Good work is good for health and wellbeing

Comcare’s work is centred on the ever-increasing evidence that good work 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 WH&S issues to keep people healthy and safe in work.

We encourage the sharing of workplace 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.

Stress and anxiety in the workplace

This month’s Emerging Evidence Alert features some articles and research on stress and anxiety in the workplace.

The workplace has a significant influence on people’s mental health and wellbeing. Creating the right work environment and managing potential sources of harm such as high work demands, low levels of control and poor support will benefit everyone at work. Improving mental health through good work design will lead to increased job satisfaction, engagement, productivity and can reduce long term ill health and workplace injury.

The Health and Safety Executive Management Standards help organisations identify and manage the six causes of stress at work.

One study looks at the connection between job satisfaction, meaningful work and stress and anxiety in the workplace. Another study found that depression one month post-injury is an important predictor of recovery, but other factors, especially pain and nights spent in hospital, also predict recovery.

A longitudinal study which looked at the prevalence rates of depression, anxiety, PTDS and the risk factors for psychological symptoms 6 years following occupational injury found that poor psychological health was connected to the severity of injury and instability of work.

Information and resources on raising awareness and building inclusive workplaces for promoting mental health and wellbeing at work is provided in Comcare’s Creating Mentally Healthy Workplaces.

The Comcare and APSC Guide Working Together: Promoting mental health and wellbeing at work guide provides practical guidance to managers on how to create a mentally healthy workplace for their team including good work for engagement and productivity.
### Emerging Evidence Topics

- **Absenteeism and presenteeism**
- **Ageing workforce**
- **Asbestos and mesothelioma**
- **Bullying and harassment**
- **Chronic disease**
- **Disability**
- **Employment and unemployment**
- **Ergonomics**
- **Health promotion**
- **Management and leadership**
- **Musculoskeletal issues**
- **Occupational issues**
- **Psychosocial issues**
- **Return to work**
- **Shift work**
- **Vocational rehabilitation**
- **Work disability**
- **Work health and safety**
- **Work stress**
- **Workplace injury**
- **Websites**

### Stress and anxiety in the workplace

**Title**  
6 ways Head to Health can help you: find the right Australian digital mental health resources

**Author/s**  
Department of Health

**Source**  
Head to Health 2018

**Abstract**  
This new mental health website is aimed at helping people feel more in control of their mental health. The website provides a range of resources to aid in finding Australian mental health resources.

**Weblink**

**Title**  
Meaningful work and mental health: job satisfaction as a moderator

**Author/s**  
Allan, Blake A et al

**Source**  
*Journal of mental health* February 2018 27 1 38-44 DOI: 10.1080/09638237.2016.1244718

**Abstract**  
Background: Depression, anxiety and stress are common problems for modern workers. Although having meaningful work, or work that is significant, facilitates personal growth, and contributes to the greater good, has been linked to better mental health, people's work might also need to be satisfying or enjoyable to improve outcomes. Aims: The purpose of the present study was to examine meaningful work's relation to mental health (i.e. depression, anxiety and stress) and investigate job satisfaction as a moderator of this relation. Methods: The study hypotheses were tested with a large, diverse sample recruited from an online source. Results: Partially supporting hypotheses, when controlling for job satisfaction, meaningful work negatively correlated with depression but did not have a significant relation with anxiety and stress. Similarly, job satisfaction negatively predicted depression and stress. Furthermore, the relations between meaningful work and both anxiety and stress were moderated by job satisfaction. Specifically, only people perceiving their work as meaningful land satisfying reported less anxiety and stress. Conclusions: Although continued research is needed, employers and employees may have to
target both the meaningfulness and job satisfaction to address the issues of stress and anxiety among working adults.

**Title**

Mental disorder symptoms among public safety personnel in Canada.

**Author/s**

Carleton, R. et al.

**Source**

Canadian Journal of Psychiatry January 2018 63 1 54-64 11 4 DOI: 10.1177/0706743717723825

**Abstract**

Canadian public safety personnel (PSP; e.g., correctional workers, dispatchers, firefighters, paramedics, police officers) are exposed to potentially traumatic events as a function of their work. Such exposures contribute to the risk of developing clinically significant symptoms related to mental disorders. The current study was designed to provide estimates of mental disorder symptom frequencies and severities for Canadian PSP.

Methods: An online survey was made available in English or French from September 2016 to January 2017. The survey assessed current symptoms, and participation was solicited from national PSP agencies and advocacy groups. Estimates were derived using well-validated screening measures.

Results: There were 5813 participants (32.5% women) who were grouped into 6 categories (i.e., call center operators/dispatchers, correctional workers, firefighters, municipal/provincial police, paramedics, Royal Canadian Mounted Police). Substantial proportions of participants reported current symptoms consistent with 1 (i.e., 15.1%) or more (i.e., 26.7%) mental disorders based on the screening measures. There were significant differences across PSP categories with respect to proportions screening positive based on each measure.

Interpretation: The estimated proportion of PSP reporting current symptom clusters consistent with 1 or more mental disorders appears higher than previously published estimates for the general population; however, direct comparisons are impossible because of methodological differences. The available data suggest that Canadian PSP experience substantial and heterogeneous difficulties with mental health and underscore the need for a rigorous epidemiologic study and category-specific solutions.

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**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.

**Source**

European journal of work & organizational psychology December 2017 26 6 858-869 12 DOI: 10.1080/1359432X.2017.1384378

**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 (fromM1 = 2.47 toM2 = 2.28, dCohen = −.22), the WAG led to the improvement of perceived work-coping over the intervention course (fromM1 = 2.47 toM6 = 2.65, dCohen = .18). In contrast, participants from the RG reported lower work-coping after six group sessions (fromM1 = 2.26 toM6 = 2.02, dCohen = −.18). It is considered that people with work-anxieties need training in work-coping. By focusing on recreation only, this may lead to deterioration of work-coping.
Indeed, intervention designers should be aware of temporary deterioration (side effects) when confronting participants with work-coping.

**Title**

Keep your eyes open: dispositional vigilance moderates the relationship between operational police stress and stress symptoms

**Author/s**

Kubiak, Jeanette; Krick, Annika; Egloff, Boris

**Source**

*Anxiety, stress & coping* September 2017 30 5 598-607 10 DOI: 10.1080/10615806.2017.1329930

**Abstract**

Vigilant coping is characterized by a deep processing of threat-related information. In many cases, vigilant coping increases stress symptoms, whereas avoidant coping decreases negative affect. However, vigilance may be beneficial when stress-eliciting situations involve a risk of injury or escalation as is usually the case in police operations.

Design: We investigated the roles of vigilance and cognitive avoidance in police operations in a cross-sectional survey.

Methods: The participants were 137 students (104 men, Mage = 28.54, SD = 8.04) from the Federal University of Applied Administrative Sciences; 76 of them were already police officers (work experience: M = 12.59 years), and 61 were police officer candidates who had completed a 3- to 6-month police internship. Participants completed a paper-and-pencil survey and reported their operational stress, dispositional vigilance and cognitive avoidance in police operations, and stress symptoms.

Results: We found that vigilance was negatively associated with stress symptoms and moderated the relationship between operational stress and stress symptoms. Cognitive avoidance, on the other hand, just missed the level of statistical significance in our test of whether it was positively associated with stress symptoms.

Conclusions: Our findings demonstrate that vigilance may protect against the negative consequences of stress in police operations.

**Title**

Depressive, anxiety and post-traumatic stress disorders at six years after occupational injuries

**Author/s**

Chin, Wei-Shan; et al

**Source**


**Abstract**

The aim of this study is to determine the prevalence rates of depressive, anxiety and PTSDs, and the risk factors for psychological symptoms at 6 years after occupational injury. This longitudinal study followed workers who were occupationally injured in 2009. Psychological symptoms and return to work were assessed at 3 and 12 months after injury. Injured workers who had completed the initial questionnaire survey at 3 or 12 months after injury were recruited. A self-administered questionnaire was mailed to the participants. For workers with high Brief Symptom Rating Scale and Post-traumatic Symptom Checklist scores, an in-depth psychiatric evaluation was performed using the Mini-international Neuropsychiatric Interview. A total of 570 workers completed the questionnaire (response rate, 28.7%). Among them, 243 (42.6%) had high psychological symptom scores and were invited for a phone interview; 135 (55.6%) completed the interview. The estimated rates of major depression and post-traumatic stress disorder (PTSD)/partial PTSD were 9.2 and 7.2%, respectively, and both these rates were higher at 6 years after injury than at 12 months after injury (2.0 and 5.1%). After adjustment for family and social factors, the risk factors for high psychological scores were length of hospitalization immediately after injury, affected physical appearance, repeated occupational injuries, unemployment, and number of quit jobs after the injury. At 6 years after occupational injury, the re-emergence of psychiatric disorders was observed. Relevant factors for poor psychological health were severity of injury and instability of work. Periodic monitoring of psychological and physical health and economic stability are warranted.
Title: The association between attention control, anxiety, and depression: the indirect effects of repetitive negative thinking and mood recovery

Author/s: Kertz, Sarah J.; Stevens, Kimberly T.; Klein, Keith P.

Source: Anxiety, stress & coping July 2017 30 4 456-468 13 DOI: 10.1080/10615806.2016.1260120

Abstract: Attention control deficits and repetitive negative thinking (RNT; i.e., rumination) may be key factors in the development and persistence of depression and anxiety, although their role in symptom development remains poorly understood. This represents a gap in the literature, as interventions targeting attention control and associated RNT may enhance interventions and prevent costly relapse. The current study was designed to examine the serial indirect effects of transdiagnostic RNT and negative affect recovery following a lab-induced stressor on the association between attention control deficits and trait anxiety and depression.

Methods: Participants were N = 583 university students who completed validated measures of RNT, anxiety, depression, and mood ratings pre- and post-stressor. Stress was induced using a modified version of the Trier Social Stress Test.

Results: Results of cross-sectional indirect effects models indicated that RNT and mood recovery explained the association between attention control deficits and trait anxiety and depression. Results from reversed models indicated that only the indirect effect of RNT was significant.

Conclusions: Findings suggest that RNT and mood recovery processes play an important role in explaining anxiety and depression symptoms. Additional work is needed to examine their role in symptom development and maintenance over time.

Title: The impact of psychological factors on recovery from injury: a multicentre cohort study.

Author/s: Kellezi, Blerina et al

Source: Social psychiatry & psychiatric epidemiology July 2017 52 7 855-866 12 DOI: 10.1007/s00127-016-1299-z

Abstract: Purpose: Unintentional injuries have a significant long-term health impact in working age adults. Depression, anxiety and post-traumatic stress disorder are common post-injury, but their impact on self-reported recovery has not been investigated in general injury populations. This study investigated the role of psychological predictors 1 month post-injury in subsequent self-reported recovery from injury in working-aged adults.

Methods: A multicentre cohort study was conducted of 668 unintentionally injured adults admitted to five UK hospitals followed up at 1, 2, 4 and 12 months post-injury. Logistic regression explored relationships between psychological morbidity 1 month post-injury and self-reported recovery 12 months post-injury, adjusting for health, demographic, injury and socio-legal factors. Multiple imputations were used to impute missing values.

Results: A total of 668 adults participated at baseline, 77% followed up at 1 month and 63% at 12 months, of whom 383 (57%) were included in the main analysis. Multiple imputation analysis included all 668 participants. Increasing levels of depression scores and increasing levels of pain at 1 month and an increasing number of nights in hospital were associated with significantly reduced odds of recovery at 12 months, adjusting for age, sex, centre, employment and deprivation. The findings were similar in the multiple imputation analysis, except that pain had borderline statistical significance.

Conclusions: Depression 1 month post-injury is an important predictor of recovery, but other factors, especially pain and nights spent in hospital, also predict recovery. Identifying and managing depression and providing adequate pain control are essential in clinical care post-injury.
Trait mindfulness at work: a meta-analysis of the personal and professional correlates of trait mindfulness.

Mesmer-Magnus, J et al

*Human performance* April-August 2017 30 2/3 79-98 20 6 DOI: 10.1080/08959285.2017.1307842

Popular and academic press alike have concluded that mindfulness significantly benefits healthy individuals as well as those suffering from physical and psychological problems. Workplace interventions, clinical therapies, and popular self-help programs aimed at enhancing mindfulness abound, and research has demonstrated the efficacy of such mindfulness interventions in enhancing mindful states. It is of importance to note that research also suggests the average frequency with which individuals experience states of mindfulness varies from person to person, underscoring the existence of a dispositional tendency toward mindfulness—trait mindfulness. We meta-analytically cumulate the results of 270 independent studies (N = 58,592 adults from nonclinical samples) of trait mindfulness in order to explore its personal and professional correlates. Results suggest the benefits of trait mindfulness extend to both personal and professional domains. With regards to personal benefits, trait mindfulness was found to be positively correlated with confidence ($\rho = .39$), mental health ($\rho = .38$), emotional regulation ($\rho = .40$), and life satisfaction ($\rho = .36$), and negatively correlated with perceived life stress ($\rho = -.43$), negative emotions ($\rho = -.40$), anxiety ($\rho = -.34$), and depression ($\rho = -.38$). Professionally, results suggest trait mindfulness may benefit job satisfaction ($\rho = .29$), performance ($\rho = .34$), and interpersonal relations ($\rho = .31$), while also reducing burnout ($\rho = -.48$) and work withdrawal ($\rho = -.17$). Meta-analytic regressions also suggest trait mindfulness adds incremental predictive variance over more traditional predictors of employee burnout and work performance.

Job anxiety, work-related psychological illness and workplace performance

Jones, Melanie K.; Latreille, Paul L.; Sloane, Peter J.

*British journal of industrial relations* December 2016 54 4 742-767 26 10 1 DOI: 10.1111/bjir.12159

This article uses matched employee-employer data from the British Workplace Employment Relations Survey to examine the relationship between employee psychological health and workplace performance in 2004 and 2011. Using two measures of work-related psychological health - namely employee-reported job anxiety and manager-reported workforce stress, depression and anxiety - we find a positive relationship between psychological ill-health and absence, but not quits. The association between psychological ill-health and labour productivity is less clear, with estimates sensitive to sector, time period and the measure of psychological health. The 2004-2011 panel is further used to explore the extent to which change in psychological health is related to change in performance.

