi.org/10.1186/s12995-017-0172-7
Abstract Background: Chronic low back pain (LBP) is a common health problem, with a large potential for primary prevention. Health utilities (HU) reflect which proportion of their expected remaining life time individuals would hypothetically trade to be alleviated of a health condition
of interest. A value of 0 means “prefer to die immediately”, a value of 1 means “not willing to trade any life time”. The aim of this cross-sectional study was to assess HU for LBP patients and for healthy participants and to examine whether HU for LBP are useful indicators to substantiate preventive and therapeutic decision making.

Methods: Healthy participants (n = 126) and LBP patients (n = 32) were recruited mainly among the employees of a tertiary care hospital in Germany. Standardized LBP scenarios were presented to all participants and HU values were assessed using the time-trade-off method.

Results: Median HU for LBP were 0.90 (IQR 0.31) for participants and 0.93 (IQR 0.10) for LBP patients. Measurements were consistent across illness severity ratings with HU and with a visual analogue scale (VAS); in the healthy sample the intraclass correlation coefficient (ICC) was 0.61 (95% CI 0.23–1.00, F(1125) = 190, p < .001), in the patient sample the ICC was 0.66 (95% CI = 0.24–1.00, F(1,31) = 62, p < .001). 8% of participants reported HU of 1. There was no statistically significant relation between HU and age, income, or gender.

Conclusion: On average, participants chose a 7 to 10% shorter life expectancy to avoid LBP, but almost 1 in 10 participants were not willing to trade any life years. The results indicate a certain stability of HU due to the comparability of HU ratings across patients and healthy participants, the measurement consistency when comparing VAS and HU ratings, and the lack of association between demographic variables and HU. This underlines the usefulness of HU for measuring illness severity in comparative health economics evaluations of preventive and therapeutic measures that address chronic LBP or other pain-characterized diseases. Future studies should focus on different LBP intensities and derive stratified HU that reflect the distribution of pain intensity in the population.
**Source**: Journal of occupational medicine and toxicology 2017:34  
https://doi.org/10.1186/s12995-017-0181-6

**Abstract**  
Background: Carpal tunnel syndrome (CTS) is the most common compression neuropathy, but there is no gold standard for establishing the diagnosis. The ability to feel vibrations in the fingertips is dependent on the function in cutaneous receptors and afferent nerves. Our aim was to investigate vibration perception thresholds (VPTs) in patients with CTS using multi-frequency vibrometry.  

Methods: Sixty-six patients (16 men and 50 women) with CTS, diagnosed from clinical signs and by electroneurography, and 66 matched healthy controls were investigated with multi-frequency vibrometry. The VPTs were assessed at seven frequencies (8, 16, 32, 64, 125, 250, and 500 Hz) in the index finger and little finger bilaterally. The severity of the CTS was graded according to Padua and the patient’s subjective symptoms were graded according to the Boston carpal tunnel questionnaire. Touch thresholds were assessed using the Semmes-Weinstein monofilaments.  

Results: Patients with CTS had significantly higher VPTs at all frequencies in the index finger and in 6 out of 7 frequencies in the little finger compared to the controls. However, the VPT was not worse in patients with more severe CTS. Patients with unilateral CTS showed significantly higher VPTs in the affected hand. There were no correlations between VPTs and electrophysiological parameters, subjective symptoms, or touch threshold.  

Conclusions: Patients with CTS had impaired VPTs at all frequencies compared to the controls. Since the VPTs are dependent on function in peripheral receptors and their afferent nerves, multi-frequency vibrometry could possibly lead to diagnosis of CTS.

**Title**: Visualizing stressful aspects of repetitive motion tasks and opportunities for ergonomic improvements using computer vision  
**Author/s**: Greene, Runyu L  
**Abstract**: Patterns of physical stress exposure are often difficult to measure, and the metrics of variation and techniques for identifying them is underdeveloped in the practice of occupational ergonomics. Computer vision has previously been used for evaluating repetitive motion tasks for hand activity level (HAL) utilizing conventional 2D videos. The approach was made practical by relaxing the need for high precision, and by adopting a semi-automatic approach for measuring spatiotemporal characteristics of the repetitive task. In this paper, a new method for visualizing task factors, using this computer vision approach, is demonstrated. After videos are made, the analyst selects a region of interest on the hand to track and the hand location and its associated kinematics are measured for every frame. The visualization method spatially deconstructs and displays the frequency, speed and duty cycle components of tasks that are part of the threshold limit value for hand activity for the purpose of identifying patterns of exposure associated with the specific job factors, as well as for suggesting task improvements. The localized variables are plotted as a heat map superimposed over the video, and displayed in the context of the task being performed. Based on the intensity of the specific variables used to calculate HAL, we can determine which task factors most contribute to HAL, and readily identify those work elements in the task that contribute more to increased risk for an injury. Work simulations and actual industrial examples are described. This method should help practitioners more readily measure and interpret temporal exposure patterns and identify potential task improvements.

**Title**: Can beliefs about musculoskeletal pain and work be changed at the national level? prospective evaluation of the Danish national job & body campaign  
**Author/s**: Andersen, LL, Geisle, N, Knudsen, B  
**Source**: Scandinavian journal of work and environmental health 2018 44 1 25-36
Abstract
Objectives This study evaluates the Danish national Job & Body campaign on beliefs about musculoskeletal pain and work.
Methods Initiated in 2011, a national campaign in Denmark targeted public sector employees with a mixture of networking activities, workplace visits, and a mass media outreach with topics related to job and body (e.g., musculoskeletal pain, movement and work) and creating balance between demands at work and physical capacity. At baseline (2011) and at four time points until the end of 2014, random cross-sectional samples of ≥1000 representative public sector employees (total N=5012) replied to eight questions concerning beliefs about musculoskeletal pain and work. Changes over time were modelled using general linear models (averaged for all questions, 0–100 points, where 0 is completely negative and 100 completely positive) and logistic regression analyses (for the single questions) controlling for age, gender and a number of work-related factors.
Results At the last follow-up in 2014, 17.3% of public sector employees were familiar with the campaign. Beliefs about musculoskeletal pain and work were 3.4 points (95% CI 2.4–4.3) higher than at baseline. For the single questions, 4 out of 8 showed improved odds for more positive beliefs [odds ratios (OR) of 1.28–1.89].
Conclusion During follow-up of the national campaign, beliefs about musculoskeletal pain and work were more positive among public sector employees in Denmark. Due to the time-wise mixture of several campaign activities, the isolated effect of each component could not be disentangled. Whether changes in health occurred remain unknown.

Title
Is objectively measured sitting at work associated with low-back pain? A cross sectional study in the DPhacto cohort
Author/s
Korshoj, M
Source
Scandinavian journal of work and environmental health 2018 44 1 96-105
doi:10.5271/sjweh.3680
Abstract
Objectives Low-back pain (LBP) is a substantial health challenge due to the risk for long-term sickness absence and early retirement. Several biomechanical exposures at work, including sitting, have been suggested to increase the risk for LBP. The objectives of this study were to determine (i) the extent to which temporal patterns and total amount of objectively measured sitting is associated with LBP intensity and (ii) whether selected modifiers influence these associations.
Methods This cross sectional study uses baseline data from the Danish PHysical ACTivity cohort with Objective measurements (DPhacto) of physical activities in the cleaning, transport and manufacturing sectors. Peak intensity of LBP was collected by questionnaire on a 0–10 scale and sitting was expressed in terms of total duration and temporal pattern, i.e., time spent in brief bursts (≤5 minutes), moderate periods (>5–≤20 minutes), and prolonged periods of sitting (>20 minutes); both during work and whole day (waking hours only). Associations were determined using linear regression in models accounting for moderation and confounding. Factors evaluated as moderators or confounders were assessed by questionnaire.
Results The population consisted of 704 participants. No significant associations were found between total duration or temporal patterns of sitting and LBP intensity, neither during work nor for the whole day. Body mass index (BMI) significantly moderated the association between sitting and LBP; participants with a high and low BMI showing a negative and positive association, respectively.
Conclusion Sitting was not independently associated with peak LBP intensity, suggesting other exposures are more powerful risk factors for LBP.

Title
A lower level of physically demanding work is associated with excellent work ability in men and women with neck pain in different age groups
Author/s
Oliver, S et al
Source
Safety and health at work December 2017 8 4 356-363 DOI:
http://dx.doi.org/10.1016/j.shaw.2017.03.004
Abstract
Background: The aim of this study was to investigate which physical and psychosocial work demands were associated with excellent work ability in individuals with neck pain, and to investigate age and sex differences in these associations.
Methods: The study sample was obtained from the Statistics Sweden cross-sectional Work Environment survey and consisted of workers who reported neck pain after work (N=3,212).
Results: The findings showed an association between excellent work ability and self-reported low exposure to lifting, twisted work posture, working with hands in shoulder level or higher, and leaning forward without support and combination of exposures containing these work demands. Low exposure to seated work and high demands showed a reversed association. The associations were present mainly among older workers and were generally stronger for men than for women.
Conclusion: This study indicates that a lower level of physically demanding work is an important element to maintain excellent work ability, especially for the older worker with neck pain.

Title
A screening tool for the risk of disability retirement due to musculoskeletal disorders

Author/s
Shira, R et al

Source
Scandinavian journal of work and environmental health 2018 44 1 37-46
doi:10.5271/sjweh.3684

Abstract
Objective This study aimed to develop and validate a risk screening tool using a points system to assess the risk of future disability retirement due to musculoskeletal disorders (MSD).
Methods The development population, the Health 2000 Survey, consisted of a nationally representative sample of Finnish employees aged 30–60 years (N=3676) and the validation population, the Helsinki Health Study, consisted of employees of the City of Helsinki aged 40–60 years (N=6391). Both surveys were linked to data on disability retirement awards due to MSD from national register for an 11-year follow-up.
Results The discriminative ability of the model with seven predictors was good (Gönen and Heller’s K concordance statistic=0.821). We gave points to seven predictors: sex-dependent age, level of education, pain limiting daily activities, multisite musculoskeletal pain, history of arthritis, and surgery for a spinal disorder or carpal tunnel syndrome. A score of 3 or higher out of 7 (top 30% of the index) had good sensitivity (83%) and specificity (70%). Individuals at the top 30% of the risk index were at 29 [95% confidence interval (CI) 15–55] times higher risk of disability retirement due to MSD than those at the bottom 40%.
Conclusion This easy-to-use screening tool based on self-reported risk factor profiles can help identify individuals at high risk for disability retirement due to MSD.

Title
Key informants’ perspectives: management commitment, training, and worker participation in the prevention of musculoskeletal disorders

Author/s
Yazdani, A et al

Source
IISE transactions on occupational ergonomics and human factors 2017 5 3-4 172-184

Abstract
Occupational applications to implement effective musculoskeletal disorder (MSD) prevention programs in organizations, there needs to be commitment from top and middle management, ongoing worker participation, and effective training and education. This study addresses practical solutions for the successful execution of these elements with businesses and organizations in mind. The specific structures, concerns, and unique operating environments of organizations are considered to put together practical advice by experts in the field. Conclusions of the study reveal best practices, essential components, and ideas to improve and employ these elements to improve current MSD prevention strategies in the workplace.

Technical abstract
Background: Prevention of MSD in the workplace presents many challenges. There are high costs to the organization, worker, and society associated with
these occupational injuries. Therefore, it is important to identify which methods and approaches companies should use to successfully tackle this issue.

Purpose: This study sought to determine which elements—in relation to management commitment, worker participation, and training—are effective for successful MSD prevention.

Methods: Twenty-three key informants, including consultants, managers, researchers, union representatives, and policy makers, all experienced in health and safety and MSD prevention, were consulted using a structured interview format. Data were analyzed based on a thematic analysis approach.

Results: Information was gathered for the definition of management commitment, its importance, methods for improvement, and examples of good practices to achieve management support. Key informants also discussed the importance of worker participation for effective MSD prevention, success stories, and how to encourage effective and sustainable participation. Lastly, informants shared insights into optimal training programs, methods, and contents. Results of the interviews with key informants revealed that crucial aspects of effective MSD prevention programs are training and education of managers and workers on MSD prevention, commitment from top and middle management, and worker participation in the early stages on plans and interventions. It was emphasized that a common, consistent language needs to be used throughout any programs, research, training, and organization-wide initiatives. Promoting the business case for MSD prevention was also recommended to gain management buy-in.

Conclusions: Results of this study suggest that integrating MSD prevention activities into key elements of a broader management framework can positively and effectively influence the success of MSD prevention initiatives.

Weblink

Title Lifting height as the dominant risk factor for low-back pain and loading during manual materials handling: a scoping review

Author/s Ngo, BPR et al

Source IISE transactions on occupational ergonomics and human factors 5 3-4 2017

Abstract Occupational Applications There is an increased risk of developing low-back pain when lifting objects closer to the floor when compared to lifting at waist height. These results support the key message of “store-it-off-the-floor,” which small businesses can easily implement to identify and control lifting hazards in their workplaces. Since the majority of the workforce is comprised of small businesses, ergonomic solutions (e.g., store-it-off-the-floor) should be designed to take into account the special challenges small businesses often face when trying to implement musculoskeletal disorder prevention activities, such as limits on time, knowledge, and budget.

Technical Abstract Background: Manual materials handling is a common hazard for workplace injuries such as low-back pain. Although the risk factor of lifting height has been shown in the literature to be a large contributor to low-back injury incidence, currently there have been no attempts to consolidate this information into a form suitable for knowledge dissemination.

Purpose: The purpose of this study was to summarize the effects of lifting height on low-back loading and the risk of developing low-back pain.

Methods: Three electronic databases (PubMed, Scopus, and Ergonomic Abstracts) were searched to find studies that could document the effect of lifting at various heights on low-back loading.

Results: In total, 35 studies had outcome measures that were included in the analysis and interpretation for this article. Lifting from the floor was reported to produce up to twice the amount of spinal loading as lifting from a more desirable location, such as elbow height. This evidence supports a focus on avoiding lifting from low heights: below the knee and especially from the floor. Lifting from the floor also magnified the deleterious effects of manual materials handling on workers with low-back pain symptoms, older workers, workers with knee osteoarthritis, and workers with a high body mass index.

Conclusions: The results of this review support a knowledge dissemination campaign targeting lifting from the floor as both a method for hazard identification and as the basis of controls in workplaces with little ergonomics knowledge, or in small business
The effects of hand force variation on shoulder muscle activation during submaximal exertions

Meszaros, Kimberly A. et al

International journal of occupational safety and ergonomics 24 1,2018

Upper limb injuries are highly prevalent in the workplace and new tools are needed to proactively design workstations to reduce injury risk. The objective was to characterize spatial, load and direction dependency of muscle activity for hand exertions in the upper limb workspace. Electromyographic signals were collected from 14 upper limb muscles during exertions for all combinations of 4 submaximal hand forces (20/30/50/60 N) in 6 cardinal (up/down/left/right/forward/backward) directions at 5 hand locations. Linear muscle activity increases accompanied increased hand forces. Total muscle activity increases between 20 and 60 N hand forces ranged by direction from 92% (downward) to 189% (right). Prediction equations for all muscles depended on hand force, and linear, quadratic and interaction permutations of hand location. Muscle activity associated with manual tasks is load, direction and spatially dependent. Equations developed to describe these complex relationships can be used to better design future and evaluate current occupational activities.

Time course of neck-shoulder pain among workers: a longitudinal latent class growth analysis

Hallman, DM Rasmussen, CDN, Jergensen, MB Holtermann, A

Scandinavian journal of work and environmental health 2018 44 1 47-57 doi:10.5271/sjweh.3690

Objectives The aims of this study were to (i) identify trajectories of neck-shoulder pain (NSP) over one year in an occupational population and (ii) determine whether these trajectories are predicted by NSP characteristics as well as personal and occupational factors at baseline. Methods This longitudinal study was conducted among Danish workers (N=748) from 2012–2014. Text messages were used to collect frequent data on NSP over one year (14 waves in total). Peak NSP intensity in the past month was rated on a 0–10 numeric scale. A baseline questionnaire covered NSP characteristics (pain intensity, duration, comorbidity, pain medication, and pain interference) as well as personal (age, gender, body mass index) and occupational (seniority, work type, physical strain at work) factors. Latent class growth analysis was used to distinguish trajectories of NSP. Multivariate regression models with odds ratios (OR) were constructed to predict trajectories of NSP. Results Six distinct trajectories of NSP were identified (asymptomatic 11%, very low NSP 10%, low recovering NSP 18%, moderate recovering NSP 28%, strong fluctuating NSP 24% and severe persistent NSP 9% of the workers). Female gender, age, physical strain at work, NSP intensity and duration, pain medication, and pain interference in daily work at baseline were positively associated with severe persistent NSP and strong fluctuating NSP (all P<0.05). Altogether, personal and occupational factors accounted for 14% of the variance, while NSP characteristics accounted for 54% Conclusions In an occupational sample, six distinct trajectories of NSP were identified. Physical strain at work appears to be a pertinent occupational factor predicting strong fluctuating and severe persistent NSP.
The health gap: doctors and the social determinants of health.

