Good work is good for health and wellbeing

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

The emerging evidence alert

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

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

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.

Emerging Evidence Topics

- Absenteeism and presenteeism
- Ageing workforce
- Asbestos and mesothelioma
- Bullying and harassment
- Chronic health issues
- Disability
- Ergonomics
- Health and wellbeing
- Health promotion
- Management and leadership
- Occupational issues
- Psychosocial issues
- Public health
- Return to work
- Vocational rehabilitation
- Work health and safety
- Work stress
- Websites
ABSENTEEISM AND PRESENTEEISM

Title Dual impact of organisational change on subsequent exit from work unit and sickness absence: a longitudinal study among public healthcare employees

Author/s Jensen JH, Flachs EM, Skakon J, et al

Source Occupational & environmental medicine 2018 75:479-485

Abstract Objectives We investigated work-unit exit, total and long-term sickness absence following organisational change among public healthcare employees.

Methods The study population comprised employees from the Capital Region of Denmark (n=14 388). Data on reorganisation at the work-unit level (merger, demerger, relocation, change of management, employee layoff or budget cut) between July and December 2013 were obtained via surveys distributed to the managers of each work unit. Individual-level data on work-unit exit, total and long-term sickness absence (≥29 days) in 2014 were obtained from company registries. For exposure to any, each type or number of reorganisations (1, 2 or ≥3), the HRs and 95% CIs for subsequent work-unit exit were estimated by Cox regression, and the risk for total and long-term sickness absence were estimated by zero-inflated Poisson regression.

Results Reorganisation was associated with subsequent work-unit exit (HR 1.10, 95% CI 1.01 to 1.19) in the year after reorganisation. This association was specifically important for exposure to ≥3 types of changes (HR 1.52, 95% CI 1.30 to 1.79), merger (HR 1.29, 95% CI 1.12 to 1.49), demerger (HR 1.41, 95% CI 1.16 to 1.71) or change of management (HR 1.24, 95% CI 1.11 to 1.38). Among the employees remaining in the work unit, reorganisation was also associated with more events of long-term sickness absence (OR 1.15, 95% CI 1.00 to 1.33), which was particularly important for merger (OR 1.31, 95% CI 1.00 to 1.72) and employee layoff (OR 1.31, 95% CI 1.08 to 1.59).

Conclusions Specific types of reorganisation seem to have a dual impact on subsequent work-unit exit and sickness absence in the year after change.

Title Explaining the gender gap in sickness absence

Author/s K A Østby, A Mykletun, W Nilsen


Abstract Background In many western countries, women have a much higher rate of sickness absence than men. To what degree the gender differences in sickness absence are caused by gender differences in health is largely unknown.

Aims To assess to what degree the gender gap in sickness absence can be explained by health factors and work- and family-related stressors.

Methods Norwegian parents participating in the Tracking Opportunities and Problems (TOPP) study were asked about sickness absence and a range of factors possibly contributing to gender differences in sickness absence, including somatic and mental health, sleep problems, job control/demands, work–home conflicts, parent–child conflicts and stressful life events. Using a cross-sectional design, we did linear regression analyses, to assess the relative contribution from health and stressors.

Results There were 557 study participants. Adjusting for health factors reduced the gender difference in sickness absence by 24%, while adjusting for stressors in the family and at work reduced the difference by 22%. A simultaneous adjustment for health factors and stressors reduced the difference in sickness absence by about 28%.

Conclusions Despite adjusting for a large number of factors, including both previously well-studied factors (e.g. health, job control/demands) and lesser-studied factors (parent–child conflict and sexual assault), this study found that most of the gender gap in sickness absence remains unexplained. Gender differences in health and stressors account for only part of the differences in sickness absence. Other factors must, therefore, exist outside the domains of health, work and family stressors.
AGEING WORKFORCE

Title A scoping review of the incentives for a prolonged work life after pensionable age and the importance of “bridge employment”

Author/s Carlstedt, AB et al

Source Work 2018 60 2 175-189 DOI: 10.3233/WOR-182728

Abstract Background: With a growing share of older people in almost every population, discussions are being held worldwide about how to guarantee welfare in the immediate future. Different solutions are suggested, but in this article the focus is on the need to keep older employees active in the labor market for a prolonged time.
Objective: The aim was to find out and describe the incentives at three system levels for older people 1) wanting, 2) being able, and 3) being allowed to work.
Material: The literature search embraced articles from the databases Scopus, PsycInfo, Cinahl, AgeLine and ...Business Source Premier, from May 2004 until May 2016. After the removal of 506 duplicates, the selection and analysis started with the 1331 articles that met the search criteria. Of these, 58 articles corresponded with the research questions.
Method: The design was a ‘scoping review’ of the research area bridge employment and prolonged work life.
Results: The results show that most investigations are conducted on individual-level predictors, research on organizational-level predictors is more scattered, and societal-level predictor information is scarce.
Conclusions: Attitudes and behavior according to a prolonged work life could be summarized as dependent on good health, a financial gain in combination with flexible alternative working conditions.