Heavy lies the crown? how job anxiety affects top executive decision making in gain and loss contexts

Mannor, Michael J et al

*Strategic management journal* September 2016 37 9 1968-1989 22 3 2 DOI: 10.1002/smj.2425
| Abstract | Research summary: Despite abundant anecdotal evidence that many top executives experience anxiety in their jobs, the upper echelons literature has remained largely silent on the organizational implications of executive job anxiety. In this study, we theorize that job anxiety will cause executives to (1) create a social buffer against threats by surrounding themselves with supportive decision-making teams, and (2) pursue lower-risk firm strategies. We further argue that these effects will vary depending upon whether strategic decisions occur in gain versus loss contexts. We test our ideas using a novel multisource, multimethod approach that includes data from 84 top executives of large organizations, their decision-making teams, their friends and families, and archival sources. Results from an analysis of 154 major strategic decisions provide general support for our theory. Managerial summary: Although many top executives experience anxiety in their jobs, some struggle more with anxiety than others. Our paper is the first to focus on how job anxiety affects executives’ decisions. We analyze 154 major strategic decisions made by 84 top executives of large organizations in a range of industries, collecting data from personal interviews with executives and surveys of their decision-making teams, spouses, and friends. We find that anxious executives take fewer strategic risks, especially when things are going well. We further argue that anxious executives focus more on 'buffering' themselves from threats, and find that they surround themselves with close supporters when times are tough. Our results demonstrate a pattern through which anxiety causes top executives to focus more heavily on avoiding potential threats. |
| Title | Work overload, burnout, and psychological ill-health symptoms: a three-wave mediation model of the employee health impairment process |
| Author/s | De Beer, Leon T et al. |
| Source | Anxiety, stress & coping July 2016 29 4 387-399 13 2 3 2 DOI: 10.1080/10615806.2015.1061123 |
| Abstract | Background and Objectives: The study reported here investigated the causal relationships in the health impairment process of employee well-being, and the mediating role of burnout in the relationship between work overload and psychological ill-health symptoms, over time. The research is deemed important due to the need for longitudinal evidence of the health impairment process of employee well-being over three waves of data. Design: A quantitative survey design was followed. Participants constituted a longitudinal sample of 370 participants, at three time points, after attrition. Methods: Descriptive statistics and structural equation modeling methods were implemented. Results: Work overload at time one predicted burnout at time two, and burnout at time two predicted psychological ill-health symptoms at time three. Indirect effects were found between work overload time one and psychological ill-health symptoms time three via burnout time two, and also between burnout time one and psychological ill-health symptoms time three, via burnout time two. Conclusions: The results provided supportive evidence for an "indirect-only" mediation effect, for burnout's causal mediation mechanism in the health impairment process between work overload and psychological ill-health symptoms. |
| Title | The role of workaholism in the job demands-resources model |
| Author/s | Molino, Monica; Bakker, Arnold B.; Ghislieri, Chiara |
| Source | Anxiety, stress & coping July 2016 29 4 400-414 15 3 4 1 DOI: 10.1080/10615806.2015.1070833 |
| Abstract | Background and Objectives: The present study tries to gain more insight in workaholism by investigating its antecedents and consequences using the job demands-resources model. Design: We hypothesized that job demands would be positively related to workaholism, particularly when job resources are low. In addition, we hypothesized that workaholism would be positively related to negative outcomes in three important life domains: health, family, and...
Methods: The research involved 617 Italian workers (employees and self-employed). To test the hypotheses, we applied structural equation modeling (SEM) and moderated structural equation modeling (MSEM) using Mplus 6.

Results: The results of SEM showed a good model where workload, cognitive demands, emotional demands, and customer-related social stressors were positively related to workaholism and work-family conflict (WFC) (partial mediation). Additionally, workaholism was indirectly related to exhaustion and intentions to change jobs through WFC. Moreover, MSEM analyses confirmed that job resources (job security and opportunities for development) buffered the relationship between job demands and workaholism. Particularly, the interaction effects were statistically significant in five out of eight combinations.

Conclusions: These findings suggest that workaholism is a function of a suboptimal work environment and predicts unfavorable employee outcomes. We discuss the theoretical and practical implications of these findings.
Background and Objectives: The ubiquity of instant messages and email notifications in contemporary work environments has opened a Pandora's Box. This box is filled with countless interruptions coming from laptops, smartphones, and other devices, all of which constantly call for employees’ attention. In this interruption era, workplace stress is a pervasive problem. To examine this problem, the present study hypothesizes that the three-way interaction among the frequency with which interrupting stimuli appear, their salience, and employees’ deficits in inhibiting attentional responses to them impacts mental workload perceptions, ultimately leading to stress. The study, further, probes a related form of self-efficacy as a potential suppressor of interruption-based stress.

Design: The study used a 2 (low vs. high frequency) × 2 (low vs. high salience) mixed model design.

Methods: The 128 subjects completed a test of their inhibitory deficits and rated their mental workload perceptions and experiences of stress following a computer-based task.

Results: Inhibitory deficits and increased interruption salience can alter the perception of mental workload in contemporary work environments for the worse, but interruption self-efficacy can help offset any resulting interruption-based stress.

Conclusions: This study extends the literatures on work interruptions as well as on stress and coping in the workplace.
that anxiety negatively affects the working memory system. Design: This study tested the association between anxiety and working memory after the addition of stress and measured the glucocorticoid, cortisol. To better understand this relationship, we utilized a moderated mediation model. Methods: Undergraduate students from a public university (N = 103) self-reported their anxiety levels. Participants first completed a short-term memory test. During and after a forehead cold pressor task (stress vs. control procedure) participants completed a working memory test. Salivary cortisol was taken at baseline and after the last working memory test. Results: Overall, acute stress had no effect on working memory. However, we found that anxiety levels mediated the influence of condition (stressed vs. control) on working memory, but only among those individuals who had high cortisol levels after exposure to acute stress, supporting a moderated mediation model. Conclusions: These results imply that activation of the hypothalamic-pituitary-adrenal axis was necessary for working memory impairment in anxious individuals. These results provide support for the ACT.

**ABSENTEEISM AND PRESENTEEISM**

**Title** Associations between perceived leadership and presenteeism in an industrial population

**Author/s** Vanni, KJ Neupane, S Nygard, C-H

**Source** Occupational medicine December 2017 67 9 672–677

**Abstract** Background: Presenteeism has received increasing attention in occupational health research but the evidence for its association with perceived leadership is scant. Aims: To assess the association of perceived leadership and presenteeism among industrial workers. Methods: Survey responses from employees on perceived leadership were linked to the personnel register of a food industry company. The Presenteeism Scale method was used to determine the presenteeism percentage. Perceived leadership was measured as a composite variable of six individual items on motivating and participating leadership. Generalized linear models were used to determine the association of perceived leadership with presenteeism. Results: There were 847 participants. The majority of office workers of both genders reported better perceived leadership than factory workers. We found that perceived poor leadership was associated with a higher likelihood of presenteeism (rate ratio (RR) 1.64, 95% confidence intervals (CIs) 1.51–1.78). However, there was variation amongst and within occupational groups and genders, with a higher risk of presenteeism amongst male factory workers (RR 2.28, 95% CI 2.02–2.52) than female office workers. Conclusions: Leadership was found to be significantly associated with presenteeism, with a greater risk of presenteeism in those reporting poor perceived leadership. The association between levels of perceived leadership and presenteeism was stronger in men than women. Organizations should focus on motivating leadership practices to reduce the risk of presenteeism, especially among men.

**AGEING WORKFORCE**

**Title** Managers’ attitudes to their older employees: a cross-sectional study

**Author/s** Nilsson, Kerstin

**Source** Work 2018 59 1 49-58 DOI: 10.3233/WOR-172663

**Abstract** Background: Societal interest in enabling older workers to prolong their working life has increased in recent years due to demographic change. Managers have a key role in extending
Objective: To examine managers’ attitudes to their older workers.

Method: A cross-sectional study based on a questionnaire answered by 905 managers working in different municipal departments in Sweden.

Results: Managers’ attitude to their older workers’ retirement time appeared to be associated with their own retirement planning. Managers who themselves wanted to work beyond 66 years considered it more important to keep older workers beyond that age than managers planning to retire at 66. The managers reported that older people were more careful, possessed experiences, skills and life knowledge that were useful in the workplace and helped guide new employees and younger employees. On the other hand, the majority of managers agreed with the stereotypical claim that older people are slower, resistant to change, less well educated and hostile to technology.

Conclusion: The study stated that the managers’ attitude to their own retirement planning affected their attitude to the retirement age for their older employees. This is important to consider in the debate of delayed retirement, and to perform activities and incentives in the society to change those attitudes if more people should get the possibility to an extended working life. Additional, almost 50% of the managers surveyed recognised possible measures for adapting work tasks to suit their ageing employees. However, only 5% of managers reported the existence of organisational measures targeted at promoting a sustainable work situation for older employees in their municipal department. The managers were interested in retaining older employees mainly if those older employees had some specific skills that were needed by the department, and not in general.

Managers’ attitudes to their older employees: A cross-sectional study

Weblink

Title Older people and employment inquiry
Source Women and Equalities Committee
UK Parliament
Abstract Inquiry into older people and employment, looking at current Government policies to help people extend their working lives, and considering further steps which could be taken to tackle issues including age discrimination

Weblink

Title Preventing ageing unequally
Source OECD publishing 2017 http://dx.doi.org/10.1787/9789264279087-en
Abstract This report examines how the two global mega-trends of population ageing and rising inequalities have been developing and interacting, both within and across generations

Weblink

Title Recruitment and re-skilling of older workers
Source Women and Equalities Committee
UK Parliament
Abstract The Women and Equalities Committee examines the recruitment and re-skilling of older workers. It follows on from evidence that recruitment bias is a significant problem.
ASBESTOS AND MESOTHELIOMA

Title
D'finitive November 2017 Special issue: Dust diseases developments

Source
D'finitive November 2017

Abstract
This journal includes information on:
- Australian mesothelioma statistics update
- Amaca v Latz - loss of pension claims, and pressure on exemplary damages
- The re-emergence of black lung disease
- James Hardie claims experience - mid-year update.

BULLYING AND HARASSMENT

Title
Bullying at work: cognitive appraisal of negative acts, coping, wellbeing, and performance.

Author/s
Hewett, Rebecca et al

Source
Journal of occupational health psychology January 2018 23 1 71-84. 14p. DOI: 10.1037/ocp0000064

Abstract
The negative outcomes of experiencing workplace bullying are well documented, but a strong theoretical explanation for this has been relatively neglected. We draw on cognitive appraisal theory to suggest that individuals' appraisals of and responses to negative acts at work will moderate the impact of said acts on wellbeing and performance outcomes. In a large study (N = 3,217) in Southeast Asia, we examine moderators in the form of (a) the extent to which individuals identify themselves as being bullied and (b) the coping strategies that individuals use to deal with negative acts. We find that these factors do moderate the impact of experiencing negative acts, in particular work-related negative acts. When individuals are subject to work-related negative acts but do not see themselves as being bullied they report higher levels of performance than those who do identify themselves as being bullied. Problem-focused coping was found to be effective for those sometimes targeted, but for persistent targets was detrimental to wellbeing. The present research has important implications for bullying research in examining factors that contribute to outcomes of bullying.

Title
Does workplace bullying affect long-term sickness absence among coworkers?

Author/s
Hansen, AS et al

Source
Journal of occupational and environmental medicine February 2018 60 2 132–137 doi:10.1097/JOM.0000000000001209

Abstract
Aim: To examine if non-bullied employees at work units (WUs) with workplace bullying have more long-term sickness absence (LTSA) than employees in non-bullying WUs.
Methods: We included 7229 public health employees from 302 WUs and 3158 responders to a questionnaire on working conditions and health in 2007. WUs were classified into three categories of WUs; (1) no bullying (0% bullied); (2) moderate prevalence of bullying (less than
10% bullied); and (3) high prevalence of bullying (more than or equal to 10% bullied). LTSA (more than or equal to 30 consecutive days of sickness absence) during the following 2 years was obtained by linkage to the Danish register of sickness absence compensation benefits and social transfer payments.

Results: Non-bullied coworkers in WUs, where bullying was reported had 15% to 22% more LTSA compared with non-bullying WUs.

Conclusion: Workplace bullying may be associated with LTSA in the entire WU.

**Title**
When workplace bullying goes online: construction and validation of the Inventory of cyberbullying

**Author/s**
Vranjes, Ivana et al

**Source**

**Abstract**
There has been an increase in the use of Information Communication Technologies in the workplace. This change extends the scope of bullying behaviours at work to the online context. However, a generally accepted measure of workplace cyberbullying is still lacking. The purpose of the present paper is to construct and validate the Inventory of Cyberbullying Acts at Work, in order to contribute to this emerging field. Building on existing knowledge, we expected three types of cyberbullying behaviours to emerge in the work context: person related, work related and intrusive. First, the items of the scale were constructed and the three-dimensional structure of the scale was tested in two different samples. Then, the reliability and the convergent validity of the scale were assessed. Finally, we tested the predictive validity of the scale by assessing the impact of exposure to cyberbullying acts at work to individuals’ mental well-being six months later. Our analyses confirmed the three-dimensional structure of the scale. In addition, the scale was found reliable and valid. The construction of this scale offers an avenue for further research on cyberbullying in the work context.

**Title**
Programmed shared medical appointments: a novel procedure for chronic disease management

**Author/s**
Egger, G et al

**Source**
*Australian journal of general practice* January-February 2018 47 1-2
Abstract

Background: In 2013, the Australasian Society of Lifestyle Medicine (ASLM) introduced shared medical appointments (SMAs) for managing chronic disease in clinical practice. The popularity of SMAs has increased with the shift towards a Health Care Homes model. Programmed shared medical appointments (PSMAs) are an extension of the standard SMA model, designed to help manage more complex and specific chronic disease issues.