Marmot, Michael.

Scandinavian journal of public health November 2017 45 7 686-693. 8 DOI: 10.1177/1403494817717448

The social gradient in health has the clear implication that action to improve health and reduce inequalities has to take place at social level, not simply depending on individual changes. Individuals’ ability to change is constrained by social circumstances. The evidence that the magnitude of the gradient varies between countries, and can change within a country over time, suggests that conscious strategies to change it can be successful. In my review of evidence in Britain, the Marmot Review, we made recommendations in six domains: give every child the best start in life; education and life-long learning; employment and working conditions; ensure that everyone has at least the minimum income necessary to lead a healthy life; healthy and sustainable places; taking a social determinants approach to prevention. A big question is the role of health professionals in action on social determinants of health. We have identified five actions in implementing recommendations: education and training; seeing the patient in broader perspective; the health service as employer; working in partnership; advocacy. The evidence is encouraging that health professionals can make a big difference in advancing the cause of health equity.

Trading health for money: agential struggles in the (re)configuration of subjectivity, the body and pain among construction worker

Ajslev, JZN et al

Work employment and society 2017 31 6 2017

Construction work is physically demanding and often associated with bodily pain. This article presents a study of construction workers’ practices of using and relating to their bodies at work through an agential realist framework for analysing the (re)configuration of the workers’ embodied subjectivity. The analysis draws on interviews with 32 Danish construction workers as well as brief observations. The article shows how ‘trading health for money’ becomes a mode for maintaining positive social, occupational and masculine identity among construction workers. Furthermore, it shows how the agency of the body is overruled by the intra-acting agencies of productivity, collegiality, job security and masculine working-class identity. Finally, it shows an instability in this configuration of masculine working-class identity that leaves room for a focus on the body.

Stigma and work discrimination among cancer survivors: a scoping review and recommendations

Stergiou-Kita, M et al

Canadian journal of occupational therapy 84 3 178-188 https://doi.org/10.1177/0008417417701229

Background. Stigma and workplace discrimination can hinder employment opportunities for cancer survivors.

Purpose. This study explored perceptions of stigma and workplace discrimination for cancer survivors to understand the impact on survivors’ engagement in paid work and to identify strategies to address stigma and workplace discrimination.

Method. Using Arksey and O’Malley’s framework, we searched Medline, Embase, PsycINFO, Scopus, and CINAHL for evidence that intersected three concepts: cancer, stigma, and employment/workplace discrimination. Of the 1,514 articles initially identified, 39 met our inclusion criteria. Findings were charted, collated, and analyzed using content analysis.

Findings. Myths regarding cancer (i.e., it is contagious, will always result in death) persist and can create misperceptions regarding survivors’ employability and lead to self-stigmatization.
Workplace discrimination may include hiring discrimination, harassment, job reassignment, job loss, and limited career advancement. Strategies to mitigate stigma and workplace discrimination include education, advocacy, and antidiscrimination policies.

Implications Occupational therapists can enhance awareness of workplace concerns and advocate on behalf of cancer survivors.

Title
Total workload and recovery in relation to worktime reduction: a randomised controlled intervention study with time-use data

Author/s
Schiller, H et al

Source
BMJ occupational & environmental medicine November 2017 doi: 10.1136/oemed-2017-104592

Abstract
Objectives A 25% reduction of weekly work hours for full-time employees has been shown to improve sleep and alertness and reduce stress during both workdays and days off. The aim of the present study was to investigate how employees use their time during such an intervention: does total workload (paid and non-paid work) decrease, and recovery time increase, when work hours are reduced?

Methods Full-time employees within the public sector (n=636; 75% women) were randomised into intervention group and control group. The intervention group (n=370) reduced worktime to 75% with preserved salary during 18 months. Data were collected at baseline, after 9 months and 18 months. Time-use was reported every half-hour daily between 06:00 and 01:00 during 1 week at each data collection. Data were analysed with multilevel mixed modelling.

Results Compared with the control group, the intervention group increased the time spent on domestic work and relaxing hobby activities during workdays when worktime was reduced (P≤0.001). On days off, more time was spent in free-time activities (P=0.003). Total workload decreased (~65 min) and time spent in recovery activities increased on workdays (+53 min). The pattern of findings was similar in subgroups defined by gender, family status and job situation.

Conclusions A worktime reduction of 25% for full-time workers resulted in decreased total workload and an increase of time spent in recovery activities, which is in line with the suggestion that worktime reduction may be beneficial for long-term health and stress.

Title
Value of work for employees with a chronic disease

Author/s
M Vooijs et al

Source
Occupational medicine kqx178 https://doi.org/10.1093/occmed/kqx178 29 December 2017

Abstract
Background - Most people with a chronic disease value participation in work.
Knowledge is limited, however, as to what extent employees with a chronic disease value participating in work, and the main reasons for this. Limited research is available on which specific factors contribute to the perceived value of work.

Aims - To evaluate main reasons for, and the extent to which employees with a chronic disease value participation in work, and factors which motivate or demotivate employees in work.

Methods - A survey of members of three large patient federations was performed.
Respondents had a chronic disease and were of working age. The extent and reasons for valuing work were analysed using descriptive statistics; (de)motivating aspects were qualitatively analysed using specific software.

Results - The 1683 respondents valued work with an average of 8 on a scale from 1 to 10 (1: 'work is not at all important to me' and 10: 'work is extremely important to me'). Most frequent reported reasons for valuing work were the provision of income, social contact and the ability to contribute to society. Motivational aspects for work were being financially independent, having positive social contact with colleagues or clients and having the ability to contribute to
society. In contrast, negative social contact, performing useless work and having little autonomy demotivated people.

Conclusions - Employed people with a chronic disease generally value work, mainly because it makes them financially independent, provides social contact and enables them to contribute to society.

**Respectful inquiry: a motivational account of leading through asking questions and listening**

**Van Quaquebeke, Niels; Felps, Will.**

**Academy of management review January 2018 43 1 5-27 23 DOI: 10.5465/amr.2014.0537.**

**Abstract**

Practitioners repeatedly note that the everyday behavior of asking followers open questions and attentively listening to their responses is a powerful leadership technique. Yet, despite such popularity, these practices are currently undertheorized. Addressing this gap, we formally define the behavioral configuration of asking open questions combined with attentive listening as "respectful inquiry," and we draw on self-determination theory to provide a motivational account of its antecedents, consequences, and moderators within a leader-follower relationship. Specifically, we argue that respectful inquiry principally satisfies followers' basic psychological needs for competence, relatedness, and autonomy. Against this background, we highlight "paradoxical" contexts where respectful inquiry is likely to be especially rare but would also be especially valuable. These paradoxical contexts include situations where interpersonal power difference, time pressure, physical distance, cognitive load, follower dissatisfaction, or organizational control focus is high. We additionally outline how the effect of respectful inquiry behaviors critically hinges on the interaction history a follower has with a leader. More generally, we suggest that the leadership field would benefit from complementing its traditional focus on "gestalt" leadership styles with research on concrete and narrow communicative behaviors, such as respectful inquiry.

**Hitting rock bottom after job loss: bouncing back to create a new positive work identity**

**Shepherd, Dean A.; Williams, Trenton A.**

**Academy of management review January 2018 43 1 28-49 22 DOI: 10.5465/amr.2015.0102**

**Abstract**

Although people often value work identities, events sometimes threaten these identities, creating situations where individuals struggle to overcome the identity threat. Building on the theories of identity and escape from self, we develop a "rock bottom" model of generating a new positive work identity. Specifically, individuals who eventually hit rock bottom come to realize that the identity has been lost, which can lead to a path to recovery or to a path to dysfunction. The path to recovery involves escape through identity play and the oscillation between disciplined identity play and identity refinement/validation. The path to dysfunction involves escape though cognitive deconstruction. Regulatory focus is important in distinguishing between those who engage in identity play to generate possible new positive identities (i.e., promotion focus) and those who engage in cognitive dysfunction (i.e., prevention focus). A deeper understanding of why some recover and others languish provides an opportunity to develop interventions that facilitate recovery from work identity loss.

**Adult learning theories: implications for online instruction**
Abstract
Purpose This paper analyzes critically four selected learning theories and their role in online instruction for adults.
Design/methodology/approach A literature review was conducted to analyze the theories.
Findings The theory comparison revealed that no single theory encompasses the entirety of online instruction for adult learning; each theory explains some portion of adult online learning; theories are contextual; and components of all theories can be utilized to improve online learning. Research limitations/implications Adult learning theories and their roles in shaping online learning and instruction deserve more attention. The study of adult learning theories, combined with in-depth analysis of psychological and human resource literature, will enable researchers to delve deeper into the subject. More qualitative studies are needed to explore further how instructors' ability to utilize theoretical principles can improve online learning. Practical implications This manuscript offers practical advice to instructors and other practitioners for utilizing adult learning theories for instructional enhancement.
Originality/value This literature review uniquely contributes to filling the gap in human resource development literature by examining selected adult learning theories, comparing them and extending the theories' applicability and value in online instruction.

Title: Do your measures make employees mad? or motivate them?
Author/s: McDonald, M
Source: Gallup news January 2018
Abstract: Fear. Anxiety. Stress. Anger. Not exactly the emotions we're hoping to invoke in our employees, right? Not exactly the key to motivational management, anyway. Unfortunately, those are the emotions many people feel when it's time to discuss their work metrics. Employees dread the idea of their manager reducing them to a number. A number that might be accurate and important but doesn't accurately reflect all they bring to their job. And no matter the niceties of how it's all delivered, people get defensive and deflated.

Title: Forecasting the influence of customer-related micro-events on employees' emotional, attitudinal and physiological responses.
Author/s: Rueff Lopes et al
Source: European journal of work & organizational psychology December 2017 26 6 779-797 DOI: 10.1080/1359432X.2017.1360286
Abstract: The affective events theory proposes that daily events elicit affective reactions on workers that, over time, influence affective and judgement-driven behaviours. It also suggests that this relation is moderated by dispositions and appraisals. On the other hand, the social interaction model argues that the impact of emotions is moderated by how individuals regulate them. This study aimed to: (1) investigate what customer-related events elicit affect; (2) test the moderating role of workers' susceptibility for emotional contagion on the relation events-affect; and (3) explore whether affective states influence cardiovascular efficiency and turnover intentions. We conducted a longitudinal study in an inbound call centre by following 48 workers during 10 working days, gathering 267 events and 1,232 affective reactions. We combined diaries, questionnaires and physiological data. Data was analysed qualitatively and quantitatively. We extracted 13 event categories and, using artificial neural networks (ANN), found support for the moderating role of emotional contagion. At daily level, fear was the stronger predictor of cardiovascular efficiency, whereas anger was the stronger predictor of turnover. ANN models showed satisfactory predictive values.
Weblink (R2Turnover = .51p < .01; R2Cardiovascular efficiency = .32p < .01). The importance of results for theory and practice is discussed.

Title Good jobs, great workplaces change the world
Author/s Crabtree, M
Source Gallup December 2017
Abstract The percentage of a country's population that is employed full time for an employer -- which Gallup refers to as having a "good job" -- is one of the most fundamental statistics of productivity, the engine that drives both economic growth and development. The world desperately needs more jobs like these that give people a measure of security and allow them to plan for the long term rather than eke out a living in subsistence-level jobs. Gallup's new State of the Global Workplace report, which features a wealth of recent data on the workforces around the world, shows that across 155 countries, 32% of adults between the ages of 23 and 65 have these good jobs. However, this figure varies widely from country to country, ranging from a low of 5% in Niger to a high of 72% in the United Arab Emirates.

Title The moderating role of non-controlling supervision and organizational learning culture on employee creativity
Author/s Jeong, Shinhee et al
Source European journal of training & development 2017 41 7 647-666 20 DOI: 10.1108/EJTD-03-2017-0025
Abstract Purpose By adopting a multilevel approach, this paper aims to examine the relationships among employee creativity and creative personality, domain expertise (i.e. individual-level factors), non-controlling supervision style and organizational learning culture (i.e. team-level factors). It also investigates the cross-level interactions between individual differences and organizational context influencing employee creativity.
Design/methodology/approach Hierarchical linear modeling was performed to test the hypotheses using multisource data with 416 employees and their supervisors in 86 research and development teams.
Findings This paper found that domain expertise and non-controlling supervision style are positively associated with employee creativity. Also, a positive moderating role of non-controlling supervision style was found in explaining the relationship between domain expertise and employee creativity. However, no significant relationship was found between creative personality and employee creativity, and there was no moderating effect of organizational learning culture. The paper discusses the theoretical implications of these findings and provides practical suggestions based on the findings. Originality/value This paper has begun to address the significant gap in the extant employee creativity literature and has departed from the common research practice of investigating creativity at a single level. It has expanded understanding of the antecedents of creativity with empirical evidence, as it revealed domain expertise and non-controlling supervision as influential factors. Further, domain expertise has generally positive effects on creative performance, whether non-controlling leadership is high or low. Additionally, this study brings an interesting insight in interpreting the contribution of organizational learning culture as measured by the Dimensions of Learning Organization Questionnaire to creativity and also affirms the importance of autonomy that increases intrinsic motivation and creativity. Another theoretical contribution of this study can be found from an intriguing contradiction in the literature that understands the role of expertise in creative performance. Moreover, the finding on non-controlling supervision supports the effectiveness of a freedom approach.
What workers worldwide needs from their bosses

Newport, F

Gallup news January 2018

What can leaders do to manage workplaces better? In this episode, Dr. Jim Harter, chief scientist of Gallup's workplace management practice, talks about the latest Gallup State of the Global Workplace report findings to help answer this question and more -- including what percentage of the global workforce is engaged.

Personnel review special issue: human resources and workplace innovations: practices, perspectives and paradigms 2017 46 7

http://www.emeraldinsight.com/toc/pr/46/7

All articles in this special issue available online

Impact of obesity on work productivity in different US occupations: analysis of the National Health and Wellness Survey 2014 to 2015

Kudel, I Huand, JC Ganguly, T

Journal of occupational and environmental medicine January 2018 60 1 6–11 doi: 10.1097/JOM.0000000000001144

Objective: The aim of this study was to quantify the relationship between workers’ body mass index and work productivity within various occupations. Methods: Data from two administrations (2014 and 2015) of the United States (US) National Health and Wellness Survey, an Internet-based survey administered to an adult sample of the US population, were used for this study (n = 59,772). Occupation was based on the US Department of Labor's 2010 Standardized Occupation Codes. Outcomes included work productivity impairment and indirect costs of missed work time. Results: Obesity had the greatest impact on work productivity in Construction, followed by Arts and Hospitality occupations. Outcomes varied across occupations; multivariable analyses found significant differences in work productivity impairment and indirect costs between normal weight and at least one obesity class. Conclusion: Obesity differentially impacted productivity and costs, depending upon occupation.

Occupational and leisure-time physical activity and risk of disability pension: prospective data from the HUNT Study, Norway

Firland MS et al

Occupational & environmental medicine 2018 75 1 http://dx.doi.org/10.1136/oemed-2017-104320

Objectives To prospectively investigate the association between occupational physical activity (OPA) and disability pension due to musculoskeletal cause, mental cause or any cause. We also examined the combined association of OPA and leisure-time physical activity (LTPA) with disability pension. Methods A population-based cohort study in Norway on 32,362 persons aged 20–65 years with questionnaire data on OPA and LTPA that were followed up for incident disability...
Weblink

Title
The relationship between perceptions of learning climate and employee innovative behavior and proficiency

Author
Eldor, Liat

Source
Personnel review 2017 46 8 1454-1474 https://doi.org/10.1108/PR-08-2016-0202

Abstract
Purpose: The purpose of this paper is to examine the relationship between perceptions of learning climate and employee innovative behavior and proficiency.