ASBESTOS AND MESOTHELIOMA

Title Autoimmune antibodies and asbestos exposure: evidence from Wittenoom, Western Australia

Author/s Reid, A et al

Source American journal of industrial medicine July 2018 61 7 615-620

Abstract Background: Studies comparing different forms of asbestos are rare, and limited by the failure to compare results with unexposed populations. We compare autoimmune responses among former workers and residents of the crocidolite mining and milling town of Wittenoom, Western Australia, with an unexposed population.
Methods: ANA testing using indirect immunofluorescence was performed on randomly selected serum samples from Wittenoom workers or residents and compared with those from participants of another unexposed cohort study.
Results: ANA scores were higher in the Wittenoom participants compared with Busselton and the odds of being ANA positive was fivefold greater among Wittenoom participants than Busselton (OR 5.5, 95%CI 2.3-13.0).
Conclusions: This study is the first to report increased ANA positivity among persons exposed exclusively to crocidolite. This finding of a high frequency of positive ANA tests among crocidolite-exposed subjects may be an indicator for an increased risk of systemic autoimmune diseases and needs further scrutiny.

Title Time-dependent effect of intensity of smoking and of occupational exposure to asbestos on the risk of lung cancer: results from the ICARE case–control study

Author/s Leveque, E et al

Source Occupational & environmental medicine 2018 75 8 586-592 http://dx.doi.org/10.1136/oemed-2017-104953
Abstract
Objective To estimate the impact of intensity of both smoking and occupational exposure to asbestos on the risk of lung cancer throughout the whole exposure history.
Methods Data on 2026 male cases and 2610 male controls came from the French ICARE (Investigation of occupational and environmental causes of respiratory cancers) population-based, case-control study. Lifetime smoking history and occupational history were collected from standardised questionnaires and face-to-face interviews. Occupational exposure to asbestos was assessed using a job exposure matrix. The effects of annual average daily intensity of smoking (reported average number of cigarettes smoked per day) and asbestos exposure (estimated average daily air concentration of asbestos fibres at work) were estimated using a flexible weighted cumulative index of exposure in logistic regression models.
Results Intensity of smoking in the 10 years preceding diagnosis had a much stronger association with the risk of lung cancer than more distant intensity. By contrast, intensity of asbestos exposure that occurred more than 40 years before diagnosis had a stronger association with the risk of lung cancer than more recent intensity, even if intensity in the 10 years preceding diagnosis also had a significant effect.
Conclusion Our results illustrate the dynamic of the effect of intensity of both smoking and occupational exposure to asbestos on the risk of lung cancer. They confirm that the timing of exposure plays an important role, and suggest that standard analytical methods assuming equal weights of intensity over the whole exposure history may be questionable.

BULLYING AND HARASSMENT
Title It hurts me too: examining the relationship between male gender harassment and observers’ well-being, attitudes, and behaviors
Author/s Dionisi, Angela M. Barling, Julian
Source Journal of occupational health psychology July 2018 23 3 303-319 17
Abstract The goal of this study was to examine the costs associated with witnessing the sexual harassment of a male colleague. More specifically, we investigate (a) whether observed male gender harassment is related to psychological and physical health, and negative and positive job-related behaviors and attitudes, and (b) the mediating roles of discrete negative emotions (anger, fear) and identity-based evaluations (collective self-esteem). We explore these questions in a sample of men and women employed in "blue collar" professions. Our results show that the relationships between observed male gender harassment and psychological and physical health symptoms, withdrawal and workplace deviance, and affective commitment, were indirect and mediated via witness anger. Moreover, witnessing the gender harassment of a male colleague was also indirectly related to workplace deviance via collective self-esteem among women. Implications for theory, research, and practice are considered. (PsycINFO Database Record

CHRONIC HEALTH ISSUES
Title Care of patients with chronic disease: achievements in Australia over the past decade
Author/s Harris, MF et al
Source Medical journal of Australia 2018 209 2 55-57 doi: 10.5694/mja18.00333
Abstract Rising rates of chronic disease and multimorbidity require better quality of care and services integration

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**Title**
Ethical considerations for providing vocational rehabilitation services to individuals with chronic pain

**Author/s**
Hill, Julie; Koch, Lynn C.; Rumrill, Phillip D

**Source**

**Abstract**
Background: Approximately 100 million Americans live with chronic pain. These individuals are often negatively affected by the many myths, misunderstandings, and stigma associated with chronic pain and its treatment. These negative attitudes and misunderstandings on the part of the public, significant others, vocational rehabilitation (VR) professionals, and health care providers can exacerbate their pain, preclude them from receiving effective treatment and rehabilitation, and undermine their overall quality of life.

Objective: The purpose of this article is to examine ethical considerations for providing responsive VR services that validate and appropriately address the needs of individuals with chronic pain.

Conclusion: The authors (a) define chronic pain, (b) provide examples of chronic illnesses and disabilities associated with chronic pain, (c) examine the demographic characteristics of individuals with the highest rates of chronic pain, (d) discuss common myths about chronic pain, and (e) discuss sections in the *2017 Code of Professional Ethics for Rehabilitation Counselors* that are especially relevant to providing services to this growing VR clientele.

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**Title**
Work remains meaningful despite time out of the workplace and chronic pain

**Author/s**
Sara Saunders, Bernadette Nedelec & Ellen MacEachen

**Source**
Work remains meaningful despite time out of the workplace and chronic pain, disability and rehabilitation 40 18 2144-2151 DOI: 10.1080/09638288.2017.1327986

**Abstract**
Purpose: Although work has been found to be meaningful and a source of motivation to return to work in certain disabled populations, it was unclear if this was also true for people experiencing a long period of unemployment and job loss due to a musculoskeletal injury.

Therefore, the aim of this phenomenological study was to explore the meaning of work for those with chronic work disability due to a musculoskeletal injury.

Method: The data from 27 interviews, conducted with 9 participants, was analyzed using the Empirical Phenomenological Psychological method.