Objective: The objective of this article is to describe the process of PSMAs and consider their use in primary care.

Discussion PSMAs combine sequential medical consultations with peer support and interaction in a semi-structured group education arrangement. SMAs and PSMAs are ideally suited to the Health Care Homes model of clinical care currently proposed by the federal Department of Health. Proof of concept is currently being tested for PSMAs. Conditions suitable for future trials include overweight and obesity, diabetes (including pre-diabetes), cardiovascular diseases, chronic kidney disease, chronic obstructive pulmonary disease or emphysema, chronic pain or arthritis, mild anxiety or depression, perisurgical management and cancer survival.

As living conditions change, so do the diseases that afflict human societies. With economic development, for example, countries experience an 'epidemiological transition' that results in a shift from a predominance of acute, infectious diseases to one of chronic, non-infectious ailments.1 This is reflected in the fact that 60–70% of all visits to a doctor are now thought to have a predominantly lifestyle-based cause.2 Several studies have shown that these chronic, non-infectious ailments can be improved by lifestyle-related changes.3–5 Hence, a discipline of lifestyle medicine has arisen to help manage these conditions at the clinical level.6 Lifestyle medicine had its genesis towards the end of the last millennium. Its formation was based around health problems associated with our modern ways of living. These included inactivity, poor nutrition and overnutrition, smoking, drugs and alcohol abuse, inappropriate medication, stress, sexual behaviours, inadequate sleep, risk-taking and environmental exposure (ie sun, chemical, built environment). Lifestyle medicine has been defined as ‘a form of health promotion and branch of medicine targeting prevention and management of lifestyle-related diseases’.7 Associations in lifestyle medicine have arisen around the world (eg www.lifestylemedicine.org.au), postgraduate training is currently offered in several institutions, and a growing number of texts are now available.6,8–10 A structure and methodology for lifestyle medicine (explained in detail elsewhere)7,11 has been outlined under four categories: Epidemiology (the science) Skills (the art) Tools (the materials) Processes (the actions).

Shared medical appointments (SMAs)12 have been developed as a specific and appropriate clinical process for lifestyle medicine. This article expands on SMAs to consider ‘programmed’ shared medical appointments (PSMAs) as a proposed additional process with potential benefits for chronic disease management.

Weblink

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DISABILITY

Title
The impact of visible and invisible symptoms on employment status, work and social functioning in Multiple Sclerosis

Author/s
Lorefice, L et al

Source
Work 2018 59-1 1-8 DOI: 10.3233/WOR-182682

Abstract
Background: Frequently diagnosed in young adulthood, multiple sclerosis (MS) and several MS-related factors can influence patients’ unemployment status and negatively affect work productivity and daily functioning

Objective: We examined MS patients’ employment status and evaluated clinical features influencing it. Furthermore, we investigated patients’ burdens due to visible and invisible MS symptoms through their worsening daily functioning.

Methods: The study included outpatients affected by MS according to the 2010 McDonald criteria. The co-occurrence of invisible symptoms (fatigue, depression and apathy) was stated using validated, self-administered tools: Fatigue Severity Scale (FSS); Beck Depression Inventory-Second Edition (BDI-II); Apathy Evaluation ...Scale (AES). Impairment in daily
functioning due to MS was assessed using the Work and Social Adjustment Scale (WSAS). Descriptive statistics, hierarchical regression analyses, Pearson’s correlation, and the t-test were conducted.

Results: Of the 123 participants, 52 (42.3%) were unemployed. Results showed employment to be positively associated with higher education levels (p = 0.01); female gender (p = 0.03) and higher disability (p = 0.02) showed negative associations with employment. No associations were found between employment and fatigue or clinically relevant depressive and apathetic symptoms. High correlations were found between WSAS score and Expanded Disability Status Scale score (r = 0.565, p < 0.001), BDI-II score (r = 0.588, p < 0.001), and FSS score (r = 0.545, p < 0.001).

Conclusion: Our study revealed physical disability’s significance in determining MS patients’ unemployment. Alternatively, invisible MS symptoms negatively affected principally patients’ social lives. Therefore, programs should be designed to improve MS patients’ work integration and daily activities.

Title
A systematic review of the benefits of hiring people with disabilities

Author/s
Lindsay, S., Cagliostro, E., Albarico, M. et al.

Source

Abstract
Purpose We reviewed literature on the benefits of hiring people with disabilities. Increasing attention is being paid to the role of people with disabilities in the workplace. Although most research focuses on employers’ concerns, many companies are now beginning to share their successes. However, there is no synthesis of the peer-reviewed literature on the benefits of hiring people with disabilities.

Methods Our team conducted a systematic review, completing comprehensive searches of seven databases from 1997 to May 2017. We selected articles for inclusion that were peer-reviewed publications, had a sample involving people with disabilities, conducted an empirical study with at least one outcome focusing on the benefits of hiring people with disabilities, and focused on competitive employment. Two reviewers independently applied the inclusion criteria, extracted the data, and rated the study quality.

Results Of the 6176 studies identified in our search, 39 articles met our inclusion criteria. Findings show that benefits of hiring people with disabilities included improvements in profitability (e.g., profits and cost-effectiveness, turnover and retention, reliability and punctuality, employee loyalty, company image), competitive advantage (e.g., diverse customers, customer loyalty and satisfaction, innovation, productivity, work ethic, safety), inclusive work culture, and ability awareness. Secondary benefits for people with disabilities included improved quality of life and income, enhanced self-confidence, expanded social network, and a sense of community.

Conclusions There are several benefits to hiring people with disabilities. Further research is needed to explore how benefits may vary by type of disability, industry, and job type.
Background: Effort–reward imbalance (ERI) and self-rated work ability are known independent correlates and predictors of intended disability pension claims. However, little research has focused on the interrelationship between the three and whether self-rated work ability mediates the relationship between ERI and intended disability pension claims.

Aims: To investigate whether self-rated work ability mediates the association between ERI and intended disability pension claims.

Methods: Baseline data from participants of the Third German Sociomedical Panel of Employees, a 5-year cohort study that investigates determinants of work ability, rehabilitation utilization and disability pensions in employees who have previously received sickness benefits, were analysed. We tested direct associations between ERI with intended disability pension claims (Model 1) and self-rated work ability (Model 2). Additionally, we tested whether work ability mediates the association between ERI and intended disability pension claims (Model 3).

Results: There were 2585 participants. Model 1 indicated a significant association between ERI and intended disability pension claims. Model 2 showed a significant association between ERI and self-rated work ability. The mediation in Model 3 revealed a significant indirect association between ERI and intended disability pension claims via self-rated work ability. There was no significant direct association between ERI and intended disability pension claims.

Conclusions: Our results support the adverse health-related impact of ERI on self-rated work ability and intended disability pension claims.

EMPLOYMENT AND UNEMPLOYMENT

Title Challenges for females with high functioning autism in the workplace: a systematic review

Author/s Hayward, SM McVilly, KR Stokes, MA

Source Disability and rehabilitation February 2018 40 3 249-258

Purpose: Individuals with High Functioning Autism (HFA) experience high levels of underemployment and unemployment, resulting in negative economic, social, and health outcomes. Given what is known about labor market participation difficulties experienced by women generally, and the paucity of research concerning women with HFA, this systematic review synthesized what is known about the labor market experiences of women with HFA.

Method: A systematic review of the literature concerning adult females with HFA in relation to the workplace yielded 1947 results; 11 met inclusion criteria being based on original data, but not necessarily focusing solely on women.

Results: The total number participants with HFA across all studies was 731 (M = 66.45, SD = 95.44, Mdn = 18.00) aged between 18 and 70 years (M = 34.38, SD = 7.71); females represented 38% (n = 279) of those sampled. The principal challenges reported for individuals with HFA at work were communication, social interaction, and stress, together with negative mental and physical health.

Conclusion: These results should be interpreted with caution. Of the studies found, 73% were qualitative and based on small samples. Only one paper differentiated female data in analyses. These factors combined suggest large-scale mixed method research focused on females with HFA is required to gain an accurate insight into the challenges faced in the workplace, to in turn inform intervention and support. However, implications for rehabilitation based on what is known a discussed.

Implication for Rehabilitation
Unemployment and underemployment of persons with High Functioning Autism (HFA) poses social, health and economic issues for both individuals and the wider community. Those with HFA have the intellectual capacity to make a substantial contribution to the workplace.
Based on what is known, some of the challenges for females with HFA might be similar to those experienced by men with HFA, however it is possible that there are gender-based differences (in both type and severity of challenges) that require attention.

Title
Implications of work time flexibility for health promoting behaviours
Author/s
Malbon, E Carey, G
Source
Evidence base December 2017 4 DOI: 10.21307/eb-2017-004
Abstract
Support for labour market flexibility has been growing internationally and in Australia for several decades (Sala et al. 2012; SEO 2013), leading to a more fluid set of working times. Employment and working times are recognised as a determinant of worker health, and while the effects of employment can be positive or negative for health, the distinguishing factor is the quality of the job characteristics, such as hours, income, flexibility, and degree of control (D’Souza et al. 2003). We review evidence regarding the influence of flexible work time on health behaviour and outcomes as relevant to Australia and New Zealand. The quality of evidence is generally of a high standard. While a clearcut answer regarding the positive or negative influence of working time flexibility is not apparent, current research indicates that flexibility policies may have detrimental effects on health through their impact on specific health behaviours.

Title
Rewarding work: cross-national differences in benefits, volunteering during unemployment, well-being and mental health
Author/s
Kamerade, D Bennett, MR
Source
Work employment and society 2018 32 1 38-56
Abstract
Owing to increasing labour market flexibilization, a growing number of people are likely to experience unemployment and, as a consequence, lower mental health and well-being. This article examines cross-national differences in well-being and mental health between unemployed people who engage in voluntary work and those who do not, using multilevel data from the European Quality of Life Survey on unemployed individuals in 29 European countries and other external sources. This article finds that, regardless of their voluntary activity, unemployed people have higher levels of well-being and mental health in countries with more generous unemployment benefits. Unexpectedly, the results also suggest that regular volunteering can actually be detrimental for mental health in countries with less generous unemployment benefits. This article concludes that individual agency exercised through voluntary work can partially improve well-being but the generosity of unemployment benefits is vital for alleviating the negative mental health effects of unemployment.

Title
Strategies of employees in the construction industry to increase their sustainable employability
Author/s
Tonnon, S et al
Source
Work 2018 1-10 DOI: 10.3233/WOR-172679
Abstract
Background: The aging work force makes sustainable employability (SE) of workers a priority. However, it is unknown to what extent employees use implemented SE measures. Objective: To determine the utilization of 1) SE measures offered by employers, 2) employee
SE strategies, and 3) to identify barriers and facilitators of SE strategies.

Methods: Survey data were collected among 731 blue collar and 879 white collar workers to determine the utilization of employer SE measures. Focus groups were held with 16 blue collar and 17 white collar workers to identify employee SE strategies and their barriers and facilitators.

Results: Utilization of employer SE measures was highest for personal development measures. Strategies applied by blue collar workers included using equipment, suggesting improvements of their working conditions, and seeking promotion to a less physically demanding job. White collar workers named engaging in leisure time physical activity and seeking an adequate work-life balance. Implementation of these strategies was influenced by employee awareness and self-efficacy, the accessibility and costs and benefits of the strategy, management support and company culture.

Conclusion: Usage of employer SE measures was generally low and recommendations are given for both blue and white-collar workers to improve SE strategies.

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ERGONOMICS

**Title**
Ergonomic assessment of selected workstations on a merchant ship

**Author/s**
Krystosik-Gromadzinska, Agata

**Source**
*International journal of occupational safety and ergonomics* 2018-24 1

**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.

**Title**
Reducing sedentary behaviour to decrease chronic low back pain: the stand back randomised trial

**Author/s**
Bethany Barone Gibbs, et al

**Source**
Abstract

Objective: The Stand Back study evaluated the feasibility and effects of a multicomponent intervention targeting reduced prolonged sitting and pain self-management in desk workers with chronic low back pain (LBP).

Methods: This randomised controlled trial recruited 27 individuals with chronic LBP, Oswestry Disability Index (ODI) >10% and desk jobs (sitting ≥20 hours/week). Participants were randomised within strata of ODI (>10%–<20%, ≥20%) to receive bimonthly behavioural counselling (in-person and telephone), a sit-stand desk attachment, a wrist-worn activity-prompting device and cognitive behavioural therapy for LBP self-management or control. Self-reported work sitting time, visual analogue scales (VAS) for LBP and the ODI were assessed by monthly, online questionnaires and compared across intervention groups using linear mixed models.

Results: Baseline mean (SD) age was 52 (11) years, 78% were women, and ODI was 24.1 (10.5)% across the 6-month follow-up. Across intervention models adjusted for baseline value, work sitting time was 1.5 hour/day (P<0.001) lower comparing intervention to controls. Also across follow-up, ODI was on average 8 points lower in intervention versus control (P=0.001). At 6 months, the relative decrease in ODI from baseline was 50% in intervention and 14% in control (P=0.042). LBP from VAS was not significantly reduced in intervention versus control, though small-to-moderate effect sizes favouring the intervention were observed (Cohen's d ranged from 0.22 to 0.42).

Conclusion: An intervention coupling behavioural counselling targeting reduced sedentary behaviour and pain self-management is a translatable treatment strategy that shows promise for treating chronic LBP in desk-bound employees.

Title

A scoping review on smart mobile devices and physical strain

Author/s

Tegtmeier, Patricia

Source

Work 2018 1-11 DOI: 10.3233/WOR-172678

Abstract

Background: Smart mobile devices gain increasing importance at work. Integrating these smart mobile devices into the workplace creates new opportunities and challenges for occupational health and safety.

Objectives: Therefore the aim of the following scoping review was to identify ergonomic challenges with the use of smart mobile devices at work with respect to physical problems.