Design/methodology/approach: Using robust analysis techniques on data from a sample of 419 employees and their supervisors from four different business and public sector organizations, the author tested the proposed relationships, as mediated by job engagement. Moreover, this mediation effect was examined in the light of sector of employment differences (business vs public).

Findings: The results were generally consistent with the hypothesized conceptual scheme, in that the indirect relationship between perceptions of learning climate and employees’ innovative behavior and proficiency was mediated by job engagement. However, with regard to sector employment differences, this mediation process was demonstrated among business sector employees only to the relationship between perceptions of learning climate and innovative behavior. When proficiency was included in the mediation model, this mediation effect was evident among public sector employees.

Originality/value: The research on perceptions of learning climate lacks empirical evidence on its implications for employees’ innovative behavior and proficiency. Although scholars contend that employees’ perceptions of learning climate should enhance their in-role and extra-role performance behaviors, these arguments are mainly non-empirical. Understanding whether perceptions of learning have an impact on employee intra- and extra-role performance behaviors is important, considering that the majority of workplace learning occurs through daily ongoing means that are part of the working environment and previous research results show that structured learning and formal training are less effective in improving employees’ performance at work.

Weblink

Title
Resources for domestic violence in the Canadian workplace: results of a pan-Canadian survey

Author/s
MacGregor, JCD Wathen, CN MacQuarrie, BJ

Source
Abstract

Domestic violence (DV) is increasingly recognized as an occupational health and safety issue, however little is known about the DV-specific resources/supports available in workplaces. A sample of 8,041 Canadian workers who were currently employed responded to online survey questions on the types of DV-related information they received in the workplace, their awareness of DV-related workplace resources, and provided suggestions for resource improvements. Data were analyzed using descriptive statistics, chi-squared test, and content analysis. Overall, 42% of respondents had received DV-related information from their union and/or employer; most took the form of training/education, written, or electronic information. Many (43%) respondents reported being aware of employer and/or union-provided resources/obligations related to DV. Key suggestions for workplace improvements included increased workplace education/training, efforts to raise awareness and reduce stigma, links to social/community services, workplace policies and special accommodations such as schedule flexibility, and a generally more supportive work culture. Some differences by DV exposure, gender, and employment type emerged. Although many Canadian workers in this sample had received DV information at their workplace and/or were aware of such resources, most had/were not. Enhanced resources, and communication of these to workers, remain a priority, especially as new legislation specific to this issue emerges.

Title
Significance of monitoring and control for employees’ felt trust, motivation, and mastery

Author/s
Bernstrom, VH Svare, H

Source
Nordic journal of working life studies December 2017 7 4

Abstract
The aim of the current study is to investigate the importance of monitoring and employee control for employees’ felt trust, as well as felt trust as a mediating variable between monitoring and control, intrinsic motivation and mastery. A random sample of 3015 Norwegian employees was analyzed using Structural Equation Modeling. Monitoring was negatively related to employees’ felt trust, while employees’ control over decisions was related to higher felt trust. In turn, felt trust was related to employees’ intrinsic motivation and experience of mastery. Felt trust also partially mediated the relationship between employee control and intrinsic motivation, employee control and mastery, and entirely mediated the relationship between monitoring and intrinsic motivation and monitoring and mastery. The findings highlight the importance of felt trust for theory related to the workplace: Our findings support that employees are less intrinsically motivated if they are monitored because they feel less trusted.

Title
Understanding the effects of intra-group conflict: a test of moderation and mediation

Author/s
Greenwood, G Haar, JM

Source
New Zealand journal of employment relations 43 1

Abstract
Intra-group conflict represents the dysfunction that can exist within a team and is likely to lead to poor outcomes including functioning and performance. The present study explores the links between intra-group conflict and job satisfaction, where we expect individual team members to be less satisfied when they perceive greater intra-group conflict. We extend understanding by testing negative affect (mood) as a mediator, suggesting the fighting within teams leads to bad moods that subsequently, lower job satisfaction. We also test supervisor support, suggesting it might moderate the influence of intra-group conflict, reducing detrimental influences. Using a sample of 130 New Zealand employees working in teams, we find that intra-group conflict is significantly related to negative affect and job satisfaction (positively and negatively), with negative affect partially mediating the influence of intra-group conflict on job satisfaction. Similarly, we find supervisor support is significantly related to negative affect (negatively) and job satisfaction (positively), as well as moderating the influence of intra-group conflict on negative affect. Ultimately, the interaction shows that high supervisor support buffers the influence of intra-group conflict on negative affect. We discuss the implications of intra-group conflict and the role of supervisors in aiding work and wellbeing outcomes.
<table>
<thead>
<tr>
<th><strong>Title</strong></th>
<th>What happened to the border? the role of mobile information technology devices on employees’ work-life balance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Author/s</strong></td>
<td>Toyin Ajibade Adisa, Gbolahan Gbadamosi, Ellis L.C. Osabutey</td>
</tr>
<tr>
<td><strong>Source</strong></td>
<td>Personnel review 2017 46 8 1651-1671, <a href="https://doi.org/10.1108/PR-08-2016-0222">https://doi.org/10.1108/PR-08-2016-0222</a></td>
</tr>
</tbody>
</table>
| **Abstract** | Purpose: Mobile information technology devices (MITDs) are of special interest for researchers who seek to understand the role of these devices on employees’ work-life balance (WLB). The purpose of this paper is to examine the role of MITDs on employees’ WLB.  
Design/methodology/approach: This paper uses semi-structured interviews to investigate the role of MITDs on employees’ WLB.  
Findings: The findings underscore the important role of MITDs in terms of the attainment of flexibility (how, where, and when work is done), which is significant for achieving WLB. However, the use of MITDs has blurred the division between work and non-work domains. This has inadvertently lengthened employees’ working hours, has affected their family relationships, and affected their general health and well-being. The evidence suggests that MITDs have the potential to improve WLB but could also lead to work-life conflict if not properly managed.  
Originality/value the study calls for a re-examination of WLB policies and practices, specifically border theory, in order to ensure that MITDs can enhance productivity without inadvertently resulting in poor WLB. |

**PSYCHOSOCIAL ISSUES**

<table>
<thead>
<tr>
<th><strong>Title</strong></th>
<th>Basic psychological need experiences, fatigue, and sleep in individuals with unexplained chronic fatigue</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Author/s</strong></td>
<td>Campbell, Rachel et al</td>
</tr>
<tr>
<td><strong>Source</strong></td>
<td>Stress &amp; health: journal of the international society for the investigation of stress December 2017 33 5 645-655 11 DOI:10.1002/smi.2751</td>
</tr>
<tr>
<td><strong>Abstract</strong></td>
<td>Grounded in self-determination theory, this study tested the hypothesis that the satisfaction and frustration of the psychological needs for autonomy, competence, and relatedness would relate to fatigue and subjective and objective sleep parameters, with stress and negative sleep cognitions playing an explanatory role in these associations. During a stay at a sleep laboratory in Belgium, individuals with unexplained chronic fatigue (N = 160; 78% female) underwent polysomnography and completed a questionnaire at 3 different points in time (i.e., after arrival in the sleep lab, before bedtime, and the following morning) that assessed their need-based experiences and stress during the previous week, fatigue during the preceding day, and sleep-related cognitions and sleep during the previous night. Results indicated that need frustration related to higher stress, which in turn, related to higher evening fatigue. Need frustration also related to poorer subjective sleep quality and shorter sleep duration, as indicated by both subjective and objective shorter total sleep time and subjective (but not objective) longer sleep latency. These associations were accounted for by stress and negative sleep cognitions. These findings suggest that health care professionals working with individuals with unexplained chronic fatigue may consider focusing on basic psychological needs within their therapeutic approach.</td>
</tr>
<tr>
<td><strong>Weblink</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Title</strong></th>
<th>Burnout among Danish prison personnel: a question of quantitative and emotional demands.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Author/s</strong></td>
<td>Andersen, Dorte Raaby et al</td>
</tr>
</tbody>
</table>

Source: Scandinavian journal of public health December 2017 45 8 824-830 7
DOI: 10.1177/1403494817718644

Abstract

Objectives The objective of this follow-up study was to investigate associations between individual, occupational and work environment factors and burnout among both uniformed and non-uniformed personnel working in the Danish Prison and Probation Service.

Methods The participants (N = 4808) with client contact received a questionnaire in 2010 and again in 2011. In 2010, 2843 participants responded to the questionnaire (59.1%), and in 2011, 1741 responded to the questionnaire, yielding a response rate of 61.2% of the baseline population, and 36.2% of the invited population. Burnout and work characteristics were measured with validated scales from the Copenhagen Psychosocial Questionnaire, and data was analysed by logistic regression. Results Risk factors with the highest impact on burnout were work environmental factors: quantitative demands, emotional demands, involvement in and meaning of work. Role conflict, role clarity, social support and demands for hiding emotions had borderline significance. Besides cohabitation, there was no association between individual factors and burnout or between occupational characteristics and burnout. Moreover, there was no association between exposure to threats and violence and burnout. Conclusions: Efforts for preventing burnout ought to be concentrated on reducing the quantitative job-demands, on easing and improving staff–inmate relationships, but also on involvement in and meaning of work. Role conflict, role clarity, social support and demands for hiding emotions had borderline significance. Besides cohabitation, there was no association between individual factors and burnout or between occupational characteristics and burnout. Moreover, there was no association between exposure to threats and violence and burnout.

Weblink

Effectiveness of a participatory physical and psychosocial intervention to balance the demands and resources of industrial workers: a cluster-randomized controlled trial

Title

Gupta, N et al

Source: Scandinavian journal of work and environmental health 2018 44 1 58-68
doi:10.5271/sjweh.3689

Abstract

Objectives The aim of this study was to evaluate the effectiveness of a participatory physical and psychosocial workplace intervention (known as PIPPI) on work ability and recovery among industrial workers.

Methods Eligible workers were cluster-randomized into intervention (N=193) and control (N=222) groups. Intervention group members participated in three workshops where they mapped positive and negative aspects of their physical and psychosocial work environment and developed action plans addressing the highlighted issues, which were subsequently implemented by the participants. Questionnaire-based data on work ability and recovery were collected at baseline and 8-, 10- and 12-month follow-up. Data on productivity, well-being, mental health, and physical demands and resources were collected at baseline and 12-month follow-up.

Results The intervention was delivered and received as planned (100% planned workshops conducted, 69% [standard deviation (SD) 7%] participation in workshops) and with a response rate of 76% (SD 8%) to the questionnaires. No significant between-group improvements for any of the outcomes were found in intention-to-treat multi-level mixed models. On the contrary, tendencies were observed for poorer recovery and reduced work ability in the intervention compared to control group.

Conclusion The intervention did not improve the outcomes. This result can have several explanations, such as a regression-toward-the-mean effect or that the intervention might have put an additional burden on the workers already facing high work demands. In addition, there may have been an insufficient match between the intervention components implemented and the predetermined outcomes, and implementation may have been unsuccessful. These potential explanations need to be investigated using process evaluation data.
Measuring work-related psychosocial and physical risk factors using workplace observations: a validation study of the “healthy workplace screening”

Tomascheck, A et al


Abstract

Occupational health research has demonstrated that work-related risk factors affect employees’ physical and mental health, performance and ability to work. In order to design healthy workplaces, a valid and comprehensive assessment of potential work-related risk factors is needed. Currently, observation-based methods are scarce, even though they would provide a meaningful complement to self-report instruments. The present study aimed at validating an observational interview, the “Healthy Workplace Screening” (Screening Gesundes Arbeiten, SGA), which measures work-related psychosocial and physical risk factors. We collected a sample of 641 SGA profiles representing various jobs and occupational settings to test construct and criterion validity. Results regarding construct validity showed medium-sized correlations with the stressor subscales of an established self-report job analysis instrument (SQUAW). Providing support for the criterion validity, jobs with varying risk profiles in SGA dimensions significantly differed with regard to mental health and musculoskeletal complaints. In sum, the SGA can be recommended as a valid and efficient observation-based instrument to identify critical work-related risk factors. Together with its suggestions for work design, it can serve as an easy to apply tool for workplace health promotion.

Physical fitness level affects perception of chronic stress in military trainees

Tuch, Carolin; Teubel, Thomas; et al

Stress & health: journal of the international society for the investigation of stress December 2017 33 5 490-497 DOI: 10.1002/smi.2732

Abstract

This study investigated whether physical fitness affects the perception of chronic stress in military trainees while controlling for established factors influencing stress perception. The sample consisted of 273 men (20.23 ± 1.12 years, 73.56 ± 10.52 kg, 1.78 ± 0.06 m). Physical fitness was measured by progressive endurance run (maximum oxygen uptake; VO2max), standing long jump, seated shot put, trunk muscle strength, and one leg standing test. Perceived stress was measured using the Perceived Stress Questionnaire in Weeks 1 and 11 of basic military training (BMT). VO2max and four influencing variables (perceived stress in Week 1, neuroticism, transformational leadership style, and education level) explained 44.44% of the variance of the increase in perceived stress during 10 weeks of BMT (R² = 0.444, F = 23.334, p < .001). The explained variance of VO2 max was 4.14% (R² = 0.041), with a Cohen's f² effect size of 0.045 (assigned as a small effect by Cohen, ). The results indicate a moderating influence of good aerobic fitness on the varied level of perceived stress. We conclude that it is advisable to provide conscripts with a specific endurance training program prior to BMT for stress prevention reasons.

Psychosocial safety climate, emotional exhaustion, and work injuries in healthcare workplaces

Zadow, Amy Jane et al

Stress & health: journal of the international society for the investigation of stress. December 2017 33 5 558-569 DOI: 10.1002/smi.2740
Abstract

Preventing work injuries requires a clear understanding of how they occur, how they are recorded, and the accuracy of injury surveillance. Our innovation was to examine how psychosocial safety climate (PSC) influences the development of reported and unreported physical and psychological workplace injuries beyond (physical) safety climate, via the erosion of psychological health (emotional exhaustion). Self-report data (T2, 2013) from 214 hospital employees (18 teams) were linked at the team level to the hospital workplace injury register (T1, 2012; T2, 2013; and T3, 2014). Concordance between survey-reported and registered injury rates was low (36%), indicating that many injuries go unreported. Safety climate was the strongest predictor of T2 registered injury rates (controlling for T1); PSC and emotional exhaustion also played a role. Emotional exhaustion was the strongest predictor of survey-reported total injuries and underreporting. Multilevel analysis showed that low PSC, emanating from senior managers and transmitted through teams, was the origin of psychological health erosion (i.e., low emotional exhaustion), which culminated in greater self-reported work injuries and injury underreporting (both physical and psychological). These results underscore the need to consider, in theory and practice, a dual physical-psychosocial safety explanation of injury events and a psychosocial explanation of injury underreporting.

Title

Secondary traumatic stress and secondary posttraumatic growth in a sample of Dutch police family liaison officers

Author/s

Kunst, M.J.J. et al

Source

Stress & health: journal of the international society for the investigation of stress December 2017 33 5 570-577 8

Abstract

This study investigated secondary traumatic stress (STS) and secondary posttraumatic growth (SPG) in a sample of Dutch police family liaison officers (N = 224). Our study had two aims: (a) to identify potential risk and protective factors for STS and (b) to investigate the association between STS and SPG. None of the risk (caseload and a personal trauma history) and protective factors (age, work experience, and support by supervisors and co-workers) identified in previous research correlated with STS. However, a small positive association was found between STS and SPG. In the discussion section we warn against the use of interventions that aim to prevent STS until more is known about risk and protective factors for STS and provide directions for future research.

Title

Work–family conflict and depressive complaints among Dutch employees: examining reciprocal associations in a longitudinal study

Author/s

Bergs, Yet al

Source

Scandinavian journal of work and environmental health 2018 44 1 69-79 doi:10.5271/sjweh.3658

Abstract

Objectives The aim of this study was to examine the reciprocal association between work–family conflict and depressive complaints over time. Methods Cross-lagged structural equation modeling (SEM) was used and three-wave follow-up data from the Maastricht Cohort Study with six years of follow-up [2416 men and 585 women at T1 (2008)]. Work–family conflict was operationalized by distinguishing both work–home interference and home–work interference, as assessed with two subscales of the Survey Work–Home Interference Nijmegen. Depressive complaints were assessed with a subscale of the Hospital Anxiety and Depression scale. Results The results showed a positive cross-lagged relation between home–work interference and depressive complaints. The results of the χ² difference test indicated that the model with cross-lagged reciprocal relationships resulted in a significantly better fit to the data compared to the causal (Δχ² (2) =9.89, P=0.001), reversed causation model (Δχ² (2)=9.25, P=0.01), and the starting model (Δχ² (4)=16.34, P=0.002). For work–home interference and depressive complaints, the starting model with no cross-lagged associations over time had the best fit to the empirical data. Conclusions The findings suggest a reciprocal association between home–work interference
and depressive complaints since the concepts appear to affect each other mutually across time. This highlights the importance of targeting modifiable risk factors in the etiology of both home–work interference and depressive complaints when designing preventive measures since the two concepts may potentiate each other over time.