Results: Work remained central to the lives of the participants and aligned with previous valued work outcomes and goals regardless of the amount of time away from work. These findings point to the importance of recognizing the ongoing centrality of work for those with chronic work disability and the importance of tapping into work values and beliefs to provide workers with the motivation needed to get past physical and systemic barriers to return to work.

Conclusions: This study shows that a shift in focus back to meaning not only has benefits for people with chronic work disability, but for occupational therapists in their ability to make a unique and effective contribution to the field of work disability.

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**Title**
Management practices to build evidence-based decision-making capacity for chronic disease prevention in Georgia: a case study

**Author/s**
Allen, P et al

**Source**
Preventing chronic disease July 12, 2018 15 170482 DOI: [http://dx.doi.org/10.5888/pcd15.170482](http://dx.doi.org/10.5888/pcd15.170482)
Abstract

Background: Research shows that training can improve skills needed for evidence-based decision making, but less is known about instituting organizational supports to build capacity for evidence-based chronic disease prevention.

Community Context: The objectives of this case study were to assess facilitators and challenges of applying management practices to support evidence-based decision making in chronic disease prevention programs in the public health system in Georgia through key informant interviews and quantitatively test for changes in perceived management practices and skills through a pre–post survey.

Methods: Leadership of the chronic disease prevention section hosted a multiday training, provided regular supplemental training, restructured the section and staff meetings, led and oversaw technical assistance with partners, instituted transparent performance-based contracting, and made other changes. A 65-item online survey measured perceived importance of skills and the availability of skilled staff, organizational supports, and use of research evidence at baseline (2014) and in 2016 (after training). A structured interview guide asked about management practices, context, internal and external facilitators and barriers, and recommendations.

Capacity-Building Activities and Survey Findings: Seventy-four staff members and partners completed both surveys (70.5% response). Eleven participants also completed a 1-hour telephone interview. Interview participants deemed leadership support and implementation of multiple concurrent management practices key facilitators to increase capacity. Main challenges included competing priorities, lack of political will, and receipt of requests counter to evidence-based approaches. At posttest, health department staff had significantly reduced gaps in skills overall (10-item sum) and in 4 of 10 individual skills, and increased use of research evidence to justify interventions. Use of research evidence for evaluation, but not skills, increased among partners.

Interpretation: The commitment of leaders with authority to establish multiple management practices to help staff members learn and apply evidence-based decision-making processes is key to increased use of evidence-based chronic disease prevention to improve population health.

DISABILITY

Title

Employer engagement in disability employment: a missing link for small to medium organizations – a review of the literature

Author/s

Murfitt, Kevin et al

Source


Abstract

Background: There is entrenched exclusion of around half the working age people with disability in Australia and elsewhere. There also appears to be a lack of attention being paid to the ‘demand’ side of efforts to improve the employment of people with disability, particularly in relation to small and medium sized organizations. Objective: To identify gaps in disability employment research, policy, and strategies in relation to small to medium employers; and to identify challenges and potential solutions for these employers in becoming disability confident and inclusive organizations.

Methods: A comprehensive search of literature was conducted including published articles, books, and reports. Searches were also conducted on relevant government and disability employment related web sites.

Results: First, although larger employers are contributing to the discussion of ways to increase the employment of people with disability, small to medium employers are largely missing from the discussion. Second, reliance on the broad business case argument alone for employing people with disability, is not enough to change attitudes and organizational cultures that are at the root of the workforce exclusion of people with disability. Conclusions: The major barrier to employment of people with disability is negative attitudes that result in discriminatory organizational cultures. Current initiatives in this area are not addressing the needs or potential role of small to medium organizations. Solutions to both these issues are described.
A model for developing disability confidence

Lindsay, S Cancelliere

Disability and rehabilitation July 2018 40 18 2122-2130

Purpose: Many clinicians, educators, and employers lack disability confidence which can affect their interactions with, and inclusion of people with disabilities. Our objective was to explore how disability confidence developed among youth who volunteered with children who have a disability.

Methods: We conducted 30 in-depth interviews (16 without a disability, 14 with disabilities), with youth aged 15–25. We analyzed our data using an interpretive, qualitative, thematic approach.

Results: We identified four main themes that led to the progression of disability confidence including: (1) “disability discomfort,” referring to lacking knowledge about disability and experiencing unease around people with disabilities; (2) “reaching beyond comfort zone” where participants increased their understanding of disability and became sensitized to difference; (3) “broadened perspectives” where youth gained exposure to people with disabilities and challenged common misperceptions and stereotypes; and (4) “disability confidence” which includes having knowledge of people with disabilities, inclusive, and positive attitudes towards them.

Conclusions: Volunteering is one way that can help to develop disability confidence. Youth with and without disabilities both reported a similar process of developing disability confidence; however, there were nuances between the two groups.

Introduction to the Special Issue: vocational rehabilitation considerations for people with emerging disabilities

Rumrill, PD Koch, LC


An introduction to the journal is presented that addresses a wide range of medical, psychosocial, and vocational issues facing people with emerging disabilities, with topics mentioned including Federal Vocational Rehabilitation program, Social Security Disability Insurance, and home-based employment.