Method: A review of 36 papers based on literature including January 2016 was conducted.

Results: Biomechanical measures in the reviewed studies demonstrated i.e., head flexion angles exceeding 20° in 20 out of 26 different conditions described. Furthermore, laterally deviated wrists were frequently noted and thumb and finger flexor muscle activities generally greater than 5% MVC were reported.

Conclusion: The reviewed literature indicated an elevated biomechanical risk, especially for the neck, the wrists and thumb. This was due to poor posture, ongoing and intermittent muscle tension, and/or repetitive movements. Papers addressing specific risks for smartphone and tablet use in different work environments are scarce. As the technology, as well as the use of smart mobile devices is rapidly changing, further research, especially for prolonged periods in the workplace is needed.

Title

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

Author/s

Korpinnen, L et al
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.
interventions in rehabilitation counselling practice. Although no single theory can address all
the potential variables affecting people with CID’s health behaviours, Bandura’s (1977)
concept of self-efficacy and outcome expectancy appear to be the most common factors in
the health promotion models we surveyed. Among theories of motivation, only self-
determination theory specifically includes a motivation variable, autonomy (internal and
external motivation). We developed a diagram to depict a model, including all the theories and
models covered in this exploratory review and identify commonalities among their constructs.
This diagram can be used by rehabilitation counsellors to apply theories and models of
motivation in case conceptualisation, formulating clinical hypotheses, developing treatment
plans, and selecting and implementing evidence-based health promotion interventions for
their clients.

Title Live and trending: the next step for public health campaigns?
Author/s Jeyapalan D, Vassallo AJ, Freeman B
Source Public health research & practice December 2017;27(5): e2751741
Abstract Marketing strategies used by large corporations are rapidly evolving, through the
development of novel technologies and multiple marketing channels favoured by young
consumers. Formerly small-scale marketing approaches, such as providing free samples at
local events, may now have a global reach when paired with live streaming on popular social
media sites. The regulation of these live streaming platforms is hugely challenging and likely
to remain so in the foreseeable future. To ensure that ‘unhealthy’ messages are not the only
content seen by social media users, public health campaigns should invest in similar
technologies in disseminating health promoting messages

MANAGEMENT AND LEADERSHIP

Title Electronic health records and online medical records: an asset or a liability under current
conditions?
Author/s Allen-Graham, J et al
Source Australian health review 42 1 59-65 https://doi.org/10.1071/AH16095
Abstract Objective The aim of the present study was to audit the current use of medical records to
determine completeness and concordance with other sources of medical information.
Methods Medical records for 40 patients from each of five Melbourne major metropolitan
hospitals were randomly selected (n = 200). A quantitative audit was performed for detailed
patient information and medical record keeping, as well as data collection, storage and
utilisation. Using each hospital’s current online clinical database, scanned files and paperwo
available for each patient audited, the reviewers sourced as much relevant information as
possible within a 30-min time allocation from both the record and the discharge summary.
Results Of all medical records audited, 82% contained medical and surgical history, allergy
information and patient demographics. All audited discharge summaries lacked at least one of
the following: demographics, medication allergies, medical and surgical history, medications
and adverse drug event information. Only 49% of records audited showed evidence the
discharge summary was sent outside the institution.
Conclusions The quality of medical data captured and information management is variable
across hospitals. It is recommended that medical history documentation guidelines and
standardised discharge summaries be implemented in Australian healthcare services.
What is known about this topic? Australia has a complex health system, the government has
approved funding to develop a universal online electronic medical record system and is
currently trialling this in an opt-out style in the Napean Blue Mountains (NSW) and in Northern Queensland. The system was originally named the personally controlled electronic health record but has since been changed to MyHealth Record (2016). In Victoria, there exists a wide range of electronic health records used to varying degrees, with some hospitals still relying on paper-based records and many using scanned medical records. This causes inefficiencies in the recall of patient information and can potentially lead to incidences of adverse drug events. What does this paper add? This paper supports the concept of a shared medical record system using 200 audited patient records across five Victorian metropolitan hospitals, comparing the current information systems in place for healthcare practitioners to retrieve data. This research identifies the degree of concordance between these sources of information and in doing so, areas for improvement

**Title**

erReferrals: why are we still faxing?

**Author/s**

Hughes, CA Allen, P Bentley, M

**Source**

_Australian journal of general practice_ January-February 2018 47 1-2

**Abstract**

Background and objectives: eReferrals have the potential to be a transformative technology in the healthcare space. This study explored attitudes, behaviours and barriers to eReferral use and electronic communication in general.

Methods: A survey of doctors and allied health staff was undertaken in north-west Tasmania. Data were analysed using descriptive statistics and thematic analysis.

Results: The response rate was 57% (n = 204). For 80% (n = 164) of respondents, fax or post was the main method of sending letters to other healthcare professionals, and 72% (n = 147) wanted to increase the number of letters sent and received electronically. Barriers and enablers to eReferral use included peer behaviour, software factors, security issues and workplace culture.

Discussion: Somewhat ironically, the key barrier to eReferral use was peers not using eReferrals. A greater emphasis on software usability and interoperability is required. Despite eReferrals being promoted as the more secure alternative, security remains a key concern. Workplaces could influence adoption by encouraging eReferral use.

**Title**

Evaluating the effectiveness of employee assistance programmes: a systematic review

**Author/s**

Joseph, Beulah; Walker, Arlene; Fuller-Tyszkiewicz, Matthew

**Source**

Abstract
The rapid growth of employee assistance Programmes (EAPs) has not been matched by the accompanying research base of their efficacy. Given the inconsistent information relating to the effectiveness of EAPs in enhancing employee and organizational outcomes, the present review systematically appraised available evidence from organizational psychology and business databases and grey literature sources. A total of 17 studies examining the impact of EAPs, met the inclusion criteria. These were mostly from North America and utilized quantitative methodology and pre- and post-intervention designs. The majority of studies focused on EAPs offered by external providers and the counselling service, with the most common limitations being discrepancies in variable definitions and an absent comparable control group. Overall, this review found that utilizing EAPs enhanced employee outcomes, specifically improving levels of presenteeism and functioning. Absenteeism was most commonly investigated but produced mixed results. Presenteeism demonstrated a stronger effect size and greater improvement than absenteeism, suggesting presenteeism as a better variable for assessing EAP effectiveness. This review clarified parameters of existing evidence and highlighted the narrow range of measures used to date, omitting important constructs such as health and well-being and productivity. A broader evaluation capturing a wider range of variables is urgently needed.

Title
The implications of perceived leader favouritism in the context of leader-member exchange relationships
Author/s
Hsiung, Hsin-Hua; Bolino, Mark C.
Source
Abstract
Leader-member exchange (LMX) theory suggests that supervisors have relatively high-quality exchange relationships with some employees and relatively low-quality relationships with others. Prior investigations indicate that employees who have high-quality LMX relationships with their supervisors benefit in terms of more positive work attitudes and higher performance than those who do not. However, when employees feel like their supervisors are favouring some employees over others, it is likely to undermine the positive effects of LMX (even among employees who have high-quality exchanges with their supervisor). Using data from 305 employees and their coworkers, we found that the positive effects of LMX (regarding organizational citizenship behaviour, withdrawal behaviour, and relative deprivation regarding one’s career) were weakened by perceived leader favouritism. Implications and directions for future research are discussed.

Title
3 daily actions that set the world's best managers apart
Author/s
Pendall, R Ott, B
Source
Gallup February 8 2018
Abstract
Have you ever thought about what resolutions you could (or should) make professionally? More importantly, have you considered the positive impact you could make on everyone you work with if you resolved every day to be a better manager than the day before? Such a commitment could reap significant dividends for your team and your workplace. Gallup research proves that managers account for 70% of the variance in employee engagement.
**Title**
Application of Cameron’s positive leadership model in a New Zealand law enforcement organisation

**Author/s**
Martin, Jean; Wright, Sarah.

**Source**
*New Zealand journal of employment relations* 2018 43 1 36-55 20

**Abstract**
This study explored the implementation of Cameron's (2008) positive leadership model. The model consists of four strategies: fostering a positive climate, developing positive relationships, engaging in positive communication, and reinforcing positive meaning. Two practices were added as adaptions to the model: setting an Everest goal, and conducting personal management interviews. Journals were kept by each leader, and individual interviews were held with leaders and officers to capture their lived experience of implementing the model. Operational data were collected to indicate achievement of the Everest goal. The experience of implementing the model challenged existing leadership practices, but overall it was a valuable exercise, in terms of positively influencing performance.

**Title**
Beyond process: how to get better, faster as “exceptions” become the rule

**Author/s**
Hagel, J et al

**Source**
Deloitte insights November 2017

**Abstract**
In an unpredictable and constantly shifting business environment, it’s not enough to continue emphasizing efficiency and automation. Organizations can pick up the pace by redesigning business practices, focusing on helping frontline workgroups to learn faster and accelerate performance improvements.

**Title**
Employees’ reactions to customer mistreatment: the moderating role of human resource management practices

**Author/s**
Xiaoxiao Hu et al

**Source**

**Abstract**
This study examined the moderating roles of human resource management (HRM) practices in employees' reactions to customer mistreatment. Drawing upon the job demands-resources (JD-R) model and stress appraisal theories, this study hypothesised that training and participation could buffer the negative effect of customer mistreatment on service employees’ work outcomes (i.e. emotional exhaustion and job performance). Data were collected from 730 service representatives and their team leaders at two-time points. Results showed that customer mistreatment was less positively related to emotional exhaustion in teams where employees were provided with more participation opportunities, and customer mistreatment was less negatively related to performance in teams where employees received more training. The results suggest that different types of HRM practices could effectively buffer the negative impact of customer mistreatment on different work outcomes for service employees. Theoretically, this study extends the customer mistreatment literature by demonstrating the importance of studying HRM practices in the customer mistreatment context, and supports the integration of JD-R model as an overarching framework and stress appraisal theories as an explanatory theory to understand the role of HRM practices. Practically, the findings provide implications to managers in protecting employees from customer-related interpersonal stressors and maintaining a healthy and productive workforce.

**Weblink**
www.comcare.gov.au  Ph: 1300 366 979
Electronic health records and online medical records: an asset or a liability under current conditions?

Objective The aim of the present study was to audit the current use of medical records to determine completeness and concordance with other sources of medical information.

Methods Medical records for 40 patients from each of five Melbourne major metropolitan hospitals were randomly selected (n = 200). A quantitative audit was performed for detailed patient information and medical record keeping, as well as data collection, storage and utilisation. Using each hospital's current online clinical database, scanned files and paperwork available for each patient audited, the reviewers sourced as much relevant information as possible within a 30-min time allocation from both the record and the discharge summary.

Results Of all medical records audited, 82% contained medical and surgical history, allergy information and patient demographics. All audited discharge summaries lacked at least one of the following: demographics, medication allergies, medical and surgical history, medications and adverse drug event information. Only 49% of records audited showed evidence the discharge summary was sent outside the institution.

Conclusions The quality of medical data captured and information management is variable across hospitals. It is recommended that medical history documentation guidelines and standardised discharge summaries be implemented in Australian healthcare services. What is known about this topic? Australia has a complex health system, the government has approved funding to develop a universal online electronic medical record system and is currently trialling this in an opt-out style in the Napean Blue Mountains (NSW) and in Northern Queensland. The system was originally named the personally controlled electronic health record but has since been changed to MyHealth Record (2016). In Victoria, there exists a wide range of electronic health records used to varying degrees, with some hospitals still relying on paper-based records and many using scanned medical records. This causes inefficiencies in the recall of patient information and can potentially lead to incidences of adverse drug events. What does this paper add? This paper supports the concept of a shared medical record system using 200 audited patient records across five Victorian metropolitan hospitals, comparing the current information systems in place for healthcare practitioners to retrieve data. This research identifies the degree of concordance between these sources of information and in doing so, areas for improvement. What are the implications for practitioners? Implications of this research are the improvements in the quality, storage and accessibility of medical data in Australian healthcare systems. This is a relevant issue in the current Australian environment where no guidelines exist across the board in medical history documentation or in the distribution of discharge summaries to other healthcare providers (general practitioners, etc).

Lessons learned from women in leadership positions

Background: Eileen Elias has decades of experience in leadership positions within government and nongovernmental organizations. As the first female Commissioner for Mental Health in the Commonwealth of Massachusetts and the US in the early 1990s, Elias gained experience on navigating gender-based challenges to attain recognized performance outcomes.

Objective: From lessons learned from women leaders, educate young women entering their careers on attaining leadership positions.

Methods: Comprehensive research of literature from 2012 through 2017 and interviews with women leaders representing non-Fortune 500 companies including academia, research, non-profit, for-profit, and primary and secondary education.

Results/Conclusions: A comprehensive understanding of key women leaders’ lessons learned
and recommendations targeting young women as they assess leadership opportunities in the public or private sectors.

**Title**
Technology, media and telecommunications predictions 2018

**Author/s**
Lee, P Stewart, D Calguar-Pop, C

**Source**
Deloitte December 2017

**Abstract**
The technology, media and entertainment, and telecommunications ecosystem remains as fascinating as ever in 2018. Will augmented reality become mainstream? How will machine learning affect the enterprise? What’s the future of the smartphone? This predictions report provides insight into transformation and growth opportunities over the next one to five years.