Title
Workplace risk management practices to prevent musculoskeletal and mental health disorders: what are the gaps?

Author/s
Oakma, J et al

Source

Abstract
A large body of evidence demonstrates substantial effects of work-related psychosocial hazards on risks of both musculoskeletal and mental health disorders (MSDs and MHDs), which are two of the most costly occupational health problems in many countries. This study investigated current workplace risk management practices in two industry sectors with high risk of both MSDs and MHDs and evaluated the extent to which risk from psychosocial hazards is being effectively managed.

Method
Nineteen, mostly large, Australian organisations were each asked to provide documentation of their relevant policies and procedures, and semi-structured interviews were conducted with 67 staff who had OHS or management roles within these organisations. Information about current workplace practices was derived from analyses of both the documentation and interview transcripts.

Results
Risk management practices addressing musculoskeletal and mental health risks in these workplaces focused predominately on changing individual behaviours through workplace training, provision of information, individual counselling, and sometimes healthy lifestyle programs. There were formal procedures to control sources of risk for workplace biomechanical hazards affecting musculoskeletal risk, but no corresponding procedures to control risk from work-related psychosocial hazards. Very few risk control actions addressed risk from psychosocial hazards at their workplace sources.

Practical applications
To reduce the risk of both musculoskeletal and mental health disorders, existing practices need considerable expansion to address risk from all potential psychosocial hazards. Risk controls for both biomechanical and psychosocial hazards need to focus more on eliminating or reducing risk at source, in accord with the general risk management hierarchy.

Title
Attentional avoidance is associated with increased pain sensitivity in patients with chronic posttraumatic pain and comorbid posttraumatic stress.

Author/s
Harvold, Mathea et al

Source
Clinical journal of pain January 2018 34 1 22-29 8

Abstract
Objectives: Posttraumatic stress disorder (PTSD) is common in chronic posttraumatic pain. Theoretical models suggest that attentional biases (AB) contribute to the development and maintenance of chronic pain and PTSD; however, the influence of AB on clinical and heat pain sensitivity in chronic posttraumatic pain patients is unknown. This study investigated AB for linguistic pain-related stimuli and trauma-related stimuli, and clinical and thermal sensitivity in patients with chronic posttraumatic pain with and without PTSD.

Materials and Methods: In total, 34 patients with chronic posttraumatic cervical pain performed the visual attentional probe task assessing patterns of selective attentional responding to trauma cues and to pain cues. The task used short (500 ms) and long (1250 ms) stimulus exposure durations to ensure sensitivity to both the orienting and maintenance of attention. Heat pain threshold was assessed at the nonpainful hand. Clinical pain intensity, psychological distress (anxiety, depression, and disability), and PTSD symptomatology were assessed with questionnaires.

Results: The Pain/PTSD group (N=14) demonstrated increased clinical and heat pain sensitivity as well as psychological distress compared with the Pain/No-PTSD group (N=20; P<0.05). AB scores were significantly different between groups (P=0.04). Irrespective of
stimulus exposure duration, the Pain/PTSD group demonstrated attentional bias away from trauma and pain cues (avoidance), whereas the Pain/No-PTSD group demonstrated attentional bias toward pain cues (vigilance). Attentional avoidance of pain cues was associated with increased pain intensity and heat pain sensitivity (P<0.02).

Discussion: These results suggest that attentional avoidance is associated with increased chronic posttraumatic pain. The causal contribution of attentional avoidance to pain outcomes remains unclear.

Title The combined effects of job demand and control, effort-reward imbalance and work-family conflicts on the risk of major depressive episode: a 4-year longitudinal study

Author/s Nigatur, Y Wang, JL

Source Occupational & environmental medicine 2018 75 1 http://dx.doi.org/10.1136/oemed-2016-104114

Abstract Purpose Work-related psychosocial factors may precipitate the onset of depression. In occupational mental health research, there are three widely used theoretical models, namely, job demand and control (JD-C), effort-reward imbalance (ERI) and work-family conflicts (WFC). However, the interaction between these models and their combined effect on the risk of major depression in the workplace is largely unknown. The aim of this study is to examine the longitudinal combined effects of JD-C, ERI and WFC on the risk of major depression in the working population.

Methods Longitudinal data (2008-2013) were collected on randomly selected participants (n=4200) from the working population of the province of Alberta, Canada, at baseline and 1-, 2-, 3- and 4-year follow-up. Data about JD-C, ERI, WFC and major depression were collected by trained interviewers using a computer-assisted telephone interviewing method. Generalised estimating equations for longitudinal modelling were used.

Results There was an independent association between high ERI and high WFC at tx and major depression at tx+1 (OR 1.56, 95% CI 1.25 to 1.96; OR 1.33, 95% CI 1.16 to 1.52), respectively. The combined effects of JD-C and ERI, ERI and WFC, and WFC and JD-C on the risk of major depression were as follows: OR 1.71, 95% CI 1.22 to 2.42, OR 2.47, 95% CI 1.99 to 3.49 and OR 2.21, 95% CI 1.48 to 3.30, respectively. The relative excess risks attributable to the interactions were statistically non-significant.

Conclusions Work-related psychosocial factors are associated with increased risk of major depression over time, but their combined effect is not synergistic. The effects of the factors depicted in the three occupational health models on the risk of major depression appear to be additive.

Title Evaluating mental health literacy in the workplace: development and psychometric properties of a vignette-based tool

Author/s Moll, S et al

Source Journal of occupational rehabilitation December 2017 27 601–611 DOI https://doi.org/10.1007/s10926-017-9695-0

Abstract Purpose Early intervention and support for workers with mental health problems may be influenced by the mental health literacy of the worker, their colleagues and their supervisor. There are gaps, however, in our understanding of how to develop and evaluate mental health literacy within the context of the workplace. The purpose of this study was to evaluate the psychometric properties of a new Mental Health Literacy tool for the Workplace (MHL-W).

Methods The MHL-W is a 16-question, vignette-based tool specifically tailored for the workplace context. It includes four vignettes featuring different manifestations of mental ill-health in the workplace, with parallel questions that explore each of the four dimensions of mental health literacy. In order to establish reliability and construct validity, data were collected from 192 healthcare workers who were participating in a mental health training project. Baseline data was used to examine the scale's internal consistency, factor structure and correlations with general knowledge ratings, confidence ratings, attitudes towards people...
with mental illness, and attitudes towards seeking help. Paired t-tests were used to examine pre and post intervention scores in order to establish responsiveness of the scale. Results There was strong support for internal consistency of the tool and a one-factor solution. As predicted, the scores correlated highly with an overall rating of knowledge and confidence in addressing mental health issues, and moderately with attitudes towards seeking professional help and (decreased) stigmatized beliefs. It also appears to be responsive to change. Conclusions The MHL-W scale is promising tool to track the need for and impact of mental health education in the workplace.

Title
Improvements in resilience, stress, and somatic symptoms following online resilience training: a dose–response effect

Author/s
Smith, B et al

Source
Journal of occupational and environmental medicine January 2018 60 1 - 1–5 doi: 10.1097/JOM.0000000000001142

Abstract
Objective: To determine if participation in an online resilience program impacts resilience, stress, and somatic symptoms. Methods: Approximately 600 enrollees in the meQuilibrium resilience program received a series of brief, individually prescribed video, and text training modules in a user-friendly format. Regression models tested how time in the program affected change in resilience from baseline and how changes in resilience affected change in stress and reported symptoms. Results: A significant dose–response was detected, where increases in the time spent in training corresponded to greater improvements in resilience. Degree of change in resilience predicted the magnitude of reduction in stress and symptoms. Participants with the lowest resilience level at baseline experienced greater improvements. Conclusion: Interaction with the online resilience training program had a positive effect on resilience, stress, and symptoms in proportion to the time of use.

Title
Investigating the role of discrete emotions in silence versus speaking up.

Author/s
Kirrane, Melrorna et al

Source

Abstract
Silence in the workplace is a highly prevalent behaviour, but more is needed to understand the causes and consequences of such behaviour. In this article, we draw on theory and research to examine the role of discrete emotions in decisions to remain silent or to speak up. Three studies with full-time employees were carried out utilizing both qualitative and experimental methodologies. Study 1 (n = 110) demonstrated that there are many reasons for being silent and established fear as the main emotion associated with silence behaviour. Building on the results of Study 1 and using a quasi-experimental vignette design, Study 2 (n = 142) confirmed that different silence motives provoke different emotional experiences. Exploring the behavioural effects of emotions using a further experimental design, Study 3 (n = 80) showed that anger is an antecedent to speaking up about an observed transgression, whereas less intense anger was associated with staying silent. This pattern was not evident for fear. Taken together, these three studies provide empirical data regarding the relationship between silence, emotions, and actions. We contribute to theory and research at the intersection of silence, emotions, and behaviour and offer valuable insights into the dynamics of these concepts in the workplace. Practitioner points Our study demonstrates that employees are silent for many reasons and that managers need to be sensitive to the multiple motives driving silence behaviour, Managers need to be aware that silence provokes specific emotions, with fear and anger being particularly common emotional consequences of silence.
Employees are more likely to take action when emotions are intense and so managers need to incorporate a sensitivity to employee emotions in understanding worker silence and voice.

Title
“It’s still a great adventure” – exploring offshore employees’ working conditions in a qualitative study

Author/s
Mette, J et al

Source
Journal of occupational medicine and toxicology 2017:35 https://doi.org/10.1186/s12995-017-0179-0

Abstract
Background: Despite the particular demands inherent to offshore work, little is known about the working conditions of employees in the German offshore wind industry. To date, neither offshore employees’ job demands and resources, nor their needs for improving the working conditions have been explored. Therefore, the aim of this study was to conduct a qualitative analysis to gain further insight into these topics.

Methods: Forty-two semi-structured telephone interviews with German offshore employees (n = 21) and offshore experts (n = 21) were conducted. Employees and experts were interviewed with regard to their perceptions of their working conditions offshore. In addition, employees were asked to identify areas with potential need for improvement. The interviews were analysed in a deductive-inductive process according to Mayring’s qualitative content analysis.

Results: Employees and experts reported various demands of offshore work, including challenging physical labour, long shifts, inactive waiting times, and recurrent absences from home. In contrast, the high personal meaning of the work, regular work schedule (14 days offshore, 14 days onshore), and strong comradeship were highlighted as job resources. Interviewees’ working conditions varied considerably, e.g. regarding their work tasks and accommodations. Most of the job demands were perceived in terms of the work organization and living conditions offshore. Likewise, employees expressed the majority of needs for improvement in these areas.

Conclusions: Our study offers important insight into the working conditions of employees in the German offshore wind industry. The results can provide a basis for further quantitative research in order to generalize the findings. Moreover, they can be utilized to develop needs-based interventions to improve the working conditions offshore.

Title
Posttraumatic stress disorder (PTSD) symptoms among firefighters: roles of resilience and locus of control

Author/s
Onyedire, NG et al

Source
Journal of workplace behavioral health 2017 32 4 227-248

Abstract
Firefighting is an extremely stressful occupation that risks exposure to traumatic events as part of the job. Despite this, the literature on stress and trauma pays little attention to this occupation and its generalization to other, high risk occupations. This study examined resilience and work locus of control as predictors of posttraumatic stress disorder (PTSD) symptoms among Nigerian firefighters. Participants were 116 paid, professional firefighters (98 males and 18 females) who completed the Post-Traumatic Stress Disorder Checklist-Civilian Version (PCL-C), Resilience Scale (RS-14), and Work Locus of Control Scale (WLCS) and provided vital demographic information. Multiple regression analysis was used to analyze the data. Results showed that resilience negatively predicted PTSD symptoms such that higher resilience was associated with fewer symptoms of PTSD. Work locus of control was a positive predictor of PTSD symptoms, indicating that externality of control beliefs in the workplace was associated with more PTSD symptoms. Relevant demographic factors especially higher years of service, being a senior firefighter, and higher educational status were associated with lower PTSD symptoms. Findings underscore the potential value of resilience training and implementing behavioral health programs to modify firefighters’ external locus of control beliefs. Interventions should consider resilience and locus of control focused interventions as protective factors for PTSD.
<table>
<thead>
<tr>
<th>Title</th>
<th>Quality of life in workplace trauma victims seeking treatment for posttraumatic stress disorder</th>
</tr>
</thead>
<tbody>
<tr>
<td>Author/s</td>
<td>Lacert, S et al</td>
</tr>
<tr>
<td>Source</td>
<td><em>Journal of workplace behavioral health</em> 2017 32 4 249-266</td>
</tr>
<tr>
<td>Weblink</td>
<td><a href="https://doi.org/10.1080/15555240.2017.1370379">https://doi.org/10.1080/15555240.2017.1370379</a></td>
</tr>
<tr>
<td>Abstract</td>
<td>Traumatic events at work can have debilitating effects on employees. This pilot study aims to describe the trauma exposure, posttraumatic stress disorder (PTSD) severity, functioning level, and general and work-related quality of life of employees who experienced a workplace trauma and consequently developed PTSD. Forty-four participants with current PTSD were recruited and assessed using semistructured interviews and questionnaires. ANOVAs were performed to assess differences in outcomes between employees from different work settings. Specific types of traumatic events appear to occur in particular types of occupations. Participants manifested severe PTSD, low levels of current functioning, and poor general and work-related quality of life. Overall, these results did not significantly differ between employees in different occupations. Unemployed participants showed poorer outcomes than those who were still working despite their current difficulties. PTSD severity and the presence of comorbid major depression significantly predicted several quality-of-life outcomes. In conclusion, PTSD stemming from workplace trauma appears to have major consequences for employees. Clinical implications are discussed.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title</th>
<th>Systematic review of universal and targeted workplace interventions for depression</th>
</tr>
</thead>
<tbody>
<tr>
<td>Author/s</td>
<td>Yunus, WMAWM Musiat, P Brown, JSL</td>
</tr>
<tr>
<td>Source</td>
<td><em>Occupational &amp; environmental medicine</em> 2018 75 1 <a href="http://dx.doi.org/10.1136/oemed-2017-104532">http://dx.doi.org/10.1136/oemed-2017-104532</a></td>
</tr>
<tr>
<td>Abstract</td>
<td>Depression is increasingly being recognised as a significant mental health problem in the workplace contributing to productivity loss and economic burden to organisations. This paper reviews recently published randomised controlled trials (RCTs) of universal and targeted interventions to reduce depression in the workplace. Studies were identified through searches of EMBASE, MEDLINE/PubMed, PsycINFO, PsycARTICLES Full Text, and Global Health and Social Policy and Practice databases. Studies were included if they included an RCT of a workplace intervention for employees targeting depression as the primary outcome. Twenty-two published RCTs investigating interventions utilising various therapeutic approaches were identified. The cognitive behavioural therapy (CBT) approach is the most frequently used in the workplace, while interventions that combine different therapeutic approaches showed the most promising results. A universal intervention in the workplace that combines CBT and coping flexibility recorded the highest effect size (d=1.45 at 4 months’ follow-up). Most interventions were delivered in group format and showed low attrition rates compared with other delivery formats. Although all studies reviewed were RCTs, the quality of reporting is low. Interventions using different therapeutic approaches with different modes of delivery have been used. Most of these interventions were shown to reduce depression levels among employees in the workplace, particularly those that combine more than one therapeutic approaches.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title</th>
<th>Turning bad into good: how resilience resources protect organizations from demanding work environments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Author/s</td>
<td>Ceschi, A et al</td>
</tr>
<tr>
<td>Source</td>
<td><em>Journal of workplace behavioral health</em> 2017 32 4 267-289</td>
</tr>
</tbody>
</table>
Abstract

An organization’s survival and its performance are often connected to employees’ well-being, which in intensive work conditions can be compromised by employee exhaustion. To date, the last economic crisis has forced several companies to downsize and leave the remaining employees facing higher job demands and vulnerability toward job exhaustion. The present study investigates whether resilience together with other personal resources can function as a psychological shield through a mediation and/or moderation process that mitigate the emergence of burnout. Based on a sample of employees from three different Italian companies (N = 208), our results confirmed that “resilience resources” (i.e., resilience, self-efficacy, self-regulation) mediated the relationship between job demands, exhaustion, and task performance (i.e., energetic process). These results suggest that organizational environments characterized by challenging demands are likely to foster the development of resilience resources to cope with the emergence of potentially harming processes.