The effect of cushioning materials on musculoskeletal discomfort and fatigue during prolonged standing at work: a systematic review

Speed, G et al

Applied ergonomics July 2018 70 300-314 https://doi.org/10.1016/j.apergo.2018.02.021

This systematic review updates the current state of evidence on the effectiveness of softer flooring and cushioned shoe insoles on reducing musculoskeletal discomfort amongst workers who are required to stand for prolonged periods to work and the impact of factors such as age and gender on the outcomes. A systematic search identified 10 unique studies that met the eligibility criteria. The heterogeneity of study designs impacted on the strength of evidence. A moderate level of evidence was found in support of using cushioned materials in reducing discomfort/fatigue among standing workers. A limited level of evidence exists in favour of using insoles over anti-fatigue mats. Insufficient information exists for the impact of gender or age. Larger, good quality prospective intervention trials based in real workplaces.
that consider the impact of psychosocial and organisational factors on musculoskeletal discomfort whilst standing at work are required to inform industry recommendations.

Title  Ergonomics and the standing desk
Author/s  Mula, Allison
Source  Work 2018 60 2 171-174 DOI: 10.3233/WOR-182736
Abstract  There has been a recent trend in the integration of sit-stand option desks in the work place. Fear-based advertising insinuating that sitting is the health equivalent of smoking has pervaded many work environments. As workers want to remain healthy and pain free, and employers want and need a healthy workforce, it appears that there is a pervasive trend of avoiding sitting as often as possible. Because work tasks that call for an extensive amount of sitting are often times computer-based, this ‘standing is healthy’ fad is most notably presenting itself at computer-based work stations. The understandably perceived simple fix …to the dilemma of sitting, has been the introduction of the sit-stand desk. However, before we all throw out our chairs, it is important to discuss the past and recent research that indicates that prolonged standing can also have detrimental effects on the human system. It is crucial that we expand our idea of a healthy work environment to one that facilitates movement and change in position and empowers the worker to understand their role in their own musculoskeletal and physiological health and wellness, beyond the use of equipment. If we can replace the phrase, ‘sitting is the new smoking’ with the phrase, ‘sedentary is the new smoking’, then we can elucidate the idea of what a healthy computer-based work environment and routine would be.

Title  Ergonomic work analysis: a case study of bus drivers in the private collective transportation sector
Author/s  Araujo, AV
Source  Work 2018 60 1 41-47 DOI: 10.3233/WOR-182718
Abstract  Background: The collective transportation system is essential to reduce the number of automobiles in the road. Concerns exist related to quality, comfort and safety of bus driver’s workstations.
Objective: The objective of this study was to improve the driver’s workstation in the private collective transportation sector by analyzing ergonomic practices using the Ergonomic Work Analysis (EWA). The EWA was chosen because it seeks to evaluate the labor condition as it relates to the psychophysiological conditions of workers, it complies with regulatory standard 17 (NR17).
Methods: To identify driver concerns, interviews and questionnaires were administered. The workstation …and worker routines were observed.
Results: The analysis revealed that the largest number of complaints related to noise, display light and location of the passenger identifier device. Drivers reported discomfort in the knees and lower back.
Conclusion: Recommendations were made to improve the workstation and change the routine to minimize the discomfort and ergonomic risk factors.

Title  Getting doctors to make better decisions will take more than money and nudges
Author/s  Tsugawa, Y Mafi, JN
Source  Harvard business review June 2018
Research has repeatedly shown that U.S. patients receive recommended care only half of the time. It is also known that patients receive non-recommended or “low-value” care as much as 20% of the time. Despite the proliferation of evidence-based guidelines to improve clinicians’ practice patterns, clinicians often don’t respond to them. So healthcare leaders have long wondered: what’s the best way to change clinicians’ behavior and improve their quality and efficiency of care?

**Title**
Promising practices for health and wellbeing at work

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

**Source**
RAND July 2018

**Abstract**
Research demonstrates that the support of wellbeing in the workplace has a positive impact on staff, business and organisations. It includes benefits in terms of reduced absenteeism and presenteeism as well as improved productivity.

Whilst the landscape of health and wellbeing interventions is a broad one, it can be difficult to understand ‘what works’: or rather, the confidence which we should place in a particular intervention that it will have a positive impact on staff health and wellbeing outcomes. This research project was commissioned by Public Health England (PHE) to begin to address this gap. The study aimed to support an understanding of the landscape of workplace wellbeing interventions and the extent and quality of evidence being collected. We hope it will enable organisations to consider better whether interventions are having a positive health outcome and how to capture and gauge the evidence.

The report presents the findings related to a set of case studies collected via an open portal. The case studies were assessed against Nesta standards of evidence. They show promising examples of how to develop an evidence base for workplace health and wellbeing initiatives across different workplace wellbeing areas.

England's business and employer communities have an exciting and unrivalled opportunity to create a step change in how they support and evidence not only the health and productivity of their workforce, but, by so doing, the health of the nation as a whole.

**HEALTH PROMOTION**

**Title**
CDC’s active people, healthy nations: creating an active America, together

**Author/s**
Fulton, JE

**Source**

**Abstract**
Physical activity can reduce the risk of at least 20 chronic diseases and conditions and provide effective treatment for many of these conditions. Yet, physical activity levels of Americans remain low, with only small improvements over 20 years. The Centers for Disease Control and Prevention (CDC) considered what would accelerate progress and, as a result, developed Active People, Healthy NationSM, an aspirational initiative to improve physical activity in 2.5 million high school youth and 25 million adults, doubling the 10-year improvement targets of Healthy People 2020. Active People, Healthy NationSM will implement evidence-based guidance to improve physical activity through 5 action steps centered on core public health functions: (1) program delivery, (2) partnership mobilization, (3) effective communication, (4) cross-sectoral training, and (5) continuous monitoring and evaluation. To achieve wide-scale impact, Active People, Healthy NationSM will need broad engagement from a variety of sectors working together to coordinate activities and initiatives.