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**MUSCULOSKELETAL ISSUES**

**Title**
Cost-effectiveness of yoga for managing musculoskeletal conditions in the workplace

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

**Source**
*Occupational medicine* 67 9 30 December 2017 687–695 DOI: 10.1093/occmed/kqx161

**Abstract**
Background: Back pain and musculoskeletal conditions negatively affect the health-related quality of life (HRQL) of employees and generate substantial costs to employers. Aims: To assess the cost-effectiveness of yoga for managing musculoskeletal conditions. Methods: A randomized controlled trial evaluated an 8-week yoga programme, with a 6-month follow-up, for National Health Service (NHS) employees. Effectiveness in managing musculoskeletal conditions was assessed using repeated-measures generalized linear modelling for the Roland-Morris Disability Questionnaire (RDQ) and the Keele STarT Back Screening Tool. Cost-effectiveness was determined using area-under-the-curve linear regression for assessing HRQL from healthcare and societal perspectives. The incremental cost per quality-adjusted life year (QALY) was also calculated. Sickness absence was measured using electronic staff records at 6 months. Results: There were 151 participants. At 6 months, mean differences between groups favouring yoga were observed for RDQ [-0.63 (95% CI, -1.78, 0.48)], Keele STarT [-0.28 (95% CI, -0.97, 0.07)] and HRQL (0.016 QALY gain). From a healthcare perspective, yoga yielded an incremental cost-effectiveness ratio of £2103 per QALY. Given a willingness to pay for an additional QALY of £20,000, the probability of yoga being cost-effective was 95%. From a societal perspective, yoga was the dominant treatment compared with usual care. At 6 months, electronic staff records showed that yoga participants missed a total of 2 working days due to musculoskeletal conditions compared with 43 days for usual care participants. Conclusions: Yoga for NHS employees may enhance HRQL, reduce disability associated with back pain, lower sickness absence due to musculoskeletal conditions and is likely to be cost-effective.

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**Title**
Effects of cognitive loading and force on upper trapezius fatigue

**Author/s**
Deeney, C O'Sullivan, LW

**Source**
*Occupational medicine* 67 9 30 December 2017 678–683 DOI: 10.1093/occmed/kqx157
Abstract

Background: Musculoskeletal disorders (MSDs) are particularly common in the shoulder/neck region for some tasks that involve low force exertions, for example computer work. It has been demonstrated that muscle activity may be stimulated by cognitively demanding tasks. There is a lack of studies on the relationship between qualitative levels of cognitive loading, level of muscle activity, and muscle fatigue.

Aims: To investigate the effects of quantitative levels of cognitive loading on conduction velocity changes and isometric endurance times for the upper trapezius.

Methods: Participants performed a combination of three levels of a cognitively demanding computer task (0, 1.59 and 3 Bits) while simultaneously performing either of two isometric endurance tests (20 and 40% MVC) for the upper trapezius.

Results: Information load had a significant effect ($P < 0.05$) on normalized conduction velocity slopes for the 40% but not for the 20% maximum voluntary contraction conditions. Information load had a highly significant effect on endurance times for both exertion levels ($P < 0.01$).

Conclusions: This study found that performing a high-difficulty cognitive task while simultaneously performing increasingly higher levels of static isometric shoulder abduction exertions, fatigued the trapezius muscle quicker than performing an equivalent exertion with low cognitive load. This is particularly relevant to workplaces with increasing levels of automation that require high levels of decision making and computer use.

Weblink

Title

Everybody MOVE: improving outcomes in musculoskeletal health

Author/s

Pricewaterhouse Cooper

Source

PwC 2017

Abstract

This report has drawn on the latest evidence and practice to challenge the way we tackle the prevalence and socioeconomic impact of musculoskeletal conditions in Australia.

Weblink

Title

Interprofessional communication concerning work-related musculoskeletal disorders: a qualitative study

Author/s

Beyer, S., Gouyet, T., Letourneux, V.D. et al.

Source

Journal of occupational rehabilitation 2018 DOI: 10.1007/s10926-018-9755-0

Abstract

Purpose Understanding and treating musculoskeletal disorders (MSDs) requires coordination between the numerous healthcare professionals involved, including occupational physicians (OPs), general practitioners (GPs) and social insurance physicians (SIPs). The main objective of this study was to assess communication between OPs, GPs and SIPs in the management of MSDs.

Methods This is a qualitative study in the form of semi-structured interviews with OPs in the French region of Brittany. The interviews were conducted until data saturation was achieved. The interviews were fully coded and analysed thematically using NVivo® software.

Results The interviews were carried out among 17 OPs from companies and external occupational healthcare services who treated employees from various activity sectors. Different communication channels were used depending on the interlocutor, though they were mainly contacted by mail or phone. Most of the communication passed through the patient, either verbally or in writing. No major failure was detected in communication between the various types of practitioners, but instances of communication were influenced by various factors such as differences in perception, representation and objectives, as well as by how well the physicians knew each other. A number of instances of non-communication were found.
Conclusion

This study showed that patients play a key role in the interactions between different practitioners. It also revealed that different types of professional relationships depend on the objectives of the various interlocutors, which in turn vary according to their roles and competences.

Title

The prevalence of musculoskeletal symptoms in the construction industry: a systematic review and meta-analysis.

Author/s

Umer, Waleed et al

Source

International archives of occupational & environmental health February 2018 91 2 125-144

Abstract

Purpose: Although individual studies have reported high prevalence of musculoskeletal symptoms (MSS) among construction workers, no systematic review has summarized their prevalence rates. Accordingly, this systematic review/meta-analysis aimed to synthesize MSS prevalence in different construction trades, gender and age groups, which may help develop specific ergonomic interventions.

Methods: Nine databases were searched for articles related to the research objective. Two reviewers independently screened citations, extracted information and conducted quality assessment of the included studies. Meta-analyses were conducted on clinical and statistical homogeneous data.

Results: Thirty-five out of 1130 potential citations were included reporting diverse types of period prevalence and case definitions. Only the 1-year prevalence rates of MSS (defined as at least one episode of pain/MSS in the last year) at nine anatomical regions had sufficient homogeneous data for meta-analysis. Specifically, the 1-year prevalence of MSS was 51.1% for lower back, 37.2% for knee, 32.4% for shoulder, 30.4% for wrist, 24.4% for neck, 24.0% for ankle/foot, 20.3% for elbow, 19.8% for upper back, and 15.1% for hip/thigh. Female workers demonstrated a higher prevalence of MSS while there was insufficient information on the prevalence of trade-specific or age-related MSS. The quality assessments revealed that many included studies estimated prevalence solely based on self-reported data, and did not report non-respondents’ characteristics.

Conclusions: Lumbar, knee, shoulder, and wrist MSS are the most common symptoms among construction workers. Future studies should standardize the reporting of period prevalence of MSS in different construction trades to allow meta-analyses and to develop relevant MSS prevention program.

Title

Work outcomes in patients who stay at work despite musculoskeletal pain

Author/s

Cochrane, A et al

Source

Journal of occupational rehabilitation 2017

Abstract

Purpose: To assess self-reported work impacts and associations between psychosocial risk factors and work impairment amongst workers seeking care for musculoskeletal pain while continuing to work.

Methods: Patients were recruited from Musculoskeletal Assessment Clinics at 5 hospitals across Ireland. Participants completed questionnaires including assessments of work impairment (Work Productivity and Activity Impairment Questionnaire), work ability (single item from the Work Ability Index) and work performance (Work Role Functioning Questionnaire; WRFQ). Logistic and hierarchical regressions were conducted to analyse the relation between psychosocial variables and work outcomes.

Results: 155 participants (53.5% female; mean age = 46.50 years) who were working at the time of assessment completed the questionnaires. Absenteeism was low, yet 62.6% were classified as functioning poorly according to the WRFQ; 52.3% reported having poor work...
ability. Logistic regression analyses indicated that higher work role functioning was associated with higher pain self-efficacy (OR 1.51); better work ability was associated with older age (OR 1.063) and lower functional restriction (OR 0.93); greater absenteeism was associated with lower pain self-efficacy (OR 0.65) and poorer work expectancy (OR 1.18). Multiple regression analysis indicated that greater presenteeism was associated with higher pain intensity (β = 0.259) and lower pain self-efficacy (β = −0.385).

Conclusions While individuals continue to work with musculoskeletal pain, their work performance can be adversely affected. Interventions that target mutable factors, such as pain self-efficacy, may help reduce the likelihood of work impairment.
and that development of LBD with prolonged standing is unlikely to be due to muscle fatigue or end-range posture mechanisms.

OCCUPATIONAL ISSUES

Title: Exploring mobility & workplace choice in a flexible office through post-occupancy evaluation
Author/s: Gocer, O et al
Source: Ergonomics February 2018 61 2 226-242
Abstract: Developments in information and communication systems, organisational structure and the nature of work have contributed to the restructuring of work environments. In these new types of work environments, employees do not have assigned workplaces. This arrangement helps organisations to minimise rent costs and increase employee interaction and knowledge exchange through mobility. This post-occupancy evaluation (POE) study focuses on a flexible office in a Gold Leadership in Energy and Environmental Design-certified building in Istanbul. An integrated qualitative and quantitative POE technique with occupancy tracking via barcode scanning and instant surveying has been introduced. Using this unique approach, we examined the directives/drivers in workplace choice and mobility from different perspectives. The aggregated data was used to discern work-related consequences such as flexibility, workplace choice, work and indoor environment satisfaction, place attachment and identity. The results show that employees who have a conventional working culture develop a new working style: ‘fixed-flexible working’.

Practitioner Summary: This paper introduces a new POE approach for flexible offices based on occupancy tracking through barcode scanning to explore workplace choice and mobility. More than half (52.1%) of the participants have tended to choose the same desk every day. However, the satisfaction level

Title: Development and validation of the work-related well-being index: analysis of the federal employee viewpoint survey
Author/s: Eaton, J et al
Source: Journal of occupational and environmental medicine February 2018 60 2 180–185 doi: 10.1097/JOM.0000000000001196
Abstract: Objective: To describe development and validation of the work-related well-being (WRWB) index.
Methods: Principal components analysis was performed using Federal Employee Viewpoint Survey (FEVS) data (N = 392,752) to extract variables representing worker well-being constructs. Confirmatory factor analysis was performed to verify factor structure. To validate the WRWB index, we used multiple regression analysis to examine relationships with burnout associated outcomes.
Results: Principal Components Analysis identified three positive psychology constructs: “Work Positivity”, “Co-worker Relationships”, and “Work Mastery”. An 11-item index explaining 63.5% of variance was achieved. The structural equation model provided a very good fit to the data. Higher WRWB scores were positively associated with all three employee experience measures examined in regression models.
Conclusions: The new WRWB index shows promise as a valid and widely accessible instrument to assess worker well-being.
Occupational problems and barriers reported by individuals with obesity

**Author/s**: Nossum, R; Johansen, A-E; Kjeken, I

**Source**: *Scandinavian journal of occupational therapy* 2018 25 2 136-144
https://doi.org/10.1080/11038128.2017.1279211

**Abstract**
Background: Even if occupational therapists meet many people with obesity in the course of their work, a majority of them do not seem to view weight management as within their area of professional practice.

Aim: To explore the occupational problems and barriers among persons with severe obesity from an occupational therapy perspective.

Materials and methods: The study used the Canadian Model of Occupation and Engagement (CMOP-E) and Canadian Occupational Performance Measure (COPM) to identify and analyze prioritized occupational performance problems and barriers perceived by 63 individuals with obesity.

Results: The occupational problems individuals with obesity most frequently prioritized comprised playing with (grand)children, purchasing clothes, implementing regular meals and going to the swimming pool, while the barriers they most frequently described were dyspnea, musculoskeletal disorders, narrow chairs and seats, fear of glances and comments from others, and social anxiety.

Conclusion: Persons with obesity struggle with a large variety of occupational performance problems, which occur in the dynamic relationship between these individuals, their environment and their occupation. Occupational therapists have the skills to take more active role in helping persons with obesity to perform valued occupations and establish healthier everyday routines.

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Recovery, work-life balance and work experiences important to self-rated health: A questionnaire study on salutogenic work factors among Swedish primary health care employees

**Author/s**: Ejlertsson, L et al

**Source**: *Work* 2018 59 1 155-163 DOI: 10.3233/WOR-172659

**Abstract**
Background: There is a lack of information on positive work factors among health care workers

Objective: To explore salutogenic work-related factors among primary health care employees.

Method: Questionnaire to all employees (n=599) from different professions in public and private primary health care centers in one health care district in Sweden. The questionnaire, which had a salutogenic perspective, included information on self-rated health from the previously validated SHIS (Salutogenic Health Indicator Scale), psychosocial work environment and experiences, recovery, leadership, social climate, reflection and work-life balance.

Results: The response rate was 84%. A multivariable linear regression model, with SHIS as the dependent variable, showed three significant predictors. Recovery had the highest relationship to SHIS (β =0.34), followed by experience of work-life balance (β =0.25) and work experiences (β =0.20). Increased experience of recovery during working hours related to higher self-rated health independent of recovery outside work.

Conclusion: Individual experiences of work, work-life balance and, most importantly, recovery seem to be essential areas for health promotion. Recovery outside the workplace has been studied previously, but since recovery during work was shown to be of great importance in relation to higher self-rated health, more research is needed to explore different recovery strategies in the workplace.

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Women and equalities committee
The Committee fills "a gap" in previous accountability arrangements - the Minister for Women and Equalities and the GEO will now be held to account by a select committee for the Government's performance on equalities (sex, age, race, religion or belief, sexual orientation, disability, gender identity, pregnancy and maternity, marriage or civil partnership status issues.

The Committee fills "a gap" in previous accountability arrangements - the Minister for Women and Equalities and the GEO will now be held to account by a select committee for the Government's performance on equalities (sex, age, race, religion or belief, sexual orientation, disability, gender identity, pregnancy and maternity, marriage or civil partnership status issues.

Scholz, A et al

Work breaks are known to have positive effects on employees' health, performance and safety. Using a sample of twelve employees working in a stressful and cognitively demanding working environment, this experimental field study examined how different types of work breaks (boxing, deep relaxation and usual breaks) affect participants' mood, cognitive performance and neurophysiological state compared to a control condition without any break. In a repeated measures experimental design, cognitive performance was assessed using an auditory oddball test and a Movement Detection Test. Brain cortical activity was recorded using electroencephalography. Individual's mood was analysed using a profile of mood state. Although neurophysiological data showed improved relaxation of cortical state after boxing (vs. 'no break' and 'deep relaxation'), neither performance nor mood assessment showed similar results. It remains questionable whether there is a universal work break type that has beneficial effects for all individuals. Practitioner Summary: Research on work breaks and their positive effects on employees' health and performance often disregards break activities. This experimental field study in a stressful working environment investigated the effect of different work break activities. A universal work break type that is beneficial for this workplace could not be identified.