Weblink

Title

Workplace aggression against health care workers, law enforcement officials, and bus drivers:

Author/s
Geoffrion, S et al

Source
Journal of workplace behavioral health 2017 3 172-189

Abstract

Investigations into workplace aggression (WPA) remain largely occupation specific, with few studies using a comparative approach. The aim of the present study was to compare the health care, law enforcement, and public transportation sectors with regards to the prevalence of different types of WPA, the perceptions of workers toward WPA, and the psychological consequences of such acts. A cross-sectional survey was completed by 1,774 workers in Canada. Multinomial regressions were utilized to address the objectives. Findings revealed that verbal abuse victimization was particularly common in bus drivers, witnessing death threats was most frequent among law enforcement officials, and witnessing all types of WPA was most common among health care workers. Although bus drivers did not normalize WPA, they feared complaining about violence to their employer and thought it useless to talk it about unless wounds were visible. Fear of complaining about violence to colleagues was prevalent in health care and law enforcement, both sectors in which WPA was normalized. Finally, flashbacks and irritability following WPA were most likely to affect bus drivers whereas health care workers experienced hypervigilance to a greater extent. Strategies to tailor primary, secondary, and tertiary prevention according to these distinctions are suggested to offer a better-informed response to WPA.

Weblink

Title

A decade of war: prospective trajectories of posttraumatic stress disorder symptoms among deployed us military personnel and the influence of combat exposure

Source

Abstract

Posttraumatic stress disorder (PTSD) is a common psychiatric disorder among service members and veterans. The clinical course of PTSD varies between individuals, and patterns of symptom development have yet to be clearly delineated. Previous studies have been limited by convenience sampling, short follow-up periods, and the inability to account for combat-related trauma. To determine the trajectories of PTSD symptoms among deployed military personnel with and without combat exposure, we used data from a population-based representative sample of 8,178 US service members who participated in the Millennium Cohort Study from 2001 to 2011. Using latent growth mixture modeling, trajectories of PTSD symptoms were determined in the total sample, as well as in individuals with and without combat exposure, respectively. Overall, 4 trajectories of PTSD were characterized: resilient, pre-existing, new-onset, and moderate stable. Across all trajectories, combat-deployed service members diverged from non–combat-deployed service members, even after a single deployment. The former also generally had higher PTSD symptoms. Based on the models, nearly 90% of those without combat exposure remained resilient over the 10-year period, compared with 80% of those with combat exposure. Findings demonstrate that although the
clinical course of PTSD symptoms shows heterogeneous patterns of development, combat exposure is uniformly associated with poor mental health.

Title
The association between exposure to psychosocial work factors and mental health in older employees, a 3-year follow-up study

Author/s
Havermans, B.M., Boot, C.R.L., Hoekstra, T. et al.

Source
International archives of occupational and environmental health 2018 91 1 57-66 doi: 10.1007/s00420-017-1261-8

Abstract
Purpose Unfavourable exposure to psychosocial work factors threatens older employees’ mental health, and their sustained employment. This study assesses whether an improved compared to stable unfavourable and stable favourable exposure to psychosocial work factors is associated with a change in mental health in older employees at 3-year follow-up. Methods The current study used data from the Study on Transitions in Employment, Ability and Motivation (STREAM), in workers aged 45–65 years (n = 5249). Two-year (2010–2012) exposure was assessed for psychological demands, autonomy, support, mental load, and distributive justice. Linear regression analyses were performed to compare improved exposure to unfavourable psychosocial work factors with stable unfavourable and stable favourable exposure and mental health at follow-up (2013), corrected for confounders. Analyses were stratified for age groups (45–54 and 55–65 years) and gender. Results In certain subgroups, stable unfavourable exposure to psychological demands, autonomy, support, and distributive justice was associated with a significantly lower mental health score than improved exposure. Stable favourable exposure to support was associated with a higher mental health score than improved support, whereas stable favourable exposure to autonomy was associated with a lower mental health score compared to improved exposure. Conclusions There is a longitudinal association between changes in exposure to psychosocial work factors and mental health. Improvement in unfavourable exposure to psychosocial work factors was associated with improved mental health. This is important information for organisations that consider deploying measures to improve the psychosocial work environment of older workers.

Title
Mindset matters: the role of employees’ stress mindset for day-specific reactions to workload anticipation

Author/s
Casper, Anne; Sonnentag, Sabine; Tremmel, Stephanie

Source
European journal of work & organizational psychology December 2017 26 6 798-810 13 DOI: 10.1080/1359432X.2017.1374947

Abstract
In this diary study, we extended knowledge on the role of employees' stress mindset in the anticipatory phase of the stress process. We examined how workload anticipation is related to approach-coping efforts throughout the workday and how employees’ stress mindset moderates this relationship. Moreover, we investigated how approach-coping efforts are related to vigour and task performance at the end of the workday. Finally, we proposed conditional indirect effects of workload anticipation on vigour and task performance that are moderated by employees’ stress mindset. We conducted a daily diary study over five workdays with 171 employees. Results of multilevel path analysis showed that employees with a more positive stress mindset made more approach-coping efforts when anticipating high workload. Approach-coping efforts were positively related to vigour and task performance. For employees with a more positive stress mindset, workload anticipation had a positive conditional indirect effect on vigour and task performance. Our results suggest that employees react differently to workload anticipation depending on their stress mindset. Moreover, approach-coping efforts may be a cognitive-behavioural mechanism that explains how workload relates to vigour and task performance for employees with a more positive stress mindset.
Effects of physical exercise on musculoskeletal disorders, stress and quality of life in workers

Serra, Maysa Venturoso Gongora Buckeridge et al

International journal of occupational safety and ergonomics 24 1 2018 DOI: 10.1080/10803548.2016.1234132

Background. The effect of physical exercise in the workplace (PEW) on health promotion of workers is contradictory. Objective. To evaluate the effects of the PEW in musculoskeletal disorders (MSDs), perception of stress and quality of life in workers.

Methods. The participants were divided into two groups: control group (n = 46) including non-participant workers of the PEW program, and PEW group (n = 50) including workers who regularly participate in the exercise program. All workers answered the Nordic general questionnaire, the perceived stress scale and the quality-of-life questionnaire.

Results. The PEW group reported a lower prevalence of MSDs for the trunk in the last 7 days and 12 months (p = 0.021 and p = 0.001, respectively), and for the upper limbs in the last 12 months (p = 0.001) compared with the control group. The results for the perception of stress and quality of life showed no significant differences between the groups.

Conclusion. PEW is a potential method to reduce MSDs in workers, but it was not efficient in reducing stress levels or improving the quality of life of the workers.
Technological innovations and the rise of social inequalities in health

Weiss, Daniel; Eikemo, Terje Andreas.

DOI: 10.1177/1403494817711371

Abstract: Social inequalities in health have been categorised as a human-rights issue that requires action. Unfortunately, these inequalities are on the rise in many countries, including welfare states. Various theories have been offered to explain the persistence (and rise) of these inequalities over time, including the social determinants of health and fundamental cause theory. Interestingly, the rise of modern social inequalities in health has come at a time of great technological innovation. This article addresses whether these technological innovations are significantly influencing the persistence of modern social inequalities in health. A theoretical argument is offered for this potential connection and is discussed alongside the typical social determinants of health perspective and the increasingly popular fundamental cause perspective. This is followed by a proposed research agenda for further investigation of the potential role that technological innovations may play in influencing social inequalities in health.

Health services research in rehabilitation and disability—the time is now

Graham, James E

Source: Archives of physical medicine & rehabilitation. January 2018 99 1 198-203 6
DOI:10.1016/j.apmr.2017.06.026

Abstract: Policy drives practice, and health services research (HSR) is at the intersection of policy, practice, and patient outcomes. HSR specific to rehabilitation and disability is particularly needed. As rehabilitation researchers and providers, we are uniquely positioned to provide the evidence that guides reforms targeting rehabilitative care. We have the expertise to define the value of rehabilitation in a policy-relevant context. HSR is a powerful tool for providing this evidence. We need to continue building capacity for conducting rigorous, timely rehabilitation-related HSR. Fostering stakeholder engagement in these research efforts will ensure we maintain a patient-centered focus as we address the “Triple Aim” of better care, better health, and better value. In this Special Communication we discuss the role of rehabilitation researchers in HSR. We also provide information on current resources available in our field for conducting HSR and identify gaps for capacity building and future research. Health care reforms are a reality, and through HSR we can give rehabilitation a strong voice during these transformative times.

Psychological adjustment to chronic disease and rehabilitation – an exploration

Dekker J de Groot, V

Source: Disability and rehabilitation. January 2018 40 1 116-120

Abstract: Purpose: Psychological adjustment has a major impact on chronic disease health outcomes. However, the classification of psychological adjustment is unclear in the current version of the International Classification of Functioning, Disability and Health (ICF). We aim (i) to characterize the process of psychological adjustment to chronic disease, and (ii) to analyze how various categories of the psychological adjustment process could be incorporated into the ICF.
Method: We provide a summary of models of psychological adjustment to chronic disease. We also evaluate various options for incorporating categories of psychological adjustment into the ICF.

Results: Acute and ongoing illness stressors; emotional, cognitive and behavioral responses; personal background; and social and environmental background are major categories in the adjustment process. These categories could, in principle, be integrated with various components of the ICF. Any future revision of the ICF should explicitly incorporate psychological adjustment and its (sub)categories.

Conclusion: The ICF could incorporate categories of psychological adjustment to chronic disease, although several adaptations and clarifications will be required.

Implications for Rehabilitation In the context of an ageing society and large numbers of people living with chronic diseases, it is essential to understand psychological adjustment to chronic disease. However, the classification of psychological adjustment to chronic disease is unclear in the current version of the International Classification of Functioning, Disability and Health (ICF). We demonstrate that the ICF could incorporate categories of psychological adjustment to chronic disease, although several adaptations and clarifications would first be required. We suggest that these adaptations and clarifications should be considered in any future revision of the ICF.

Weblink

Title Application of the ICF based Norwegian function assessment scale to employees in Germany

Author/s Jankowiak, S Rose, U Kersten, N


Abstract Background At the interface of the occupational setting and rehabilitation, normative values for functional ability are desirable and worthwhile. The Norwegian Function Assessment Scale (NFAS) is a 39 item self-report instrument based on the International Classification of Functioning, Disability and Health (ICF). As the questionnaire was not used in a working population, we aimed to obtain functional levels of employees in Germany as measured through the NFAS.

Methods the NFAS was included in the Study on Mental Health at Work (S-MGA) 2011/12, a representative German survey of employees aged 31 to 60 years. For descriptive analyses, 95% confidence intervals were applied through bootstrap estimation to the skewed data of the NFAS (range from 1 = ‘no difficulty’ to 5 = ‘could not do it’). The data were analysed by age decades, professional qualification, and by disabilities, congenital diseases and accidents, stratified by sex. Linear regression analyses were conducted to estimate adjusted effects of age, professional qualification, and health limitations.

Results the NFAS total score was 1.17 (95% CI = 1.15–1.17). Thirty-five percent of the employees’ (1378 out of 3937 participants) reported the best possible functional ability (NFAS total score of 1.00). Managing and walking/standing were the NFAS’ most affected domains with a score of 1.26 (95% CI = 1.23–1.27), respectively. The regression analysis confirmed more functional difficulties for elder employees, females, employees with low professional qualification, and for employees suffering from disability and accidents.

Conclusion The study presents normative values of functional ability for the workforce. The results are useful for score interpretation in rehabilitation and return-to-work processes.

Weblink

Title Minor long-term effects 3-4 years after the ReDO™ intervention for women with stress-related disorders: A focus on sick leave rate, everyday occupations and well-being

Author/s Eklund, M

Source Work 2017 58 4 527-536 DOI: 10.3233/WOR-172639

Abstract Background: The Redesigning Daily Occupations (ReDO™) work rehabilitation method has been found effective, compared with care as usual (CAU), for women with stress-related disorders. Objective: To conduct a long-term follow-up of former ReDO™ and CAU participants with respect to sick leave, well-being and everyday occupations 3-4 years after completed work rehabilitation. Methods: Forty-two women in each group participated. An
Weblink

index day was decided to estimate sick-leave rate, retrieved from register data. Fifty-five women also participated in a telephone interview addressing well-being, everyday occupations and life events. RESULTS: Both groups had reduced their sick-leave rate …further, but no difference between the groups was established. The ReDO™ women perceived a better balance in the work domain of everyday occupations, whereas the CAU group reported more over-occupation. No differences were found on well-being. The groups had experienced similar important life events, affecting the women’s work and private lives. Previous stress and anxiety predicted sick leave at the long-term follow-up. Conclusions: Although the ReDO™ intervention had speeded up return to work in the immediate follow-up perspective, the CAU had caught up in the longer term. Still, the ReDO™ women exhibited better balance in the work domain.

Return to top

RETURN TO WORK

Title
Psychometric properties of the obstacles to return-to-work questionnaire in a Brazilian context

Author/s
Milani, D et al

Source

Abstract
Purpose To evaluate the psychometric properties of the Obstacles to Return-to-Work Questionnaire (ORTWQ) among Brazilian workers on sick-leave due to musculoskeletal disorders. Methods Confirmatory factor analysis was conducted to evaluate the factor structure validity of the ORTWQ. Model fit indices and salience of factor loadings were assessed. The convergent validity was estimated using the Average Variance Extracted (AVE) and Composite Reliability (CR). The correlational analysis was verified using the Spearman Correlation between the ORTWQ and other specific tools. Discriminant Validity, internal consistency, stability (test–retest) and floor/ceiling effect were also assessed. Results A total of 301 participants completed the ORTWQ with a mean age of 45.0 (9.9) years. After refinement, the factor structure indexes of the oblique model were $\chi^2/df = 1.8$; $\text{CFI} = 0.9$; $\text{TLI} = 0.9$; $\text{PGFI} = 0.7$; $\text{PCFI} = 0.8$; $\text{RMSEA} = 0.05$ (90% CI 0.05–0.06)]. Only Depression, Physical Workload and Perceived Prognosis subscales presented suitable AVE indices: 0.63, 0.51 and 0.52 respectively. The correlations between ORTWQ and the other questionnaires were appropriate for almost all subscales. Reliability evaluation showed adequate estimates for all subscales except for the Worry Due to Sick-Leave (CR = 0.45; $\alpha = 0.44$; ICC = 0.69). A higher order hierarchical model is suggested, in order to estimate an overall score to ORTWQ in a Brazilian population. Conclusions The psychometric properties of the Brazilian version of the ORTWQ were evaluated and after refinement, the validity, reliability and floor/ceiling effects indexes were suitable when applied to a sample of Brazilian workers on sick-leave due to musculoskeletal disorders. However, the factor structure presented some issues regarding convergent and discriminant validity.

Weblink

Title
Effectiveness of an intervention to enhance occupational physicians’ guideline adherence on sickness absence duration in workers with common mental disorders: a cluster-randomized controlled trial

Author/s
Van Beurden, K.M. et al,

Source
Abstract
Purpose Evidence-based guidelines in occupational health care improve the quality of care and may reduce sickness absence duration. Notwithstanding that, guideline adherence of occupational physicians (OPs) is limited. Based on the literature on guideline implementation, an intervention was developed that was shown to effectively improve self-reported adherence in OPs. The aim of present study was to evaluate whether this intervention leads to earlier return to work (RTW) in workers with common mental disorders (CMD).

Methods In a two-armed cluster randomized controlled trial, 66 OPs were randomized. The trial included 3379 workers, with 1493 in the intervention group and 1886 in the control group. The outcome measures were: time to full RTW, time to first RTW, and total hours of sickness absence. Cox regression analyses and generalized linear mixed model analyses were used for the evaluations.

Results The median time to RTW was 154 days among the 3228 workers with CMD. No significant differences occurred in (time to) full RTW between intervention and control group HR 0.96 (95% CI 0.81–1.15) nor for first RTW HR 0.96 (95% CI 0.80–1.15). The mean total hours of sickness absence was 478 h in the intervention group and 483 h in the control group.