**Title**
Using the CDC’s worksite health scorecard as a framework to examine worksite health promotion and physical activity
Author/s: Gutermuth, LK et al
Source: Preventing chronic disease July 2018 15 1 170463
DOI: http://dx.doi.org/10.5888/pcd15.170463

Abstract: Introduction: Worksite health promotion programs are emerging as an effective approach for addressing the adult obesity epidemic and improving the overall health of employees. Methods: We conducted a scoping review to identify articles that described a physical activity component (eg, promoted increased physical or reduced sitting time) of a worksite health promotion intervention. Our search specified full-length articles published in English from January 2000 through July 2015. We used the Centers for Disease Control and Prevention's Worksite Health ScoreCard, a validated tool, as a framework to summarize information on organizational supports strategies (18 questions) and physical activity strategies (9 questions) implemented by worksite health promotion programs. We also determined whether or not the included studies reported significant (P < .05) improvements in physical activity. Results: We identified 18 worksite health promotion programs; 11 produced significant improvements in physical activity. Incentives, health risk assessments, health promotion committees, leadership support, marketing, and subsidies or discounts for use of exercise facilities were the most effective organizational supports strategies cited, and physical activity seminars, classes, and workshops were the most effective physical activity strategies cited. Conclusion: The use of the Health ScoreCard allowed for a practical interpretation of our findings, which can inform next steps for the field. Future research should explore the relationships between components of worksite health promotion programs and their outcomes to further develop best practices that can improve worker health and promote physical activity.

Weblink

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MANAGEMENT AND LEADERSHIP

Title: Coming of age digitally Learning, leadership, and legacy
Author/s: Kane, GC et al
Source: Deloitte insights June 2018

Abstract: As businesses mature digitally, they stand apart from rivals. A survey by MIT SMR and Deloitte found digitally mature companies are better at developing digital leaders, pushing decision-making deeper, and responding faster to the marketplace, and are more likely to experiment.

Weblink

Title: Necessity (not just novelty) is the mother of invention: using creativity research to improve research in work and organizational psychology
Author/s: Gudela Grote & José M. Cortina
Source: Necessity (not just novelty) is the mother of invention: using creativity research to improve research in work and organizational psychology, European Journal of Work and Organizational Psychology 27:3 335-341 DOI: 10.1080/1359432X.2018.1444606

Abstract: In this essay, we discuss reasons that work and organizational psychology does not live up to its self-declared mission of being an applied science in the service of improving both people’s quality of working life and organizational effectiveness. We use fundamentals of research on creativity and innovation as a lens through which we can view problems and possible solutions to these problems. In particular, we stress that innovation entails not only new, but also useful insights, that innovation requires “rewarding failure”, and that innovation feeds off of team diversity. We provide suggestions for how the definition of theoretical and empirical contributions of research, reward systems, and collaboration practices could be changed to foster innovative research that helps people thrive at work.

Weblink

Title: A new study should be the final nail for open-plan offices
Open-plan offices have taken off because of a desire to increase interaction and collaboration among workers. But an innovative new study has found that employees in open-plan offices spend 73 per cent less time in face-to-face interactions. Email and messaging use shot up by over 67 per cent.

Title Stronger, fitter, better crisis management for the resilient enterprise
Author/s Dent, P, Woo, R, Cudworth, R
Source Deloitte Insights June 2018
Abstract Despite the perception that crises are becoming more frequent, a 2018 Deloitte study finds that organizations’ confidence exceeds crisis preparedness.

Title Understanding the factors that determine workplace coaching effectiveness: a systematic literature review
Author/s Gil Bozer & Rebecca J. Jones
Source European journal of work and organizational psychology 27 3 342-361 DOI: 10.1080/1359432X.2018.1446946
Abstract Meta-analytic results have established that workplace coaching is effective, however, little is known about the determinants of coaching effectiveness. This paper reports an inclusive systematic literature review, covering the quantitative and qualitative research on workplace coaching. We focus on seven promising areas in the current workplace coaching literature that emerged by the synthesis of 117 empirical studies: self-efficacy, coaching motivation, goal orientation, trust, interpersonal attraction, feedback intervention, and supervisory support. The major contribution of our paper is the systematic integration of well-established theoretical constructs in the workplace coaching context and the new insights we provide in the synthesis of these literatures. Based on our review, we provide specific recommendations to be addressed in future research, including recommended research methodologies, which we propose will significantly progress the field of workplace coaching theory and practice.

Title What not to do when you’re trying to motivate your team
Author/s Carucci, R
Source Harvard business review July 16 2018
Abstract When I speak to large groups about leadership, one question I often ask is, “How many of you have ever received a compliment from your boss that actually offended you?” Without exception, more than two-thirds of the people in the room raise their hands. When I probe further on what people found offensive about their boss’s praise, the most common responses I hear are “It wasn’t sincere” and “They didn’t know what they were talking about.”
Title: Psychosocial risks, burnout and intention to quit following the introduction of new software at work
Author/s: Khanik, M et al
Source: Work 2018 60 1 95-105 DOI: 10.3233/WOR-182714
Abstract: Background: Despite a rich literature on association between psychosocial factors, the demand-control-support (DCS) model and burnout, there are few integrated frameworks encompassing the DCS model, burnout and intention to quit, particularly in a technological context.
Objective: This manuscript examines the relationships between psychosocial risks, the demand-control-support (DCS) model, burnout syndrome and intention to quit following the introduction of new software at work.
Methods: Data was collected from agents and advisors working at a Canadian university and using new study management software. An online questionnaire was sent via the university's internal mail. Finally, 112 people completed the…online survey for a response rate of 60.9%.
Results: The results of structural equation modeling show that psychological demands, decision latitude and social support are associated with burnout. It is also clear that burnout, in particular depersonalization and emotional exhaustion, is positively associated with intention to quit.
Conclusions: The few studies that raise the negative consequences of technology on quality of life in the workplace, and particularly on health, have not succeeded in establishing a direct link between a deterioration of health and the use of technology. This is due to the fact that there are few epidemiological studies on the direct consequences of the use of ITC on health.