Hojberg, H et al

New framework addressing gaps in workplace intervention implementation is provided. The framework is grounded in the daily practice of the nursing assistant sector. 11 practice-based implementation concepts were identified. The framework may be useful to develop and implement workplace health interventions. The framework may be applicable in other sectors than the nursing assistant sector. Our aim was to identify implementation components for sustainable working environment interventions in the nursing assistant sector to generate a framework to optimize the implementation of workplace improvement initiatives. The implementation framework was informed by: 1) an industry advisory group, 2) interviews with key stakeholder, 3) concept mapping workshops, and 4) an e-mail survey. Thirty five stakeholders were interviewed and contributed in the concept mapping workshops. Eleven implementation components were derived across four domains: 1) A supportive organizational platform, 2) An engaged workplace with mutual goals, 3) The intervention is sustainably fitted to the workplace, and 4) the intervention is an attractive choice. The highest rated component was “Engaged and Active Management” (mean 4.1) and the lowest rated was “Delivered in an Attractive Form” (mean 2.8). The framework provides new insights into
Weblink

Title
Identifying knowledge gaps between practice and research for implementation components of sustainable interventions to improve the working environment – a rapid review

Author/s
Rasmussen, CDN et al

Source

Abstract
In a recent study, we involved all relevant stakeholders to identify practice-based implementation components for successful implementation and sustainability in work environment interventions. To understand possible knowledge gaps between evidence and practice, the aim of this paper is to investigate if effectiveness studies of the 11 practice-based implementation components can be identified in existing scientific literature. PubMed/MEDLINE, PsycINFO, and Web of Science were searched for relevant studies. After screening, 38 articles met the inclusion criteria. Since some of the studies describe more than one practice-based implementation concept a total of 125 quality criteria assessments were made. The overall result is that 10 of the 11 practice-based implementation components can be found in the scientific literature, but the evaluation of them is poor. From this review it is clear that there are knowledge gaps between evidence and practice with respect to the effectiveness of implementation concepts.

Weblink

Title
Job task characteristics of Australian emergency services volunteers during search and rescue

Author/s
Sil, A et al

Source

Abstract
Search and rescue operations are necessary in locating, assisting and recovering individuals lost or in distress. In Australia, land-based search and rescue roles require a range of physically demanding tasks undertaken in dynamic and challenging environments. The aim of the current research was to identify and characterise the physically demanding tasks inherent to search and rescue operation personnel within Australia. These aims were met through a subjective job task analysis approach. In total, 11 criterion tasks were identified by personnel. These tasks were the most physically demanding, frequently occurring and operationally important tasks to these specialist roles. Muscular strength was the dominant fitness component for 7 of the 11 tasks. In addition to the discrete criterion tasks, an operational scenario was established. With the tasks and operational scenario identified, objective task analysis procedures can be undertaken so that practitioners can implement evidence-based strategies, such as physical selection procedures and task-based physical training programs, commensurate with the physical demands of search and rescue job roles. Practitioner Summary: The identification of physically demanding tasks amongst specialist emergency service roles predicates health and safety strategies which can be incorporated into organisations. Knowledge of physical task parameters allows employers to mitigate injury risk through the implementation of strategies modelled on the precise physical demands of the role.

Weblink

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PSYCHOSOCIAL ISSUES
The challenges and benefits of conducting linked epidemiological and neurobiological health surveillance into the impacts of military deployment in Australia

Author/s: McFarlane, AC; Van Hoof, M

Source: Australian & New Zealand journal of psychiatry 2018 52 2
http://journals.sagepub.com/doi/full/10.1177/0004867417745999

Abstract: Background. There are very few areas of mental health that evoke public interest such as the impact of deployment on the mental health of military personnel. While there has been long-standing acceptance in the public mind about the negative impact of deployment, the hypothesis of the substantial causal role of combat exposure has often been resisted by medical practitioners. As a consequence, independent research has played a critical role attempting to clarify the facts in this, at times, vexed debate. This editorial highlights the context and challenges faced by current health surveillance research of Australian Defence Force (ADF) Personnel and the potential contributions this body of work can make more generally to mental health. The current deployments to Iraq and Afghanistan have lasted three times longer than the duration of the World War 1 and 2, highlighting the importance of documenting the cost of repeated deployments. As these conflicts are likely to continue, there is an ongoing need to investigate the impact of the traumatic and toxic environmental exposures on the mental and physical health of the deployed personnel. In past conflicts, the consequence of environmental exposures has been a particular pre-occupation of veterans as a cause of post-deployment ill health, in particular Agent Orange on Vietnam veterans and multiple vaccinations on the health of Gulf War veterans. The conduct of credible, independent research has been instrumental in addressing these ongoing controversies. Following the Vietnam War, when posttraumatic stress disorder (PTSD) was first accepted in 1980, there was a significant reluctance within the US Department of Veterans’ Affairs to accept its validity. It was only the independently mandated research by the US Congress in 1983, which substantially silenced the critics and set the benchmark for documenting the long-term effects of combat exposure (Marmar et al., 2015). This cohort was recently followed up 40 years after the end of the Vietnam War further highlighting the increasing psychological morbidity and associated mortality of high levels of combat exposure with increasing age.

Challenges in implementing individual placement and support in the Australian mental health service and policy context

Author/s: Stirling, Y

Source: Australian health review 2018 42 1 82-88 https://doi.org/10.1071/AH16093

Abstract: Objective Although Australia’s service and policy context differs from that of the US, studies have highlighted potential for individual placement and support (IPS) to support competitive employment outcomes for people with severe and persistent mental illness. The aim of the present study was to explore why the model is not yet widely available.

Methods A document analysis was conducted to discern reasons for challenges in implementation of IPS practice principles within the Australian service context.

Results The document analysis illustrated that although policy acknowledges the importance of increasing employment rates for people with severe and persistent mental illness, consistent measures, change indicators, direction and time frames are lacking in policy and strategy documentation. Further, IPS principles are not consistently evident in guiding operational documentation that government-funded Disability Employment Services (DES) programs are mandated to adhere to.

Conclusions For IPS to be readily implemented, it is necessary for government to offer support to agencies to partner and formal endorsement of the model as a preferred approach in tendering processes. Obligations and processes must be reviewed to ensure that model fidelity is achievable within the Australian Commonwealth policy and service context for programs to achieve competitive employment rates comparable to the most successful international programs. What is known about the topic? The IPS model has been established
as the most efficacious approach to support people with severe and persistent mental ill health to gain and sustain employment internationally, yet little is known as to why this model has had very limited uptake in the Australian adult mental health service and policy context. What does this paper add? This paper provides an investigation into the achievability of IPS within DES philosophical and contractual arrangements. What are the implications for practitioners? Mental health practitioners are typically skilled in their understanding of individual or micro-level challenges faced by consumers in achieving vocational goals: working with symptoms, medication side effects, motivation and anxiety. The present study was designed to offer practitioners an increased understanding of service-level factors, because these present considerable challenges to achieving sustained employment. This paper is a call for greater advocacy towards better integration of employment and mental health service delivery in the Australian policy and practice context.

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**Title**: Mental Disorder Symptoms among public safety personnel in Canada.

**Author/s**: Nicholas; Afifi et al

**Source**: Canadian journal of psychiatry January 2018 63 1 54-64. 11p. 4 DOI: 10.1177/0706743717723825

**Abstract**

Background: Canadian public safety personnel (PSP; e.g., correctional workers, dispatchers, firefighters, paramedics, police officers) are exposed to potentially traumatic events as a function of their work. Such exposures contribute to the risk of developing clinically significant symptoms related to mental disorders. The current study was designed to provide estimates of mental disorder symptom frequencies and severities for Canadian PSP.

Methods: An online survey was made available in English or French from September 2016 to January 2017. The survey assessed current symptoms, and participation was solicited from national PSP agencies and advocacy groups. Estimates were derived using well-validated screening measures.

Results: There were 5813 participants (32.5% women) who were grouped into 6 categories (i.e., call center operators/dispatchers, correctional workers, firefighters, municipal/provincial police, paramedics, Royal Canadian Mounted Police). Substantial proportions of participants reported current symptoms consistent with 1 (i.e., 15.1%) or more (i.e., 26.7%) mental disorders based on the screening measures. There were significant differences across PSP categories with respect to proportions screening positive based on each measure.

Interpretation: The estimated proportion of PSP reporting current symptom clusters consistent with 1 or more mental disorders appears higher than previously published estimates for the general population; however, direct comparisons are impossible because of methodological differences. The available data suggest that Canadian PSP experience substantial and heterogeneous difficulties with mental health and underscore the need for a rigorous epidemiologic study and category-specific solutions.

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**Title**: Psychological adjustment to chronic disease and rehabilitation – an exploration

**Author/s**: Dekker, J de Groot, V

**Source**: Disability and rehabilitation 2018 40 1 116-120

https://doi.org/10.1080/09638288.2016.1247469

**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.

**Title**

Relationships between two dimensions of employee perfectionism, postwork cognitive processing, and work day functioning.

**Author/s**

Flaxman, Paul E et al

**Source**

*European journal of work & organizational psychology* February 2018 27 1 56-69. 14 DOI: 10.1080/1359432X.2017.1391792

**Abstract**

This daily diary study examined relations between two distinct perfectionism dimensions and work-related cognitions experienced by employees during evening leisure time. Drawing from perseverative cognitive processing theory, we hypothesized that perfectionistic concerns would be related to work-related worry and rumination during post-work evenings. In contrast, we hypothesized that a theoretically more adaptive perfectionist dimension (perfectionistic strivings) would be associated with positively valenced self-reflections about work across consecutive evenings. A sample of 148 full-time workers completed an initial survey, which included a trait perfectionism measure, reported their work-related cognitions across four consecutive evenings of a working week, rated their sleep quality immediately upon awakening on each subsequent morning, and their daily levels of emotional exhaustion and work engagement at the end of each work day. Results showed that perfectionistic concerns were indirectly negatively associated with sleep quality and work day functioning via the tendency to worry and ruminate about work. In contrast, perfectionistic strivings were indirectly positively associated with work day engagement via the propensity to experience positive thoughts about work during evening leisure time. The theoretical and practical implications of these findings are discussed.

**Title**

Research into Australian emergency services personnel mental health and wellbeing: an evidence map

**Author/s**

Varker, T et al

**Source**

*Australian & New Zealand journal of psychiatry* 2018 52 2

http://journals.sagepub.com/doi/full/10.1177/0004867417738054

**Abstract**

Background: Evidence maps are a method of systematically characterising the range of research activity in broad topic areas and are a tool for guiding research priorities.

Aims: ‘Evidence-mapping’ methodology was used to quantify the nature and distribution of recent peer-reviewed research into the mental health and wellbeing of Australian emergency services personnel.

Methods: A search of the PsycINFO, EMBASE and Cochrane Library databases was
Weblink performed for primary research articles that were published between January 2011 and July 2016.

Results: In all, 43 studies of primary research were identified and mapped. The majority of the research focused on organisational and individual/social factors and how they relate to mental health problems/wellbeing. There were several areas of research where very few studies were detected through the mapping process, including suicide, personality, stigma and pre-employment factors that may contribute to mental health outcomes and the use of e-health. No studies were detected which examined the prevalence of self-harm and/or harm to others, bullying, alcohol/substance use, barriers to care or experience of families of emergency services personnel. In addition, there was no comprehensive national study that had investigated all sectors of emergency services personnel.

Conclusion: This evidence map highlights the need for future research to address the current gaps in mental health and wellbeing research among Australian emergency services personnel. Improved understanding of the mental health and wellbeing of emergency services personnel, and the factors that contribute, should guide organisations’ wellbeing policies and procedures.

Title Are state mindfulness and state engagement related during the workday
Author/s Tuckey, Michelle R et al
Source Work & stress January-March 2018 32 1 33-48 16 1 2
DOI:10.1080/026783.2017.1420707

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 Doctors and mental health: editorial
Author/s Gerada, C
Source Occupational medicine 67 9 30 December 2017 660–661

Abstract Staff working in the National Health Service (NHS) experience significant work-related mental health distress, as discussed in a major report by the Royal College of Physicians on health and work in the NHS 2013 [1]. This is being played out through high levels of bullying, complaints, sickness absence, rates of burnout, early retirement and emigration. The reasons for the distress are complex and multifactorial and most easily thought of as a combination of the doctors’ vulnerabilities (including their own past traumas and recent life events) interacting with occupational factors (long hours, unpredictable shifts) and/or wider socio-environmental issues (such as increasing culture of litigation, lack of resources and so on)
Effectiveness of ehealth interventions for reducing mental health conditions in employees: a systematic review and meta-analysis.

Elizabeth Stratton, et al

Plos one December 2017 doi: 10.1371/journal.pone.0189904

Background: Many organisations promote eHealth applications as a feasible, low-cost method of addressing mental ill-health and stress amongst their employees. However, there are good reasons why the efficacy identified in clinical or other samples may not generalize to employees, and many Apps are being developed specifically for this group. The aim of this paper is to conduct the first comprehensive systematic review and meta-analysis evaluating the evidence for the effectiveness and examine the relative efficacy of different types of eHealth interventions for employees.

Methods: Systematic searches were conducted for relevant articles published from 1975 until November 17, 2016, of trials of eHealth mental health interventions (App or web-based) focused on the mental health of employees. The quality and bias of all identified studies was assessed. We extracted means and standard deviations from published reports, comparing the difference in effect sizes (Hedge’s g) in standardized mental health outcomes. We meta-analysed these using a random effects model, stratified by length of follow up, intervention type, and whether the intervention was universal (unselected) or targeted to selected groups e.g. “stressed”.