Conclusions The intervention to enhance OPs’ guideline adherence did not lead to earlier RTW in workers with CMD guided by the OPs. Possible explanations are the remaining external barriers for guideline use, and that perceived guideline adherence might not represent actual guideline adherence and improved care.

Title
The first six years of building and implementing a return-to-work service for patients with acquired brain injury. the rapid-return-to-work-cohort-study

Author/s
Haveraaen, L et al

Source

Abstract
Background and objective Despite large activity worldwide in building and implementing new return-to-work (RTW) services, few studies have focused on how such implementation processes develop. The aim of this study was to examine the development in patient and service characteristics the first six years of implementing a RTW service for persons with acquired brain injury (ABI).

Methods The study was designed as a cohort study (n=189). Data were collected by questionnaires, filled out by the service providers. The material was divided into, and analyzed with, two implementation phases. Non-parametrical statistical methods and hierarchical regression analyses were applied on the material.

Results The number of patients increased significantly, and the patient group became more homogeneous. Both the duration of the service, and the number of consultations and group session days were significantly reduced.

Conclusion The patient group became more homogenous, but also significantly larger during the first six years of building the RTW service. At the same time, the duration of the service decreased. This study therefore questions if there is a lack of consensus on the intensity of work rehabilitation for this group.

Title
Work characteristics and return to work in long-term sick-listed employees with depressive symptoms

Author/s
Huijs, J.J.M. et al

Source
Journal of occupational rehabilitation December 2017 27 4 612–622 DOI https://doi.org/10.1007/s10926-017-9696-z

Abstract
Purpose The present study investigated the relations between work characteristics, depressive symptoms and duration until full return to work (RTW) among long-term sick-listed employees. This knowledge may add to the development of effective interventions and prevention, especially since work characteristics can be subjected to interventions more easily than many disorder-related or personal factors.

Methods This prospective cohort study with a two-year follow-up employs a sample of 883
Dutch employees who had been sick-listed for at least 13 weeks at baseline, who filled out three questionnaires: at 19 weeks, 1 and 2 years after the start of sick leave. The dependent measure was duration until full RTW.

Results not working (partially) at baseline, low decision authority, high psychological demands, low supervisor support and low RTW self-efficacy were related to more depressive symptoms. The duration until full RTW was longer for employees with depressive symptoms. Low physical exertion, high RTW self-efficacy, working partially at baseline, being married or cohabiting, and young age were related to less time until full RTW. Other work characteristics appeared no independent predictors of RTW.

Conclusions although the role of job demands and job resources in the RTW process is limited for long-term sick-listed employees with depressive symptoms, a few work characteristics are prognostic factors of full RTW. Focus on these elements in the selection or development of interventions may be helpful in preventing sickness absence, and in supporting long-term sick-listed employees towards full RTW.
Abstract

Purpose: To evaluate the barriers to and solutions for return to work (RTW) from the perspective of unemployed workers who were sick-listed due to mental health problems.

Methods: We conducted semi-structured interviews with 25 sick-listed unemployed workers with mental health problems. Qualitative data analysis was performed, using a process of identifying, coding, and categorising the patterns in data.

Results: All workers experienced multiple problems in different domains of life related to their disease, personal circumstances (e.g., divorced, debts) and their environment (e.g., labour market problems, issues with the Social Security Agency). Workers differed in the way they perceived their RTW process and in the extent to which they were able to envision and implement the solutions for RTW, thus resulting in three types of workers’ attitudes towards their own RTW process: (1) “frozen”; (2) “insightful though passive”; and (3) “action mode”.

Conclusions: We conclude that the sick-listed unemployed workers with mental health problems have to deal with multiple problems, of which medical problems are only a part. These workers need help aimed at their coping methods according to one of the three types of workers’ characteristics. Moreover, they need specific help organising and structuring their problems, getting their life back on track, and finding employment.

Implications for Rehabilitation

Unemployed workers with mental health problems face considerable challenges which impede their return to work. Evaluating the workers’ attitude may provide useful information on their own return-to-work process. In many cases, workers indicate a need for coaching to help them with problem-solving, planning, gaining structure, getting their life back on track, and finding employment. Rehabilitation professionals should tailor RTW interventions to the needs of these workers, aimed at their specific problems and taking into account the workers’ coping methods according to one of three types of workers’ attitudes towards their own RTW process.

Weblink

Return to top

SHIFT WORK

Title

Personal light-at-night exposures and components of variability in two common shift work industries: uses and implications for future research

Author/s

Hall, AL Davies, HW Koehoorn, M

Source

Scandinavian journal of work and environmental health 2018 44 1 80-87
doi:10.5271/sjweh.3673

Abstract

Objectives Shift workers’ increased risk of various adverse health outcomes has been linked to light-at-night (LAN) exposure, but few studies have measured LAN exposure in workplaces. To inform future research methods, this study aimed to (i) measure shift workers’ exposures to LAN across industries, occupations, and work environments and (ii) assess components of variance across different exposure groupings and metrics.

Methods Between October 2015 and March 2016, 152 personal full-shift measurements were collected from 102 night shift workers in emergency health services (paramedics, dispatchers) and healthcare industries (nurses, care aides, security guards, unit clerks, and laboratory, pharmacy, and respiratory therapy staff) in the province of British Columbia, Canada.

Descriptive and variance component analyses were conducted for the 23:00–05:00 period to characterize exposures using multiple metrics of potential biological relevance (median lux, 90th percentile lux, sum of minutes ≥30 lux, and sum of minutes ≥100 lux).

Results Average exposure levels were highest in the healthcare industry. By occupation, laboratory workers and care aides displayed the highest and emergency dispatch officers displayed the lowest levels for all LAN exposure metrics. Between-group variance was large relative to within-group variance for all exposure groupings and metrics, and increased as grouping specificity increased (moving from industry to occupation).

Conclusions Results from this study suggest that high-level grouping schemes may provide a simple yet effective way of characterizing individual LAN exposures in epidemiological studies of shift work. Ongoing measurement of LAN exposures and assessment of exposure...
variability is needed in future studies of shift workers as a means to increase sampling efficiency, reduce measurement error, and maximize researchers’ ability to detect relationships where they exist.

Title
Is one day off sufficient for re-adaptation to a daytime routine after two consecutive nights of work?

Author/s
Chang, Y-S et al

Source

Abstract
Fast rotation three-shift working schedules are common in the medical field in Taiwan. This study investigated whether 24 h off is sufficient for re-adaptation to a daytime routine after working two night shifts (NSs) by comparing changes in cognitive function, anxiety state and objectively measured sleep propensity between those working two NSs followed by 24 h off (n = 21, 2NS-off) and an off-duty group (n = 21, OD). The results showed that nurses in the 2NS-off group were less alert and had decreased visual attention performance and executive function ability than the OD group during the daytime. One day off appeared to be insufficient to adapt back to a daytime shift after two NSs. Further studies are warranted to investigate whether a longer sequence of consecutive NSs (e.g. four NSs) followed by two days off is suitable for a fast rotation three-shift work schedule to allow for optimal performance throughout the next daytime shift.

Practitioner Summary: The medical field in Taiwan mandates at least 24 h off between night and day shifts, but this appears to be insufficient for re-adapting to a daytime shift after two night shifts. A longer sequence of consecutive night shifts followed by two days off may be more suitable.

Title
Self-reported wrist and finger symptoms associated with other physical/mental symptoms and use of computers/mobile phones

Author/s
Korpinen, L Paakkonen, R Gobba, F

Source
International journal of occupational safety and ergonomics 24 1,2018 82-90

Abstract
Recently, computer, mobile phone and Internet use has increased. This study aimed to determine the possible relation between self-reported wrist and finger symptoms (aches, pain or numbness) and using computers/mobile phones, and to analyze how the symptoms are specifically associated with utilizing desktop computers, portable computers or mini-computers and mobile phones. A questionnaire was sent to 15,000 working-age Finns (age 18–65). Via a questionnaire, 723 persons reported wrist and finger symptoms often or more with use. Over 80% use mobile phones daily and less than 30% use desktop computers or the Internet daily at leisure, e.g., over 89.8% quite often or often experienced pain, numbness or aches in the neck, and 61.3% had aches in the hips and the lower back. Only 33.7% connected their symptoms to computer use. In the future, the development of new devices and Internet services should incorporate the ergonomics of the hands and wrists.

Title
Analysis of time in rehabilitation and incidence of successful rehabilitation within individuals with disabilities receiving occupational/vocational training

Author/s
Langi, FLFG, Balcazar, FE Suarez-Balczar, Y

Source
Journal of occupational rehabilitation 2018 1-10 https://doi.org/10.1007/s10926-017-9753-7
Abstract

Objective To investigate the incidence of successful rehabilitation, defined as 90 successive days in employment, within individuals with disabilities receiving occupational/vocational training (OVT) service.

Method The follow-up records between January 1, 2004 and December 31, 2012 of 5313 individuals aged 15–55 who obtained OVT in the vocational rehabilitation (VR) program of the State of Illinois were examined. Cox regression models were used to analyze the effect of study factors on VR outcomes.

Results After controlling for the other factors, males (incidence ratio [IR] 1.11, 95% CI 1.03–1.20), individuals with learning disability (IR 1.14, 95% CI 1.03–1.26), had existing employment (IR 1.40, 95% CI 1.26–1.56), and persons who were referred from educational institutions (IR 1.17, 95% CI 1.01–1.36) or community agencies (IR 1.30, 95% CI 1.14–1.48) appeared to have a relatively high incidence of successful rehabilitation. In contrast, those who lived in densely populated areas (IR ranged from 0.56 to 0.89), had physical disability (IR 0.77, 95% CI 0.68–0.88), had disability of most significant degree (IR 0.85, 95% CI 0.79–0.93), and persons with Supplemental Security Income/Social Security Disability Insurance supports (IR 0.84, 95% CI 0.76–0.94), tended to have a lower incidence of rehabilitation than their counterparts.

Conclusion The incidence of successful rehabilitation seems to be related to the demographic, disability, and pre-service characteristics, but not necessarily the provider factors.

Title
Strengthened general self-efficacy with multidisciplinary vocational rehabilitation in women on long-term sick leave: a randomised controlled trial

Author/s
Andersen, A et al

Source
Journal of occupational rehabilitation 2018 1-10 https://doi.org/10.1007/s10926-017-9752-8

Abstract
Purpose To investigate the effects of two vocational rehabilitation interventions on self-efficacy, for women on long-term sick leave ≥ 1 year due to chronic pain and/or mental illness.

Methods This study uses data from a randomised controlled trial consisting of two phases and comprising 401 women on long-term sick leave. They were allocated to either (1) a multidisciplinary team assessment and multimodal intervention (TEAM), (2) acceptance and commitment therapy (ACT), or (3) control group. Data were collected through repeated measurements from self-reported questionnaires before intervention, 6 and 12 months later and registry data. Data from measurements of general self-efficacy, sociodemographics, anxiety and depression were analysed with linear regression analyses.

Results During the intervention period, the women in the TEAM group's self-efficacy mean increased from 2.29 to 2.74. The adjusted linear regression model, which included group allocation, sociodemographics, self-efficacy pre-treatment, anxiety and depression showed increased self-efficacy for those in the TEAM intervention at 12 months (B = 0.25, 95% CI 0.10–0.41). ACT intervention had no effect on self-efficacy at 12 months (B = 0.02, 95% CI −0.16 to 0.19). The results in the adjusted model also showed that higher self-efficacy at pre-treatment was associated with a higher level of self-efficacy at 12 months (B = 0.68, 95% CI 0.54–0.81).

Conclusion A multidisciplinary team assessment and multimodal intervention increased self-efficacy in women on sick leave for an extremely long time (mean 7.8 years) who had a low mean level of self-efficacy prior to inclusion. Thus, self-efficacy needs to be addressed in vocational rehabilitation.

WORK HEALTH AND SAFETY

Title
Ladders and lifting: how gender affects safety behaviors in the fire service

Author/s
Khan, YA Davis, al Taylor, JA

Source
Journal of workplace behavioral health 2017 32 3 206-225
This research explores the degree to which gender affects safety behaviors and outcomes in the fire service. Semistructured focus groups and interviews were conducted based on findings from the literature on women and gender in the fire service. Four focus groups (N = 22) and eight interviews were recorded, transcribed, and coded using NVivo 10 software. This methodology explored if female gender improves safety behaviors through (1) weighing the risks and benefits of dangerous situations, (2) focusing on biomechanics and technique, (3) asking for help, (4) being motivated to report injuries, (5) being heard by colleagues, and (6) illuminating a hostile work environment's contribution to safety. Participants report that women have less of a "tough guy" attitude than their male colleagues and felt that deviating from the modernist American hyper-masculine norm may have a positive impact on their work practices and injury outcomes. If women in the fire service perceive risk differently than their male colleagues, perhaps strengthening efforts to recruit women and creating a culture that values their perspective will improve the occupation's overall safety outcomes. Further research is necessary to quantify these gender differences and their relationship to safety outcomes.

**Title**  
Are professional drivers less sleepy than non-professional drivers?

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

**Source**  
Scandinavian journal of work and environmental health 2018 44 1 88-95  
doi:10.5271/sjweh.3677

**Abstract**  
Objective It is generally believed that professional drivers can manage quite severe fatigue before routine driving performance is affected. In addition, there are results indicating that professional drivers can adapt to prolonged night shifts and may be able to learn to drive without decreased performance under high levels of sleepiness. However, very little research has been conducted to compare professionals and non-professionals when controlling for time driven and time of day. Method The aim of this study was to use a driving simulator to investigate whether professional drivers are more resistant to sleep deprivation than non-professional drivers. Differences in the development of sleepiness (self-reported, physiological and behavioral) during driving was investigated in 11 young professional and 15 non-professional drivers. Results Professional drivers self-reported significantly lower sleepiness while driving a simulator than non-professional drivers. In contradiction, they showed longer blink durations and more line crossings, both of which are indicators of sleepiness. They also drove faster. The reason for the discrepancy in the relation between the different sleepiness indicators for the two groups could be due to more experience to sleepiness among the professional drivers or possibly to the faster speed, which might unconsciously have been used by the professionals to try to counteract sleepiness. Conclusion Professional drivers self-reported significantly lower sleepiness while driving a simulator than non-professional drivers. However, they showed longer blink durations and more line crossings, both of which are indicators of sleepiness, and they drove faster.

**Title**  
Safety science December 2017 100 Part A 1-124: special issue: promoting a healthy psychosocial work environment in times of change

**Author/s**  
Stravroula, L Iavicoli, S

**Source**  
Safety science December 2017 100 Part A

**Abstract**  
Special issue of the journal of Safety science. Articles cover: organisational change, psychosocial issues, workplace bullying, wellbeing

**Title**  
Safety science December 2017 100 Part b 1-124: special issue: safety: methods and applications for total safety management
**Title**: Assessment of occupational health and safety performance evaluation tools: state of the art and challenges for small and medium-sized enterprises  
**Author/s**: Tremblay, A et al  
**Abstract**: Occupational health and safety (OHS) is poorer in small and medium-sized enterprises (SMEs) than in large corporations. Fatal accidents are up to eight times more frequent in SMEs and non-fatal injuries are as much as 50% more likely to occur. In order to improve the OHS status of SMEs, the constraints under which these businesses operate must be taken into account. In this critical review of the literature, we present an overview of research and industrial practices relating to OHS performance evaluation, and therefore of the information-gathering tools developed or adapted for this purpose, with emphasis on the SME context. The goal of this work is to identify avenues of research that are likely to yield practical means of meeting the challenge of integrating OHS into SME culture. Our principal conclusion is that the particularities of the SME context have not attracted the attention of any significant number of researchers in the subject area of OHS. The development of tools that offer a broader choice of performance indicators to OHS specialists intervening in SME settings would contribute significantly to improving accident prevention in the workplace.

**Title**: Failure to learn from safety incidents: status, challenges and opportunities  
**Author/s**: Stemn, E et al  
**Source**: Safety science January 2018 101 313-325 https://doi.org/10.1016/j.ssci.2017.09.018  
**Abstract**: For effective and efficient learning to occur from safety incidents, certain factors and conditions related to the organisation, the actors or agents of learning, the learning process and the incidents themselves must be considered. Learning from incidents is not automatic and requires conscious and systematic steps to ensure it happens. Retaining the lessons learnt in the organisational memory to ensure continuous usage during the lifetime of the organisation is critical because personnel and learning agents change. To understand where breakdowns in learning from incidents are occurring, a bowtie analysis was used to organise the literature on failure to learn from safety incidents in a way that informs researchers and practitioners of priority areas. Additionally, the analysis aimed to test the validity of the bowtie method to filter failure to learn literature to identify key areas that could maximise learning. Using the bowtie analysis method led to the grouping of the issues identified in the literature on learning from safety incidents into three themes, namely, threats to failure to learn, consequences of failure to learn, and controls for overcoming failure to learn. This approach allows a summary representation of how and why failure to learn continues to occur together with potential practical strategies on how to overcome failure.