Title: A matter of time? challenging and hindering effects of time pressure on work engagement
Author/s: Anja Baethge et al
Abstract: The aim of our research was to test time-exposure effects of time pressure as a stressor typically considered to be a challenge, rather than a hindrance stressor. We examined the within- and between-person effects of time pressure on work engagement in two diary/panel studies with employees using intervals of five days and three weeks, respectively (Study 1, n = 350, and n = 357, respectively) and six to eight weeks (Study 2, n = 238). We assumed that it is a matter of time whether time pressure acts as a challenge (under short-term exposure) or as a hindrance stressor (under long-term exposure). We found significant positive within-person effects of time pressure on work engagement when controlling for strain in the daily and weekly diary assessment (Study 1), but a significant negative within-person effect in the six to eight weeks’ assessment (Study 2). The between-person effects were significant and negative in all studies. Although a short-term increase can be beneficial for a certain time, stable and long-time exposure of time pressure does rather reduce work engagement. Thus, employers should not keep time pressure permanently high to motivate their employees. However, short-term increases of time pressure (e.g. before a deadline) may serve as a motivating factor.

Title: Impact of patients' access to medical records in occupational medicine
Author/s: A Krakov, N Kabaha, J Azuri, S Moshe
Abstract: Background: Information technologies offer new ways to engage with patients regarding their health, but no studies have been done in occupational health services (OHS).
Aims: To examine the advantages and disadvantages of providing written and oral medical information to patients in OHS.
Methods: In this cross-sectional study, data were retrieved from patients visiting four different
OHS during 2014–15 for a fitness for work evaluation. We built a semi-quantitative satisfaction questionnaire, with responses ranging on a Likert scale of 1–5 from very dissatisfied (1) to very satisfied (5).

Results: There were 287 questionnaires available for analysis. The number of patients who received detailed oral and written information, which included an explanation of their health condition and of the occupational physician’s (OP’s) decision, was higher in clinics 1 and 3 compared to clinics 2 and 4 (48 and 38% compared to 21 and 31% respectively, \( P < 0.05 \)). When patients were provided with detailed oral and written information, they declared having a better understanding (4.3 and 4.4 compared to 3.8 respectively, \( P < 0.001 \)), a higher level of confidence in their OP (4.4 and 4.3 compared to 3.7 and 4 respectively, \( P < 0.001 \)), a higher level of satisfaction (4.3 and 4.4 compared to 3.8 respectively, \( P < 0.001 \)) and a higher sense of control and ability to correct the record (1.8 compared to 1.4 respectively, \( P < 0.01 \)), compared to patients who received partial information.

Conclusions: We recommend sharing detailed oral and written medical information with patients in OHS.

Title Systematic review of fit note use for workers in the UK
Author/s Dorrington S, Roberts E, Mykletun A, et al
Source Occupational & environmental medicine 2018 75 530-539 http://dx.doi.org/10.1136/oemed-2017-104730

Abstract Objectives The fit note, introduced in England, Wales and Scotland in 2010, was designed to change radically the sickness certification process from advising individuals on their inability to work to advising them on what they could do if work could be adapted. Our review aimed to evaluate the following: (1) Is the ‘maybe fit’ for work option being selected for patients? (2) Are work solutions being recommended? (3) Has the fit note increased return to work? (4) Has the fit note reduced the length of sickness absence? We considered the way in which outcomes vary according to patient demographics including type of health problem.

Methods Studies were identified by a systematic search. We included all studies of any design conducted in the UK with working age adults, aged 16 or over, from 1 April 2010 to 1 Nov 2017. Risk of bias was assessed using a modified Newcastle-Ottawa Scale.

Results Thirteen papers representing seven studies met inclusion criteria. In the largest study, ‘maybe fit’ for work was recommended in 6.5% of fit notes delivered by general practitioners (GP; n=361 801) between April 2016 and March 2017. ‘Maybe fit’ recommendations were made in 8.5%–10% of fit notes received by primary care patients in employment, and in 10%–32% of patients seen by GPs trained in the Diploma in Occupational Medicine. ‘Maybe fit’ was recommended more for women, those with higher socioeconomic status, and for physical, as opposed to psychiatric disorders. The majority of fit notes with the ‘maybe fit’ option selected included work solutions. There was inconclusive evidence to suggest that the introduction of the fit note has reduced sickness absence among patients in employment.

Conclusions Fit notes represent a major shift in public policy. Our review suggests that they have been incompletely researched and not implemented as intended.