Results: 23 controlled trials of eHealth interventions were identified which overall suggested a small positive effect at both post intervention (g = 0.24, 95% CI 0.13 to 0.35) and follow up (g = 0.23, 95% CI 0.03 to 0.42). There were differential short term effects seen between the intervention types whereby Mindfulness based interventions (g = 0.60, 95% CI 0.34 to 0.85, n = 6) showed larger effects than the Cognitive Behaviour Therapy (CBT) based (g = 0.15, 95% CI 0.02 to 0.29, n = 11) and Stress Management based (g = 0.17, 95% CI -0.01 to 0.34, n = 6) interventions. The Stress Management interventions however differed by whether delivered to universal or targeted groups with a moderately large effect size at both post-intervention (g = 0.64, 95% CI 0.54 to 0.85) and follow-up (g = 0.69, 95% CI 0.06 to 1.33) in targeted groups, but no effect in unselected groups.

Interpretation: There is reasonable evidence that eHealth interventions delivered to employees may reduce mental health and stress symptoms post intervention and still have a benefit, although reduced at follow-up. Despite the enthusiasm in the corporate world for such approaches, employers and other organisations should be aware not all such interventions are equal, many lack evidence, and achieving the best outcomes depends upon providing the right type of intervention to the correct population.

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

Hassard, Juliet et al

Work & stress January -March 2018 32 1 6-32. 27 DOI: 10.1080/02678373.2017.1380726

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 underestimates. The findings highlight the importance of interpreting such figures within their conceptual and methodological contexts.

Title: Focusing on employment in primary mental health care: a scoping review
Author/s: Reed, K Kalaga, H
Source: Work 59 1-3 2018 DOI: 10.3233/WOR-172665
Abstract: Background: People with mental health issues usually access primary health care services but employment status and/or return to work is not typically an explicit focus of a general practice consultation.
Objective: This scoping review aims to investigate the broad range of interventions used in primary health care to effectively support people with mental health issues to choose, get, or keep employment.
Methods: A literature search was conducted using five electronic databases. Peer reviewed research articles published between 1996 and February 2016 were included in the review.
Results: Twelve studies explored work related interventions for people with mental health issues in the primary health care context. The most commonly used intervention was sickness certification, other interventions that show promise were identified but there is limited empirical evidence to show their effectiveness in relation to improving employment outcomes. General practitioners identified a range of barriers in terms of focusing on employment outcomes for patients including knowledge and confidence in understanding the impact of work on symptoms and limited access to advice or services to refer patients to. Conclusions: This review suggests that work focused interventions situated in primary health care settings appear to be a promising approach for people with mental health issues. However, various barriers impact the implementation of an employment approach, with limited comparisons between different effective interventions. In the context of increasing numbers of people presenting with mental health issues, future research should address the implementation and effectiveness of work-focused interventions based in primary health care.

Title: Managers facing mental health crisis, warns report
Author/s: Calnan, M
Source: People Management January 2018
Abstract: Long hours and the challenges of constant communication mean Britain’s managers are facing specific mental health issues their organisations are likely to be overlooking. The study from the Chartered Management Institute (CMI) revealed that an increased tendency to work unpaid overtime, and the ‘always on’ digital culture in workplaces, is negatively affecting managers’ wellbeing.

Title: Mental health services in Australia
Source: AIHW February 2018
Abstract: Mental health services in Australia is an online presentation of the Australian Institute of Health and Welfare’s (AIHW) series of annual mental health reports that describe the activity and characteristics of Australia’s mental health care services. The information in this report is constrained by the availability of comparable national data, which may result in some data overlaps and gaps in service information.
Title
Rumination for innovation? analysing the longitudinal effects of work-related rumination on creativity at work and off-job recovery

Author/s
Vahle-Hinz, Tim et al.

Source
Work & stress. October-December 2017 31 4 315-337 23
DOI:10.1080/02678373.2017.1303761

Abstract
Work-related rumination is not a single construct, but consists of a dimension associated with negative emotions or affect (affective rumination), and a dimension associated with reflective thinking and applying strategies to solve problems (problem-solving pondering). In this three-wave longitudinal study across two years (N = 630) we investigated whether the relationships between work-related rumination, off-job recovery, and creativity at work varied along the two dimensions of work-related rumination. In addition, we tested whether the relationships followed normal, reversed, or reciprocal causation. The results showed, first, that in a one-year perspective affective rumination, but not problem-solving pondering, was negatively related to off-job recovery and that problem-solving pondering, but not affective rumination, was positively related to creativity at work. Second, in a two-year perspective, reversed effects were detected as creativity at work was negatively related to affective rumination and positively to off-job recovery. Our results suggest that the quality of work related thoughts determines whether the outcome is beneficial or detrimental. Occupational health interventions that only advise employees to stop thinking about work during off-job time, may therefore be too simplistic.

Title
Work disability trajectories among individuals with a sick-leave spell due to depressive episode ≥21 days: a prospective cohort study with 13-month follow up

Author/s
Farrants, K. et al.

Source

Abstract
Background Despite the increasing pattern of sick leave associated with depression in western countries, little is known about future work disability patterns among such sickness absentees. Aim To identify work disability (sick leave and disability pension) trajectories after the 21st day of a sick-leave spell due to depressive episode, and to investigate sociodemographic and morbidity characteristics of individuals in different trajectory groups. Methods This is a prospective cohort study using Swedish nationwide register data. We studied future work disability days (mean net days of sick leave and disability pension per month) among all individuals with a new sick-leave spell due to depressive episode (ICD-10 F32) ≥21 days during the first 6 months of 2010 (n = 10,327). Using group-based trajectory modeling, we identified work disability trajectories for the following 13 months. BIC value, group sizes, and average group probability were used to determine number of trajectories. Sociodemographic and morbidity characteristics were compared by χ2 tests. Results We identified six trajectories of work disability: “decrease to 0 after 4 months” (43% of the cohort); “decrease to 0 after 9 months” (22%); “constant high” (11%); “decrease, then high increase” (9%); “slow decrease” (9%); and “decrease, then low increase” (6%). Those in the groups “constant high” and “decrease then high increase” were older and had the highest proportion with sick leave the year before. Conclusion A majority of the cohort (65%) had no work disability by the end of follow up. Sociodemographic and morbidity characteristics differed between trajectory groups among people on sick leave due to a depressive episode.
RETURN TO WORK

Title Predictors of return to work 6 months after the end of treatment in patients with common mental disorders: a cohort study
Author/s Victor, M., Lau, B. & Ruud, T.
Abstract Purpose Common mental disorders (CMDs) account for a large portion of sickness absence. Even after attending return to work (RTW) interventions, many patients with a CMD remain on sick leave. To identify people at risk of long-term work disability, more needs to be known about factors that predict RTW after treatment.
Methods This was a prospective cohort study that followed 106 former patients at an RTW outpatient clinic for CMDs for 6 months after the end of treatment. Changes in work participation and mental health status between the end of treatment and the 6-month follow-up were analysed. Changes in work participation were used to identify patients with successful RTW. Patient characteristics and end-of-treatment measures of mental health status, work ability, generalized self-efficacy and expectations of future work ability, and changes in clinical outcome measures during treatment were included in logistic regression analyses to identify predictors of RTW at the 6-month follow-up.
Results In the final model, high occupational status and higher work ability at the end of treatment predicted successful RTW at the 6-month follow-up. Further analyses showed that if the expectancy of future work ability improved or remained positive from before to the end of treatment, this was also strongly associated with RTW at the 6-month follow-up.
Conclusions Among patients treated for CMDs, those with a low occupational status and who report lower work ability at the end of treatment are at risk of long-term disability.

Title Work participation among employees with common mental disorders: a meta-synthesis
Author/s Thisted, C.N et al
Source Journal of occupational rehabilitation 2017 https://doi.org/10.1007/s10926-017-9743-9
Abstract Purpose The aim was to aggregate knowledge about the opportunities, challenges and need for support employees with common mental disorders experience in relation to work participation in order to develop recommendations for practice.
Methods A meta-synthesis was conducted using a meta-aggregative approach to accurately and reliably present findings that could be used to meet our aim. Qualitative inductive content analysis was used to analyze and synthesize the findings.
Results In all, 252 findings were extracted from 16 papers, and six categories were generated and aggregated into two synthesized findings. One synthesized finding indicates that a strong work identity and negative perceptions regarding mental disorders can impede work participation, creating an essential need for a supportive work environment. The other reveals that the diffuse nature of the symptoms of mental disorders causes instability in life and loss of control, but through the use of internal motivation and external support, employees may be able to regain control of their lives. However, external support is hampered by insufficient cooperation and coordination between vocational stakeholders.
Conclusions Based on the synthesized findings, we recommended that the employer is involved in the rehabilitation process, and that rehabilitation professionals seek to strengthen the employee's ability to manage work-related stress. In addition, rehabilitation professionals should provide individualized and active support and ensure meaningful cooperation across the multidisciplinary disciplines involved in the rehabilitation process.
Title: Factors influencing functional outcomes and return-to-work after amputation: a review of the literature

Author/s: Darter, B.J et al


Abstract: Amputation is a life changing event that can significantly impact an individual's physical and mental well-being. Our objective was to review literature exploring the impact of amputation upon a person's functioning and inclusion in the workplace. Methods Medline, CINAHL, and PsycINFO were searched using keywords related to amputation, employment and community reintegration. Eligible studies were published since 2000 and one of the following study designs: randomized controlled trial, non-randomized controlled trial, retrospective study, prospective study, concurrent cohort study, or cross-sectional study. Studies for civilians with amputation as well as service members and Veterans with amputation were considered for inclusion. Results The search identified 995 articles, 25 of which met inclusion/exclusion criteria and were included in the review. While strong evidence for correlations and predictors of outcomes after amputation were limited, multiple factors were identified as contributing to physical functioning and employment after amputation. Conclusions Outcomes after amputation can vary widely with many potentially inter-related factors contributing. The factors identified may also serve to inform the development of interventions aiming to improve functional performance and reintegration after amputation. Furthermore, the review highlights the need for more high quality prospective studies.

Title: Patterns and predictors of failed and sustained return-to-work in transport injury insurance claimants

Author/s: Grey, S NE et al


Abstract: To determine the incidence of employed people who try and fail to return-to-work (RTW) following a transport crash. To identify predictors of RTW failure. Methods: A historical cohort study was conducted in the state of Victoria, Australia. People insured through the state-based compulsory third party transport accident compensation scheme were included. Inclusion criteria included date of crash between 2003 and 2012 (inclusive), age 15–70 years at the time of crash, sustained a non-catastrophic injury and received at least 1 day of income replacement. A matrix was created from an administrative payments dataset that mapped their RTW pattern for each day up to 3 years’ post-crash. A gap of 7 days of no payment followed by resumption of a payment was considered a RTW failure and was flagged. These event flags were then entered into a regression analysis to determine the odds of having a failed RTW attempt. Results: 17% of individuals had a RTW fail, with males having 20% lower odds of experiencing RTW failure. Those who were younger, had minor injuries (sprains, strains, contusions, abrasions, non-limb fractures), or were from more advantaged socio-economic group, were less likely to experience a RTW failure. Most likely to experience a RTW failure were individuals with whiplash, dislocations or particularly those admitted to hospital. Conclusions: Understanding the causes and predictors of failed RTW can help insurers, employers and health systems identify at-risk individuals. This can enable earlier and more targeted support and more effective employment outcomes.

Title: Perspectives of unemployed workers with mental health problems: barriers to and solutions for return to work
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.
SHIFT WORK

Title Night work and BMI: is it related to on-shift napping?
Author/s Silva-Costa, A Griep, R Rotenberg, L
Abstract On-shift napping can benefit night workers regarding sleep loss, synchronization of circadian rhythms, and alertness. However, few studies on napping can be found in the literature focused on possible health benefits. This cross-sectional study has investigated the role of on-shift napping on the association between night work and BMI in 409 night-shift nursing professionals. The number of working nights and the years of exposure to night work were significantly associated with increased BMI levels among non-nappers, but not among nappers. Results suggest a benefit of napping for weight gain, thus subsidizing occupational health policies on the regulation of on-shift napping among nursing workers.

VOCATIONAL REHABILITATION

Title A vocational rehabilitation Index and return to work after compensable occupational injuries in Australia
Author/s Athanasou, JA
Source Australian journal of rehabilitation counselling December 2017 23 2 69-78
Abstract This study examined the personal factors as measured by the Vocational Rehabilitation Index and their influence on returning to work after compensable occupational injuries. The participants comprised 462 patients (335 males; 127 females) who underwent a vocational assessment. The length of time since the injury occurred varied from less than 1 year to 15 years with a mean of 3 years (SD = 2). Results indicated that only 23% had returned to work. Just on 30% of the patients had not worked at all since the accident and some 48% had returned to work but were now not working. The major influences on return to work following an occupational injury that were statistically significant (p < 0.001) were (a) the length of treatment (i.e., time since the injury), and (b) whether there was a psychological problem. The findings support the validity of the Vocational Rehabilitation Index for predicting the probability of return to work following an accident.

Title Strengthened general self-efficacy with multidisciplinary vocational rehabilitation in women on long-term sick leave: a randomised controlled trial
Author/s Andersén, Å et al
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 DISABILITY

Title
Shifting to value-based principles in sickness insurance: challenges in changing roles and culture

Author/s
Stahl, C Andersson, F

Source
Journal of occupational rehabilitation 2018 1-10 https://doi.org/10.1007/s10926-018-9759-9

Abstract
Purpose Management principles in insurance agencies influence how benefits are administered, and how return to work processes for clients are managed and supported. This study analyses a change in managerial principles within the Swedish Sickness Insurance Agency, and how this has influenced the role of insurance officials in relation to discretion and accountability, and their relationship to clients.

Methods The study is based on a qualitative approach comprising 57 interviews with officials and managers in four insurance offices. Results The reforms have led to a change in how public and professional accountability is defined, where the focus is shifted from routines and performance measurements toward professional discretion and the quality of encounters. However, the results show how these changes are interpreted differently across different layers of the organization, where New Public Management principles prevail in how line managers give feedback on and reward the work of officials.