**Title**: Heinrich’s pyramid and occupational safety: a statistical validation methodology  
**Author/s**: Marshall, P Hirmas, A Singer, M  
**Source**: Safety science January 2018 101 180-189 https://doi.org/10.1016/j.ssci.2017.09.005
Abstract

Heinrich’s pyramid, which postulates that the severity distribution of occupational accidents is relatively constant, is one of the main tools for management of occupational safety. However, existing evidence suggests that decreases in minor accidents have not always been followed by similar decreases in serious and fatal accidents. To test the statistical validity of the pyramid, we propose a Bayesian two-part model: the first part estimates accident rates using a Poisson-gamma distribution, and the second part estimates the proportion of minor, serious and fatal accidents using a Multinomial-Dirichlet distribution. If this proportion does not change when the accident rate is reduced, then the statistical validity of the pyramid is confirmed, but if it changes, then its validity is refuted. Our data cover more than 50,000 companies observed over 28 months in Chile. Heinrich’s pyramid is confirmed to be statistically invalid for different economic activity sectors and geographic regions, but the discrepancy is so small that, for practical purposes, the pyramid is valid. We thus conclude that the occurrence of minor accidents is a useful signal for assessing and forecasting the overall safety performance of a firm.

Recently, there have been several calls for increased attention to foundational issues in risk analysis, addressing issues like terminology, principles and theories. An important foundational issue is the appropriateness of different concepts and perspectives for analyzing risk in practical applications. Several authors have addressed this through arguments involving, inter alia, the definition of risk, the ontology of risk, and the reliability and validity of risk analysis. This paper aims to contribute to this discussion by focusing on the concept of prediction. While this term is quite frequently used in risk analysis contexts, no earlier work has specifically focused on the issue of whether risk analyses can be considered to be predictive, and if so, in what sense. Neither has this been linked to the feasibility of risk perspectives. First, two definitions of what prediction can mean are elaborated, and criteria corresponding to these definitions are outlined to facilitate the subsequent discussion. A brief discussion on system types is included, as one type of prediction is defined through the relation between the model and the modeled system. Then, the definitions of prediction and the corresponding criteria are used to consider the appropriateness of two commonly used risk perspectives, namely the probability of frequency and the uncertainty perspective. In the former, a risk analysis aims at estimating an underlying true risk with quantified uncertainty bounds. In the latter, a risk analysis is a descriptive account of judgments and uncertainties by an assessor. It is finally argued that the uncertainty perspective generally is more appropriate than the probability of frequency perspective for practical risk analysis applications.

Weblink

Helmet-induced headache among Danish military personnel.

Author/s

Rahmani, Zakia et al

Source

Scandinavian journal of public health December 2017 45 8 818-823 6 DOI:10.1177/1403494817731417

Abstract

Aims: External compression headache is defined as a headache caused by an external physical compression applied on the head. It affects about 4% of the general population; however, certain populations (e.g. construction workers and military personnel) with particular needs of headwear or helmet are at higher risk of developing this type of headache. External compression headache is poorly studied in relation to specific populations. This study aimed to investigate the prevalence and pattern of helmet-induced external compression headache among Danish military personnel of the Northern Jutland region in Denmark. Methods: Data acquisition was based on a custom-made questionnaire delivered to volunteers who used helmets in the Danish military service and who agreed to participate in this study. The military of the Northern Jutland region of Denmark facilitated recruitment of the participants. The questionnaires were delivered on paper and the collected (anonymous) answers (total 279) were used for further analysis. Results: About 30% of the study participants reported headache in relation to wearing a military helmet. Headache was defined as a pressing pain predominantly in the front of the head with an average intensity of 4 on a visual analogue scale of 0 (no pain) to 10 (worst pain imaginable). It was also found that helmets with different designs influenced both the occurrence of headache and its characteristics. Conclusions: This study is the first to demonstrate the prevalence and pattern of compression headache among military personnel in North Jutland, Denmark. The findings of this study call for further
Title: Prediction in a risk analysis context: Implications for selecting a risk perspective in practical applications

Author/s: Goerlandt, F et al

Source: Safety science January 2018 101 344-351 https://doi.org/10.1016/j.ssci.2017.09.007

Abstract: Recently, there have been several calls for increased attention to foundational issues in risk analysis, addressing issues like terminology, principles and theories. An important foundational issue is the appropriateness of different concepts and perspectives for analyzing risk in practical applications. Several authors have addressed this through arguments involving, inter alia, the definition of risk, the ontology of risk, and the reliability and validity of risk analysis. This paper aims to contribute to this discussion by focusing on the concept of prediction. While this term is quite frequently used in risk analysis contexts, no earlier work has specifically focused on the issue of whether risk analyses can be considered to be predictive, and if so, in what sense. Neither has this been linked to the feasibility of risk perspectives. First, two definitions of what prediction can mean are elaborated, and criteria corresponding to these definitions are outlined to facilitate the subsequent discussion. A brief discussion on system types is included, as one type of prediction is defined through the relation between the model and the modeled system. Then, the definitions of prediction and the corresponding criteria are used to consider the appropriateness of two commonly used risk perspectives, namely the probability of frequency and the uncertainty perspective. In the former, a risk analysis aims at estimating an underlying true risk with quantified uncertainty bounds. In the latter, a risk analysis is a descriptive account of judgments and uncertainties by an assessor. It is finally argued that the uncertainty perspective generally is more appropriate than the probability of frequency perspective for practical risk analysis applications.

Title: The role of occupational medicine in assessing work limitation: a cross-sectional study on construction workers over a five-year period in Croatia

Author/s: Bozic, T et al


Abstract: Background: Maintaining adequate working ability of construction workers is of considerable importance for society, as the construction sector is burdened with high prevalence of work-related diseases and health-issues.

Objective: To determine the number and age of construction workers in Croatia with temporary or permanent work limitation status, as well as to identify the most common health causes of such work limitation.

Methods: A retrospective cross-sectional study was performed using the data from 2534 construction workers, aged between 18 and 65 years, who underwent standardized routine occupational health examinations between 2011 and 2015. Thorough medical history and …medical record reviews, blood and urine analyses, vision parameters and hearing range evaluation, as well as mental health assessment were conducted on every study participant.

Results: A total of 210 construction workers (8.29%) received occupational/work limitation status (either temporary or permanent). Four main categories of work limitation were high blood pressure, disorders of the liver and digestive system, hearing loss and amblyopia, comprising 61.69% of all diagnoses. A total of 37.62% of workers with work limitation status had two or more different diagnoses (i.e. co-morbid conditions). Those with work limitation (either temporary or long-term) were significantly older than those fit enough to work (p-value <0.00001).

Conclusions: This type of organized screening represents a significant preventative effort in...
the construction industry, as workers may become more cognizant of the conditions that may affect their work ability.

Title
Should workers avoid consumption of chilled fluids in a hot and humid climate

Author/s
Brearley, MB

Source
Safety and health at work December 2017 8 4 327-328 DOI: http://dx.doi.org/10.1016/j.shaw.2017.07.001

Abstract
Despite provision of drinking water as the most common method of occupational heat stress prevention, there remains confusion in hydration messaging to workers. During work site interactions in a hot and humid climate, workers commonly report being informed to consume tepid fluids to accelerate rehydration. When questioned on the evidence supporting such advice, workers typically cite that fluid absorption is delayed by ingestion of chilled beverages. Presumably, delayed absorption would be a product of fluid delivery from the gut to the intestines, otherwise known as gastric emptying. Regulation of gastric emptying is multifactorial, with gastric volume and beverage energy density the primary factors. If gastric emptying is temperature dependent, the impact of cooling is modest in both magnitude and duration (≤ 5 minutes) due to the warming of fluids upon ingestion, particularly where workers have elevated core temperature. Given that chilled beverages are most preferred by workers, and result in greater consumption than warm fluids during and following physical activity, the resultant increased consumption of chilled fluids would promote gastric emptying through superior gastric volume. Hence, advising workers to avoid cool/cold fluids during rehydration appears to be a misinterpretation of the research. More appropriate messaging to workers would include the thermal benefits of cool/cold fluid consumption in hot and humid conditions, thereby promoting autonomy to trial chilled beverages and determine personal preference. In doing so, temperature-based palatability would be maximized and increase the likelihood of workers maintaining or restoring hydration status during and after their work shift.

Title
Working around it: rail drivers’ views on the barriers and enablers to managing workplace health

Author/s
Naweed, A Trigg, J Allan, M Chapman, J

Source
International journal of workplace health management 2017 10 6 475-490

Abstract
Purpose The rail driver workplace is full of challenges for effective health management. The purpose of this paper is to investigate how known barriers in rail driving may be overcome by seeking enablers of positive health status and lifestyle
Design/methodology/approach Five focus groups were conducted with 29 rail drivers from four rail organisations across three Australian states. Transcribed data were analysed using directed content analysis and thematic coding to develop health enabler themes and categories.
Findings Formal initiatives to manage health were piecemeal. Efforts to maintain health involved countering deteriorative, and promoting restorative, health factors. Themes systematically illustrated work environmental, adaptational, and autonomous features of health management. Participants expressed many different approaches to enabling positive health status, and how these connected to known barriers.
Research limitations/implications Discussion of personal health issues within the rail industry is considered a taboo topic by some, therefore participants who took part in this study data may be more representative of health-conscious drivers.
Practical implications Occupational health in rail can be enabled in multiple ways, including: improving social support, scheduling certainty, and cross-communication around health
behaviours; increasing flexibility and environmental support for health behaviours; and directly promoting dietary control and physical activity engagement. Given the diversity and global representativeness of rail systems found within Australia, the findings have international application.

Originality/value This study uses a strength-focused approach to highlight multiple leverage points for organisational rail driver health interventions across three levels of the system, helping improve health intervention efficacy despite the intractable nature of their environments.

**Title**
Construction workers at higher risk of musculoskeletal disorders

**Source** *American journal of public health* January 2018 108 1 7-7. 1/5 DOI: 10.2105/AJPH.2017.304183

**Abstract**
The article discusses research which indicates that construction workers are at higher risk of developing musculoskeletal disorders due to the nature of their work, and it mentions unpaid leave, ergonomic risk-level exposure, and working performance.

**Title**
Daily shoulder pain among flight baggage handlers and its association with work tasks and upper arm postures on the same day

**Author/s** Bergsten E, Mathiassen, SE, Kwak, L Vingard, E

**Source** *Annals of work exposures and health* 61 9 10 November 2017 1145–1153,

**Abstract**
Objectives This study of flight baggage handlers aimed at examining the extent to which shoulder pain developed during single work shifts, and whether a possible development was associated with biomechanical exposures and psychosocial factors during the same shift.

Methods Data were collected during, in total, 82 work shifts in 44 workers. Right and left shoulder pain intensity was rated just before and just after the shift (VAS scale 0–100 mm). Objective data on ‘time in extreme’ and ‘time in neutral’ upper arm postures were obtained for the full shift using accelerometers, and the baggage handlers registered the number of ‘aircrafts handled’ in a diary. During half of the shift, workers were recorded on video for subsequent task analysis of baggage handling. ‘Influence’ at work and ‘support’ from colleagues were measured by use of Copenhagen Psychosocial Questionnaire (COPSOQ). Associations between exposures and the increase in pain intensity during the shift (‘daily pain’) were analysed for the right and left shoulder separately using Generalized Estimating Equations (GEE).

Results ‘Daily pain’ was observed in approximately one third of all shifts. It was significantly associated with the number of ‘aircrafts handled’ for both the right and left shoulder. In multivariate models including both biomechanical exposures and the psychosocial factors ‘influence’ at work and ‘support’ from colleagues, ‘aircrafts handled’ was still significantly associated with ‘daily pain’ in both shoulders, and so was ‘influence’ and ‘support’, however in opposite directions.

Conclusions ‘Daily pain’ was, in general, associated with biomechanical exposures during the same shift and with general ‘influence’ and ‘support’ in the job. In an effort to reduce pain among flight baggage handlers, it may therefore be justified to consider a reduction of biomechanical exposures during handling of aircrafts, combined with due attention to psychosocial factors at work.

**Weblink**

**Weblink**

**Weblink**

**EBSCO**
Ending on a positive: examining the role of safety leadership decisions, behaviours and actions in a safety critical situation

**Abstract**

Highlights: Safety leadership decisions, behaviours and actions support safe performance. Critical decisions, behaviours and actions existed across different system levels. Links were established between individual decisions, and emergent behaviours. Communications and engagement based decisions featured most frequently. The open flow and exchange of information was critical to supporting safe performance. Safety leadership is an important factor in supporting safe performance in the workplace. The present case study examined the role of safety leadership during the Bingham Canyon Mine high-wall failure, a significant mining incident in which no fatalities or injuries were incurred. The Critical Decision Method (CDM) was used in conjunction with a self-reporting approach to examine safety leadership in terms of decisions, behaviours and actions that contributed to the incidents’ safe outcome. Mapping the analysis onto Rasmussen's Risk Management Framework (Rasmussen, 1997), the findings demonstrate clear links between safety leadership decisions, and emergent behaviours and actions across the work system. Communication and engagement based decisions featured most prominently, and were linked to different leadership practices across the work system. Further, a core sub-set of CDM decision elements were linked to the open flow and exchange of information across the work system, which was critical to supporting the safe outcome. The findings provide practical implications for the development of safety leadership capability to support safety within the mining industry.

---

**Title**

Highly cited occupational therapy articles in the science citation index expanded and social sciences citation index: a bibliometric analysis

**Author/s**

Brown, T., Gutman, S. A., Ho, Y.-S., & Fong, K. N. K.

**Source**

American journal of occupational therapy November/December 2017 71 6 7106300010

**Abstract**

Objective. A bibliometric analysis was completed of highly cited occupational therapy literature and authors published from 1991 to 2014 and accessible in the Science Citation Index Expanded (SCI–Expanded) and Social Sciences Citation Index (SSCI) databases.

Method. Data were obtained from the SCI–Expanded and SSCI. Articles referenced >100 times were categorized as highly cited articles (HCA).

Results. Of 6,486 articles found, 31 were categorized as HCA. The American Journal of Occupational Therapy published the largest number of HCA (n 5 8; 26%). The 31 HCA were distributed across seven countries: United States (20 articles), Canada (3), United Kingdom (3), Australia (2), the Netherlands (1), New Zealand (1), and Sweden (1). The three authors with the highest Y-index were S. J. Page, F. Clark, and W. Dunn.

Conclusion. A latency period of 4 to 5 yr post-publication appears to be needed for a journal article to gain citations.

---

**Title**

The impact of practice guidelines on opioid utilization for injured workers

**Author/s**

Buttorff, C et al

**Source**

American journal of industrial medicine 2017 December 60 12 1023-1030 doi: 10.1002/ajim.22779

**Abstract**

Background Opioid use is rising in the US and may cause special problems in workers compensation cases, including addiction and preventing a return to work after an injury.
Objective This study evaluates a physician-level intervention to curb opioid usage. An insurer identified patients with out-of-guideline opioid utilization and called the prescribing physician to discuss the patient's treatment protocol.

Research Design This study uses a differences-in-differences study design with a propensity-score-matched control group. Medical and pharmaceutical claims data from 2005 to 2011 were used for analyses.

Results Following the intervention, the use of opioids increased for the intervention group and there is little impact on medical spending.

Conclusions Counseling physicians about patients with high opioid utilization may focus more attention on their care, but did not impact short-term outcomes. More robust interventions may be needed to manage opioid use.