Title Person-related factors associated with work participation in employees with health problems: a systematic review
Author/s De Wit, M
Source International archives of occupational and environmental health July 2018

Abstract Purpose The objective of this systematic review was to explore and provide systematically assessed information about the association between person-related factors and work participation of people with health problems. The research question was: what is the association between selected person-related factors and work participation of workers with health problems?
Methods A systematic review was carried out in PubMed and PsycINFO to search for original papers published between January 2007 and February 2017. The risk of bias of the studies included was assessed using quality assessment tools from the Joanna Briggs Institute. The quality of evidence was assessed using the GRADE framework for prognostic studies.

Results In total, 113 studies were included, all of which addressed the association between person-related factors and work participation. The factors positively associated with work participation were positive expectations regarding recovery or return to work, optimism, self-efficacy, motivation, feelings of control, and perceived health. The factors negatively associated with work participation were fear-avoidance beliefs, perceived work-relatedness of the health problem, and catastrophizing. Different coping strategies had a negative or a positive relationship with work participation.

Conclusions The results of this review provide more insight into the associations between different cognitions and perceptions and work participation. The results of this study suggest that person-related factors should be considered by occupational- and insurance physicians when they diagnose, evaluate or provide treatment to employees. Further research is required to determine how these physicians could obtain and apply such information and whether its application leads to a better quality of care.

Weblink

Title The preventable burden of work-related ill-health
Author/s P Cocco, R Agius
Source Occupational medicine 68 5 June 2018 327–331
Abstract Background: The fraction of ill-health overall attributable to occupational conditions has not been extensively evaluated, thus contributing to the perception of a lesser relevance of education and research in occupational health in respect to other fields of medical research and practice.
Aims: To assess the relevance of work-related conditions on the aetiology of human ill-health in different health domains.
Methods: We extracted the risk estimates associated with heritability and with occupational risk factors for chronic lymphocytic leukaemia (CLL), major depressive disorder (MDD) and long QT syndrome (LQTS) from 13 published international reports. The selection criteria for the eligible studies were: genome-wide studies, or studies of the occupational risk factors associated with one of the three diseases of interest. We calculated and compared the respective population attributable fraction for the combined occupational risk factors, and for heritability.
Results: We estimated that occupational risk factors would account for 12% (95% confidence interval (CI) 4–19) of CLL, 11% (95% CI 7–15) of MDD and 10% (95% CI 2–13) of LQTS burden in the general population. The corresponding figures for heritability would be 16% (95% CI 11–22), 28% (95% CI 20–5) and 17% (95% CI 7–27).
Conclusions: More efforts in capacity building and research in occupational health are warranted aiming to prevent ill-health and to preserve a productive life for the ageing work population.

Weblink

Title Preventing workplace burnout: why resilience is not enough
Author/s Leiter, M
Source Inpsych 2018 June 40 3
Abstract Resilience is the process of adapting well in the face of adversity. It means ‘bouncing back’ from difficult experiences (American Psychology Association, 2018). The appeal of resilience as a concept has grown with an expansion of its meaning beyond the capacity to recover from adversity to include ‘toughening up’. In this definition, resilient people have the capacity to endure demands. They feel so little distress that they have no need of recovery. They empathise with their clients’ distress or aspirations without getting caught up in the moment. They juggle the intensity of multiple, sometimes contradictory, demands without breaking a literal or figurative sweat.
UK working lives: the CIPD job quality index

Source: CIPD April 2018

Abstract: A quality job. What’s not to like? But what do we mean by ‘quality’ and how can we measure it appropriately so it can be improved? The CIPD has conducted a detailed and extensive survey of approximately 6,000 workers across different sectors using seven critical dimensions which employees, employers and policy makers can measure and focus on to raise job quality and improve working lives.

The road to good work: discussion paper

Source: CIPD 2018

Abstract: The report begins by providing an assessment of the state of play and what the quality of work looks like in the UK today in the context of other major European economies and the ‘gig economy’. The following sections create a supporting argument for why we need a quality of work strategy, and how we can create one that is meaningful and effective.

2018 Deloitte Millennial Survey

Source: Deloitte

Abstract: Younger workers are increasingly uneasy about the future, pessimistic about the prospects for political and social progress, and harbor growing concerns about safety, social equality, and environmental sustainability. Yet there’s a glimmer of hope for business leaders: Millennials and members of Generation Z want them to drive societal and economic change, presenting an opportunity for employers to win back their loyalty. They have a long way to go, though.

Decoding millennials in the gig economy: six trends to watch in alternative work

Author/s: Monahan, K Schwartz, J Schleeter, T

Source: Deloitte May 2018

Abstract: Millennials’ participation in the gig economy continues to rise and organizations are eagerly tapping into this pool of workers to hire more people off their balance sheets. But how are the millennial gig workers faring? In which fields are they likely to find jobs? Are they earning enough to support themselves? A decade of data and research offer some answers.

Massage for pain: an evidence map evidence-based synthesis program

Author/s: Mlake-Lye, Isomi et al

Abstract: Introduction: Given the widespread use of various massage therapies for pain, we conducted an evidence mapping process to determine the distribution of evidence available for various pain indications as well as different forms of massage therapy, identify gaps in evidence, and inform future research priorities. This mapping project provides a visual overview of the distribution of evidence for massage therapy for indications of pain, as well as an accompanying narrative that will help stakeholders interpret the state of evidence to inform
policy and clinical decision-making.