Conclusions The study illustrates how the introduction of new principles to promote officials’ discretion does not easily bypass longstanding management strategies, in this case managing accountability through top-down performance measures. The study points out the importance for public organizations to reconcile new organizational principles with the current organizational culture and how this is manifested through managerial styles, which may be resistant to change. Promoting client-oriented and value-driven approaches in client work hence needs to acknowledge the importance of organizational culture, and to secure that changes are reflected in organizational procedures and routines.

WORK HEALTH AND SAFETY

Title
Risk factors for neck pain among forklift truck operators: a retrospective cohort study.

Author/s
Flodin, U

Source

Abstract
Background: No previous research has been performed into neck pain among forklift operators. This is a common complaint among these workers who number around 150,000 in Sweden and six million in Europe. The aim of the study was to examine long-term exposure

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Weblink

Title An analysis of the commonality and type of preintervention assessment procedures in the journal of organizational behavior management (2000–2015)
Author/s Wilder, David A et al
Abstract We reviewed all issues of the Journal of Organizational Behavior Management(JOBM) from 2000 through 2015 to identify the percentage of empirical articles, which utilized some form of preintervention assessment. In addition, we categorized five types of assessment used and compared the number of assessments conducted in each category. Finally, because assessment is considered to be particularly important in the subdiscipline of behavioral safety (McSween, 2003), and prior research has not examined the commonality of assessment in this area, we also analyzed the frequency and type of assessment procedures used in behavioral safety and compared this to the use of assessment in OBM in general. Results indicated that 28% of the empirical articles in JOBMS used some form of preintervention assessment. Indirect methods were the most often used type of assessment. In addition, 48% percent of the articles in JOBMS, which employed a safety-related dependent variable, included some form of assessment. The most frequently used type of assessment in behavioral safety was historical assessment. Based on these data, the use of some form of preintervention assessment in OBM appears to be occurring with some regularity, and assessment in behavioral safety is more common relative to assessment in OBM in general.

Weblink

Title An assessment of safety climate, job satisfaction and turnover intention relationships using a national sample of workers from the USA
Author/s Smith, T D
Abstract 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: Economic evaluation of occupational safety and health interventions from the employer perspective: a systematic review

Author/s: Grimani, A et al

Source: Journal of occupational and environmental medicine February 2018 60 2 147–166 doi: 10.1097/JOM.0000000000001224

Abstract: Objectives: The aim of this systematic review was to evaluate the cost-effectiveness of occupational safety and health interventions from the employer perspective.

Methods: A comprehensive literature search (2005 to 2016) in five electronic databases was conducted. Pre-2005 studies were identified from the reference lists of previous studies and systematic reviews, which have similar objective to those of this search.

Results: A total of 19 randomized controlled trials and quasi-experimental studies were included, targeting diverse health problems in a number of settings. Few studies included organizational-level interventions. When viewed in relation to the methodological quality and the sufficiency of economic evidence, five of 11 cost-effective occupational safety and health (OSH) interventions appear to be promising.

Conclusion: The present systematic review highlights the need for high-quality economic evidence to evaluate the cost-effectiveness of OSH interventions, especially at organizational-level, in all areas of worker health.

Title: Factors associated with high physical exertion during manual lifting: cross-sectional study among 200 blue-collar workers

Author/s: Andersen, LL et al


Abstract: Background: High physical exertion during work is a risk factor for back pain and long-term sickness absence.

Objective: To investigate which factors are associated with physical exertion during manual lifting.

Methods: From 14 workplaces across Denmark, 200 blue-collar workers reported perceived physical exertion (Borg-CR10) during manual lifting from floor to table height of 5, 10, 20 and 30kg at the beginning and end of the working day. The workers also responded to a questionnaire and went through testing of isometric back muscle strength. Associations were modelled using logistic regression analysis controlled for various confounders. The outcome…was dichotomized into low (0–4) and high (5–10) physical exertion.

Results: Gender (OR 8.57 [95% CI 4.46–16.46] for women), load (OR 4.22 [95% CI 3.58–4.97] for each 5-kg increase), back muscle strength (OR 0.43 [95% CI 0.23–0.83] for high), and back pain intensity (OR 2.80 [95% CI 1.43–5.48] for high) were associated with high perceived physical exertion. Age, smoking, Body Mass Index (BMI), and time of the day were not associated with physical exertion.

Conclusions: Gender, load, back muscle strength and back pain influence physical exertion during manual lifting in blue-collar workers. These factors should be considered when planning work with manual lifting for individual workers.
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<th>Title</th>
<th>HSE job index</th>
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<td>Source</td>
<td>The Safe Step</td>
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<td>Abstract</td>
<td>The demand for HSE professionals increased by 31.5 per cent in Australia in 2017, while job ads for safety experts in the manufacturing and supply chain sectors ballooned by 71.9 per cent, and NSW was the strongest performing jurisdiction, according to The Safe Step's latest HSE Job Index report. These were the &quot;best results&quot; for HSE professionals since the Job Index's inception in 2013, while the Index exceeded 100 (where figures above 100 indicate growth on the number of pre-inception job ads) for the first time since May 2014, peaking at 111.8 before slipping to 105.6 in December 2017.</td>
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<th>Title</th>
<th>Pushing and pulling: an assessment tool for occupational health and safety practitioners</th>
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<tr>
<td>Author/s</td>
<td>Lind, CM</td>
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<tr>
<td>Abstract</td>
<td>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</td>
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<th>Title</th>
<th>Quality evaluation of official accident reports conducted by labour authorities in Andalusia (Spain)</th>
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<td>Author/s</td>
<td>Salguero-Caparros, F et al</td>
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<td>Source</td>
<td>Work 2018 59 1 23-38</td>
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<td>Abstract</td>
<td>Background: A public accident investigation is carried out when the consequences of the incident are significant or the accident has occurred in unusual circumstances. Objective: We evaluated the quality of the official accident investigations being conducted by Safety Specialists of the Labour Authorities in Andalusia. Methods: To achieve this objective, we analysed 98 occupational accident investigations conducted by the Labour Authorities in Andalusia in the last quarter of 2014. Various phases in the accident investigation process were examined, such as the use of the Eurostat variables within European Statistics on Accidents at Work (ESAW), detection of ...causes, determination of preventive measures, cost analysis of the accidents, identification of noncompliance with legal requirements or the investigation method used. RESULTS: The results of this study show that 77% of the official occupational accident investigation reports analysed were conducted in accordance with all the quality criteria recommended in the literature. Conclusions: To enhance global learning, and optimize allocation of resources, we propose the development of a harmonized European model for the public investigation of occupational</td>
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accidents. Further it would be advisable to create a common classification and coding system for the causes of accidents for all European Union Member States.

Title: Process safety behavioral systems: behaviors interlock in complex metacontingencies
Author/s: Ludwig, Timothy D
Abstract: This paper seeks to identify behavioral components active in process safety. Three types of behavior classes are identified as contributors to process safety: task-specific behaviors, safety-directed behaviors, and behaviors associated with situational awareness. Behavioral systems analysis is used to provide a framework for identifying the cross-functional interlocking behavioral contingencies that can, even over a period of years, contribute to process safety incidents. Leadership behaviors are also identified that can create the context in the form of metacontingencies that maintain these interlocking contingencies.

Title: Safety leadership: tipping point: inoculating against critical performance errors
Author/s: Musgrave, D
Source: Safety + health January 28 2018
Abstract: Achieving and sustaining an injury-free workplace demands strong leadership. In this monthly column, experts from global consulting firm DEKRA Insight share their point of view on what leaders need to know to guide their organizations to safety excellence.

Title: What do workplace wellness programs do? evidence from the Illinois workplace wellness study
Author/s: Jones, D Molitor, D Reif, J
Source: Illinois Workplace Wellness Study
Abstract: Workplace wellness programs cover over 50 million workers and are intended to reduce medical spending, increase productivity, and improve well-being. Yet, limited evidence exists to support these claims. We designed and implemented a comprehensive workplace wellness program for a large employer with over 12,000 employees, and randomly assigned program eligibility and financial incentives at the individual level. Over 56 percent of eligible (treatment group) employees participated in the program. We find strong patterns of selection: during the year prior to the intervention, program participants had lower medical expenditures and healthier behaviors than non-participants. However, we do not find significant causal effects of treatment on total medical expenditures, health behaviors, employee productivity, or self-reported health status in the first year. Our 95% confidence intervals rule out 78 percent of previous estimates on medical spending and absenteeism. Our selection results suggest these programs may act as a screening mechanism: even in the absence of any direct savings, differential recruitment or retention of lower-cost participants could result in net savings for employers.
WORK STRESS

Title The challenge of tied autonomy for traditional work stress models
Author/s Väänänen, Ari; Toivanen, Minna
Source Work & stress January-March 2018 32 1 1-5 5 DOI:10.1080/02678373.2017.1415999
Abstract The article focuses on the challenge associated with tied autonomy for traditional work stress models. Topics discussed include promotion of well-being and health; maintenance of psychosocial epidemiology and occupational health disciplines; and challenges for future research in occupational health psychology such as habits of work communities.

Title The cost of work-related stress to society: a systematic review
Author/s Hassard, Juliet et al
Source Journal of occupational health psychology January 2018 23 1 1-17. 17 DOI: 10.1037/ocp0000069
Abstract A systematic review of the available evidence examining the cost of work-related stress (WRS) would yield important insights into the magnitude of this social phenomenon. The objective of this review was to collate, extract, and synthesize economic evaluations of the cost of WRS to society. A research protocol was developed. Included cost-of-illness (COI) studies estimated the cost of WRS at a societal level, and were published in English, French or German. Searches were carried out in ingentaconnect, EBSCO, JSTOR, Science Direct, Web of Knowledge, Google, and Google scholar. Included studies were assessed against 10 COI quality assessment criteria. Fifteen studies met the inclusion criteria and were reviewed. These originated from Australia, Canada, Denmark, France, Sweden, Switzerland, the United Kingdom, and the EU-15. The total estimated cost of WRS was observed to be considerable and ranged substantially from US$221.13 million to $187 billion. Productivity related losses were observed to proportionally contribute the majority of the total cost of WRS (between 70 to 90%), with health care and medical costs constituting the remaining 10 to 30%. The evidence reviewed here suggests a sizable financial burden imposed by WRS on society. The observed range of cost estimates was understood to be attributable to variations in definitions of WRS; the number and type of costs estimated; and, in how production loss was estimated. It is postulated that the cost estimates identified by this review are likely conservative because of narrow definitions of WRS and the exclusion of diverse range of cost components.

Title Development and validation of the workplace interruptions measure
Author/s Wilkes, Stacy M et al
Source Stress & health: journal of the international society for the investigation of stress February 2018 34 1 102-114. 13
Abstract In 3 studies, we developed and tested the first comprehensive, self-report measure of workplace interruptions. The Workplace Interruptions Measure (WIM) is based on a typology of interruptions that included intrusions, distractions, discrepancy detections, and breaks. The four-factor structure was reduced to a 12-item measure in Study 1 (N = 317) and confirmed in a diverse sample of employees in Study 2 (N = 160). Study 3 (N = 323) further examined the
psychometric properties of the WIM in a sample of university faculty and staff. Studies 2 and 3 demonstrated that both effort-enhancing interruptions (intrusions, distractions, and discrepancy detections) and recovery-enhancing interruptions (breaks) were associated with stressors and strains. Distractions, discrepancy detections, and breaks uniquely predicted strain outcomes beyond other workplace stressors (i.e., quantitative workload, interpersonal conflict, and role conflict). We discuss implications of the WIM for the theory and practice of interruptions research.

**Title**
Making it fit: associations of line managers' behaviours with the outcomes of an organizational-level intervention

**Author/s**
Lundmark, Robert et al

**Source**
*Stress & health journal of the international society for the investigation of stress* February 2018 34 1 163-174 12 DOI: 10.1002/smi.2770

**Abstract**
Line managers’ behaviours are important during implementation of occupational health interventions. Still, little is known about how these behaviours are related to intervention outcomes. This study explored the relationship between line managers’ intervention-specific transformational leadership (IsTL), intervention fit (the match between the intervention, persons involved, and the surrounding environment), and change in intrinsic motivation and vigour. Both direct and indirect relationships between IsTL and change in intrinsic motivation and vigour were tested. Ninety employees participating in an organizational-level occupational health intervention provided questionnaire ratings at baseline and after 6 months. The results showed IsTL to be related to intervention fit and intervention fit to be related to intrinsic motivation. Using intervention fit as a mediator, the total effects (direct and indirect combined) of IsTL on change in intrinsic motivation and vigour were significant. In addition, IsTL had a specific indirect effect on intrinsic motivation. This study is the first to use IsTL as a measure of line managers' behaviours. It is also the first to empirically evaluate the association between intervention fit and intervention outcomes. By including these measures in evaluations of occupational-level occupational health interventions, we can provide more informative answers as to what can make interventions successful.

**Weblink**

**Title**
A model for the comparison of business units

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

**Source**
*Personnel review* 2018 47 1 150-165 https://doi.org/10.1108/PR-02-2016-0022

**Abstract**
Purpose: The purpose of this paper is to propose a methodology for the comparison of business units and to illustrate its implementation. Job stress is introduced as a mediator variable. A postal company is taken as a case study and its three business units are compared. The units (i.e. employees who have direct contact with customers) analyzed are postal clerks, couriers and call center operators.

Design/methodology/approach: Quantitative data were collected using two questionnaires: the first to assess the state of predefined organizational parameters, and the second to measure the stress levels of employees. The χ2 test of independence (χ2 test) and Fisher’s exact test are used to calculate correlation. Work stress score and stress distribution index, which are proposed in this study, are used to quantify the levels of stress, the state of organizational parameters and possible improvement points, as well as to compare the business units.

Findings: According to the results, the most demanding job is that of couriers, followed by postal clerks and call center operators.

Originality/value: The proposed model could be used to assess and improve businesses and
to reduce the stress levels of employees. Further, a model for the comparison of business units might be a useful tool for managers in defining working hours, breaks, length of holiday periods and even in creating a wage structure.
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