Perspective While the increasing use of opioids is of growing concern around the world, curbing the utilization of these powerfully addictive narcotics has proved elusive. This study examines a prescribing guidelines intervention designed to reduce the prescription of opioids following an injury. The study finds that there was little change in the opioid utilization after the intervention, suggesting interventions along other parts of the prescribing pathway may be needed.
Translation research in occupational safety and health: a proposed framework

Schulte, P et al

*American journal of industrial medicine* December 2017 60 12 1011-1022 DOI: 10.1002/ajim.22780

Translation research in occupational safety and health is the application of scientific investigative approaches to study how the outputs of basic and applied research can be effectively translated into practice and have an impact. This includes the study of the ways in which useful knowledge and interventions are disseminated, adopted, implemented, and institutionalized. In this paper, a 4-stage framework (Development, Testing, Institutionalization, and Evaluation) is presented. Translation research can be used to enhance the use and impact of occupational safety and health knowledge and interventions to protect workers. This type of research has not received much attention in the occupational safety and health field. However, in contemporary society, it is critical to know how to make an impact with the findings and outputs of basic and applied research. This paper provides a novel framework for consideration of how to advance and prioritize translation research for occupational safety and health.

Simultaneous effect of shift work on blood pressure and lipid profile: a path analysis

Hamta, Amir


The aim of this study was to assess the direct and indirect effects of shift work (SW) on the systolic blood pressure (SBP) and lipid profile of male workers. For this purpose, a cross-sectional study was conducted involving 6539 male workers of Esfahan Mobarakeh Steel Company. From all of the participants, 3065 (46.8%) were day workers and the remainder were shift workers. The results of path analysis revealed that the most effective variables on SBP were body mass index, fasting blood sugar, triglycerides and SW with a total effect of 0.241, 0.095, 0.064 and 0.056, respectively.

An assessment of safety climate, job satisfaction and turnover intention relationships using a national sample of workers from the USA

Smith, TD


The association between safety climate, job satisfaction and turnover intention has not been thoroughly researched. This research is needed so that safety researchers and practitioners can begin to delineate the impact of safety on organizational and business outcomes. A path analysis was completed using data from a national sample of workers from the USA (n = 1525). The overall fit of the model was excellent and analyses determined that both training and resource adequacy positively affected safety climate and job satisfaction. Safety climate also positively influenced job satisfaction. Both safety climate and job satisfaction were negatively associated with respondents' turnover intention. In the study, the relationship between job satisfaction and turnover intention is reiterated in a sample of workers across...
many industries. This study is novel because it is one of the first studies to confirm that turnover intention is reduced with increased safety climate in a diverse sample of workers.

Title Predictors of safety training transfer support as in-role behavior of occupational health and safety professionals

Author/s Freitas, Ana Cristina; Silva, Silvia Agostinho; Santos, Catarina Marques


Abstract Purpose The purpose of this study is to identify individual and contextual influences on in-house safety trainers’ role orientation toward the transfer of training (TT) Design/methodology/approach the authors tested a model where felt-responsibility for TT mediates the influence of job resources (i.e. autonomy, access to resources, access to information and organizational support) on trainers’ definition of their role and where training safety climate exerts a moderator effect. Data were collected from 201 Occupational Health and Safety (OHS) professionals, all in-house safety trainers, of large public and private companies. Structural equation modeling was used to test the hypotheses. Findings The model highlighted the mediating influence of felt-responsibility in the interplay between job resources and role orientation, the moderating influence of safety climate on the relationship of autonomy and organizational support on role definition, but not access to resources and access to information on role definition in the TT. Results suggest that how much safety trainers consider supporting the TT as a part of their overall role is affected by autonomy and organizational support through a sense of responsibility regarding training results, and these effects are influenced by the perceived importance of safety training to the organization. Research limitations/implications the study is cross-sectional and used self-reported data, meaning that causal inferences should be carefully drawn. Further studies should explore other sources of influence over felt-responsibility, for example, supervisors’ support for transfer, the relationship between how in-house safety trainers define their role in the transfer process and trainees’ effective application of their new knowledge and skills. Practical implications Companies should overtly signal the importance of safety training to in-house safety trainers because it will elicit, by reciprocity, a greater sense of personal responsibility and increased efforts concerning training success. Originality/value No previous research looked at how in-house trainers define their role in the TT, as well as the individual and contextual factors that influence their efforts toward the efficacy of training.

Title Pushing and pulling: an assessment tool for occupational health and safety practitioners

Author/s Lind, Carl Mikael


Abstract A tool has been developed for supporting practitioners when assessing manual pushing and pulling operations based on an initiative by two global companies in the manufacturing industry. The aim of the tool is to support occupational health and safety practitioners in risk assessment and risk management of pushing and pulling operations in the manufacturing and logistics industries. The tool is based on a nine-multiplier equation that includes a wide range of factors affecting an operator’s health risk and capacity in pushing and pulling. These multipliers are based on psychophysical, physiological and biomechanical studies in combination with judgments from an expert group consisting of senior researchers and ergonomists. In order to consider usability, more than 50 occupational health and safety practitioners (e.g., ergonomists, managers, safety representatives and production personnel) participated in the development of the tool. An evaluation by 22 ergonomists supports that the push/pull tool is user friendly in general.
**Title** Horizontal lifelines – review of regulations and simple design method considering anchorage rigidity

**Author/s** Galy, B Lan, A


**Abstract** Among the many occupational risks construction workers encounter every day falling from a height is the most dangerous. The objective of this article is to propose a simple analytical design method for horizontal lifelines (HLLs) that considers anchorage flexibility. The article presents a short review of the standards and regulations/acts/codes concerning HLLs in Canada the USA and Europe. A static analytical approach is proposed considering anchorage flexibility. The analytical results are compared with a series of 42 dynamic fall tests and a SAP2000 numerical model. The experimental results show that the analytical method is a little conservative and overestimates the line tension in most cases with a maximum of 17%. The static SAP2000 results show a maximum 2.1% difference with the analytical method. The analytical method is accurate enough to safely design HLLs and quick design abaci are provided to allow the engineer to make quick on-site verification if needed.

**Title** Trends in occupational hygiene in Finland

**Author/s** Pääkkönen, Rauno Koponen, Milja


**Abstract** The aim of this work is to evaluate and describe the current status of, and prospects for, the future of occupational hygiene in Finland. The main sources of information include a seminar held in the annual meeting of Finnish Occupational Hygiene Society and interviews with different stakeholders. Nanotechnology and other new materials, changing work environments, circular economy including green jobs, new medical methods and advances of construction methods were recognized as future challenges. Future work opportunities for occupational hygiene experts included exposure assessments in indoor air surveys, private consulting and entrepreneurship in general, international activities and product safety issues. Unclear topics needing more attention in the future were thought to be in new exposures, sensitive persons, combined effects, skin exposures and applicability of personal protective equipment. Occupational hygiene should broaden its view; occupational hygienists should have to cooperate with other specialists and grasp new challenges.

**Title** A work systems analysis approach to understanding fatigue in hospital nurses

**Author/s** Steege, LS Pasupathy, KS Drake, DA


**Abstract** Occupational fatigue is an important challenge in improving health and safety in health care systems. A secondary analysis of cross-sectional data from a survey sample comprised 340 hospital nurses was conducted to explore the relationships between components of the nursing work system (person, tasks, tools and technology, environment, organisation) and nurse fatigue and recovery levels. All components of the work system were significantly associated with changes in fatigue and recovery. Results of a tree-based classification method indicated significant interactions between multiple work system components and fatigue and recovery. For example, the relationship between a task variable of ‘excessive
work’ and acute fatigue varied based on an organisation variable related to ‘time to communicate with managers/supervisors’. A work systems analysis contributes to increased understanding of fatigue, allowing for a more accurate representation of the complexity in health care systems to guide future research and practice to achieve increased nurse health and safety. Practitioner Summary: This paper explored the relationships between nursing work system components and nurse fatigue. Findings revealed significant interactions between work system components and nurses’ fatigue and recovery. A systems approach allows for a more accurate representation of complexity in work systems and can guide interventions to improve nurse health and safety.

WORKERS COMPENSATION

| Title | Insurance workers’ and physiotherapists’ perceptions of their roles in the management of workers with injuries in the Western Australian workers’ compensation system |
| Author/s | Beales, DJ Ruscoe, GA Mitchell, T |
| Abstract | Background: Insurance workers and physiotherapists are important stakeholders in the rehabilitation of workers with an injury and subsequent musculoskeletal pain. Understanding perceptions of roles may facilitate communication between these stakeholders. Objective: Increase knowledge around, (i) the self-perception of and (ii) the external perception of the insurance workers and physiotherapists roles in the management of a worker with an injury in an Australian workers’ compensation environment. Methods: A cross-sectional study assessed the perceptions of insurance workers and physiotherapists related to the roles of these two professions in managing a worker with an injury via questionnaire. Respondents were …also asked about potential communication barriers. Results: Insurance workers (n =48) and physiotherapists (n =80) reported contrasting role perceptions, with their perception of the other profession leaning towards negative attributes. There was greater alignment of their beliefs of roles in the ‘ideal’ situation. The perception of barriers to communication also differed between the two professions. Effective and efficient communication was identified as a central component of mismatched role perceptions between stakeholders, but recognised as a critical attribute of ‘ideal’ stakeholder roles. Conclusion: Insurance workers and physiotherapists self-perception of their roles differs from external perceptions. This information highlights the importance of a shared understanding of stakeholder roles in the management of a worker with an injury. |

WORK STRESS

| Title | Work-anxiety-coping intervention improves work-coping perception while a recreational intervention leads to deterioration: results from a randomized controlled trial. |
| Author/s | Muschalla, Beate. |
| Abstract | Work-anxieties are costly and need early intervention. The perception of being able to cope with work is a basic requirement for work ability. This randomized controlled trial investigates whether a cognitive behavioural, work-anxiety-coping group (WAG) intervention leads to better work-coping perception than an unspecific recreational group (RG). Heterogeneous people in medical rehabilitation, who were due to return to work, were interviewed concerning their work-anxieties, and either randomly assigned to a WAG (n = 85) or a RG (n = 95). The participants (with an average of 50 years old [range 23–64]; 51% women; 70% workers or }
employees, 25% academics, 5% unskilled) followed the group intervention for four or six sessions. The perceived work-coping was assessed by self-rating (Inventory for Job-Coping and Return Intention JoCoRi) after each group session. Although participants had a slight temporary decrease in work-coping after group session two (from M1 = 2.47 to M2 = 2.28, dCohen = −.22), the WAG led to the improvement of perceived work-coping over the intervention course (from M1 = 2.47 to M6 = 2.65, dCohen = .18). In contrast, participants from the RG reported lower work-coping after six group sessions (from M1 = 2.26 to M6 = 2.02, dCohen = −.18). It is considered that people with work-anxieties need training in work-coping. Indeed, intervention designers should be aware of temporary deterioration (side effects) when confronting participants with work-coping.

**Title**
Work overcommitment: Is it a trait or a state?

**Author/s**
Du Prel, J-B et al

**Source**
International archives of occupational and environmental health January 2018 91 1 1-11

**Abstract**
Purpose Effort–reward imbalance (ERI) is a well-tested work-related stress model with three components, the two extrinsic components "efforts" and "rewards" and the one intrinsic component "overcommitment". While an imbalance between "efforts" and "rewards" leads to strain reactions, "work-related overcommitment" (OC) has been described as a personal characteristic with a set of attitudes, behaviours, and emotions reflecting excessive striving combined with a strong desire for approval. However, the question whether OC is a personality trait or a response pattern sensitive to changes in the work context (state) is still open.

Methods 2940 Swedish industrial employees were included in this longitudinal analysis of the WOLF-Norrland data over 5 years. A change of OC index or its subscales were regressed against a change of freedom of choice at work, extra work, and ERI adjusted for age, sex, and education.

Results While OC was insensitive to changes in freedom of choice at work and extra work, it was clearly associated with changes of work-related stress over time. Three of four OC subscales exhibited statistically significant associations with ERI

Conclusions For the first time, we studied fundamental characteristics of OC as an independent personality variable (trait) or an outcome variable subject to changes in the work environment (state). The association between external ERI and OC over time supports our hypothesis of OC being a state. Further investigations are needed to establish OC as a trait or a state.

**Title**
Effectiveness and feasibility of a 10-minute employee stress intervention: outdoor booster break

**Author/s**
Largo-Wight E et al

**Source**
Journal of workplace behavioral health 2017 32 3 159-171
https://doi.org/10.1080/15555240.2017.1335211

**Abstract**
There is a growing recognition that workplace environments affect employee health. Nature contact exposures in the workplace have been shown to be healthful for employees. This pilot study was designed to test the feasibility and efficacy of a daily outdoor work break (Outdoor Booster Break) compared to a daily indoor break. A census of university office staff was invited to participate (N = 244). Phase 1 focused on feasibility—participants (n = 119) reported that the Outdoor Booster Break was feasible (74%), practical (80%), and worthwhile (83%). During Phase II we used a single-site randomized controlled trial (RCT) to examine the effects of an Outdoor Booster Break—compared with a control indoor work break group—for 4 weeks on employee stress. Perceived stress was measured at pretest and posttest for both conditions. Mean posttest stress scores were lower for both the control group (n = 19) and the treatment group (n = 18). A main effects ANCOVA model controlling for baseline stress revealed posttest stress was lower for the treatment group compared to controls (p = .041). Taking a work break appears to have stress-reducing benefits, but the Outdoor Booster Break
reduced stress significantly more than an indoor. Implications for employers, worksite health promoters, and future research are discussed.

Title Organisational change, identity and coping with stress
Author/s Smollan, R Pio, E
Source New Zealand journal of employment relations 2017 43 1
Abstract This paper investigates the impact of stressful organisational change, identity and coping with stress in the context of employment relations. We conducted 31 interviews in a New Zealand public healthcare provider in a study designed to investigate the causes and consequences of stressful organisational change and the strategies participants used to cope. Identity in different forms (personal, role social and organisational) emerged as a salient factor, particularly when self-efficacy was challenged, roles were changed, relationships deteriorated and the participant's value to the group or organisation was questioned. Participants used problem and emotion-focused strategies to cope with the processes and outcomes of change and with identity issues. Our study provides a nuanced perspective of the centrality of identity in navigating stressful organisational change, and contributes to the employment relations literature, particularly regarding occupational safety and mental health.

Title Work-related biomechanical exposure and job strain as separate and joint predictors of musculoskeletal diseases: a 28-year prospective follow-up study.
Author/s Prakash, K. C et al
Source American journal of epidemiology January 2017 186 11 1256-1267 12 DOI:10.1093/aje/kwx189
Abstract We investigated how work-related biomechanical exposure and job strain in midlife separately and jointly predicted back and degenerative musculoskeletal diseases (MSDs). A total of 6,257 employees participated in the Finnish Longitudinal Study on Aging Municipal Employees (FLAME) in 1981 and were followed up for 28 years. Risk ratios and the relative excessive risk due to interaction and 95% confidence intervals were modeled for separate and joint prediction estimates, respectively. After adjustment for confounders, job strain predicted degenerative MSDs among women after 4 and 11 years of follow-up. After 11 years, both exposures predicted both types of MSDs among men. Joint exposure predicted both types of MSDs after 4 years among women (for back MSDs, risk ratio (RR) = 1.58, 95% confidence interval (CI): 1.15, 2.18; for degenerative MSDs, RR = 1.59, 95% CI: 1.21, 2.07) and men (for back MSDs, RR = 1.50, 95% CI: 1.05, 2.15; for degenerative MSDs, RR = 1.61, 95% CI: 1.16, 2.22) and both types of MSDS after 11 years (for back MSDS, RR = 1.72, 95% CI: 1.21, 2.43; for degenerative MSDS, RR = 1.68, 95% CI: 1.25, 2.46) among men only, but the relative excessive risk due to interaction was not significant throughout. However, after 28 years, the separate and joint exposures did not predict MSDs. Workplace interventions should be focused on reducing job strain along with biomechanical exposure for possible prevention of MSDS in working life and around the time of retirement, but there may be other pathways of onset of MSDS in old age.
Title: Fit for the Future: putting workers at the centre of Workers Compensation
Author/s: Colquoun, C
Abstract: icare is on a journey to establish a truly world-class workers compensation claims model in NSW. In essence, this means moving away from the adversarial workers compensation system of today, towards an empowered model which is fairer, more sustainable and customer centric – so that workers get the best possible treatment and outcomes.

Title: Healthy work design and well-being program
Source: NIOSH 2017
Abstract: The mission of the Healthy Work Design and Well-Being (HWD) Cross-Sector Program is to protect and advance worker safety, health, and well-being by improving the design of work, management practices, and the physical and psychosocial work environment. HWD partners with industry, labor, trade associations, professional organizations, and academia to better understand the ways in which the design of work affects overall health and well-being, and how it can be improved to enable workers to thrive and contribute productively at work, at home, and in society.