Methods: We searched PubMed, Embase, and Cochrane for systematic reviews reporting pain outcomes for massage therapy. Abstracted data included: number of studies included in the review that report massage as the intervention and pain as an outcome; total number of studies included in the review; descriptions of the massage style, provider, co-interventions, duration, and comparators; pain type; main findings relevant to massage for pain; and whether the systematic review focused solely on massage as the intervention or included a variety of interventions, of which massage was one. Quality of each systematic review was assessed using the Assessing the Methodological Quality of Systematic Reviews (AMSTAR) criteria. We used a bubble plot to visually depict the number of included articles, pain indication, effect of massage for pain, and strength of findings for each included systematic review.

Results: We identified 31 systematic reviews, of which 21 were considered high-quality. Systematic reviews varied in the amount of detail they collected in describing the massage therapy. Some common massage types included Swedish massage, myofascial therapies, Shiatsu, Chinese traditional massage, Thai massage, slow stroke massage, and more general descriptions of massage. The most common type of pain included in systematic reviews was neck pain (n=6). Findings from high-quality systematic reviews describe potential benefits of massage for pain indications including labor, shoulder, neck, back, cancer, fibromyalgia, and temporomandibular disorder. However, no findings were rated as moderate- or high-strength.

Discussion: More research is needed to establish confidence in the effect of massage for pain. Primary studies often do not provide adequate details of the massage therapy provided, especially in the descriptions of provider type. Few primary studies of large samples with rigorous methods have been conducted, as noted by many of the systematic review authors included in this evidence map.

Title Nudge vs superbugs: a behavioural economics trial to reduce the overprescribing of antibiotics

Source Behavioural economics team of the Australian government (beta) government of Australia

Abstract Australians use a lot of antibiotics and this increases the chance for bacteria to develop resistance to antibiotics. Within Australia, General Practitioners (GPs) currently prescribe the greatest portion of antibiotics due to the types of illnesses seen and the large volumes of patients. This makes GPs important partners in efforts to minimise AMR by helping limit community prescribing to only those clinical situations where evidence shows antibiotics to be of proven value. We applied behavioural insights to design letters sent by the Australian Government’s Chief Medical Officer (CMO) to high-prescribing GPs. In particular, we used peer comparison by comparing GPs’ prescribing rates with those of other GPs in their region. We undertook a randomised controlled trial (RCT) involving 6,649 GPs to test the impact of our letters…… As part of our RCT, the CMO wrote to GPs whose prescribing rates were in the top 30 per cent for their region. The letters aimed to prompt GPs to reflect on whether there were opportunities to reduce prescribing where appropriate and safe.

Title Can a workplace leadership intervention reduce job insecurity and improve health? results from a field study.

Author/s Barrech, Amira et al

Source *International archives of occupational & environmental health* July 2018 91 5 547-557 11 1 3
Abstract

Purpose: To examine the effectiveness of an intervention in the workplace designed to reduce job insecurity among employees affected by organizational change.

Methods: Supervisors were randomly allocated to an intervention (IG) or waiting-list-control group (CG) and the intervention was administered over a period of 3 months, comprising six group sessions. N = 103 supervisors and their team members (mean age 41.80 ± 9.60 years, 60.19% male) provided data prior to (t0) and 3 months post-intervention (t1) by means of questionnaires and hair samples. Job insecurity (COPSOQ), mental health (HADS) and somatic health (GBB, hair cortisol concentration) were measured.

Results: Job insecurity was reduced to a marginally significant degree in the IG compared to the CG at t1 (B = -5.78, p = .06, CI [-11.73, 0.17]). Differential effects for supervisors and team members were not found. No effects on health could be observed overall in the IG, but supervisors in the IG reported a significant decrease in exhaustion tendency (B = -0.92, p = 0.01, CI [-1.64, -0.20]) and a non-significant trend towards higher levels of anxiety (B = 2.98, p = 0.10, CI [-0.57, 6.54]) compared to team members.

Conclusions: This is the first study to provide some evidence for the effectiveness of an intervention that aimed at reducing job insecurity during organizational change. Health-related effects were observed in supervisors but not in team members. Further intervention studies are needed to add to the current knowledge base.

Title

Ergonomic and psychosocial factors and musculoskeletal complaints in public sector administration — A joint monitoring approach with analysis of association

Author/s
Lima, Tânia M., Coelho, Denis A.

Source
International journal of industrial ergonomics July 2018 66 85-94 10

Abstract

Administration entails a high level of computerization with multiple risk factors (including psychosocial and of ergonomic nature), affecting worker health and well-being. An ergonomic researcher supported by a senior ergonomist and guided by a domain specific checklist assessed physical ergonomic of an organization, including 96 administrative workers in the assessment. Unstructured observations and interviews to the workers were also done. Socio-demographic, musculoskeletal health and psychosocial job data was collected from a composite questionnaire including the versions validated for the Portuguese population of the Nordic Musculoskeletal Questionnaire (NMQ) and the Copenhagen Psychosocial Questionnaire (COPSOQ). This paper demonstrates an approach to jointly monitor multiple factors to support controlling work system efficiency, safeguarding health. Even though postural issues, especially static posture, have previously been identified as risk factors contributing to the onset of musculoskeletal disorders (MSD), the results of correlation analysis did not unveil a salient association between musculoskeletal complaints and ergonomic mismatches. The analysis did unveil statistically significant associations between exposure to psychosocial job factors and ergonomic risk factors. The pairs of variables actually associated were different according to gender confirming the need for future studies aiming the gendered study of MSD causality. Relevance to industry Computerized offices expose workers to multiple risk factors (including of psychosocial and ergonomic nature), and possibly influence their health and well-being. The paper demonstrates an approach to jointly monitor multiple factors to support controlling work system efficiency and negative outcomes.

Title

Management of psychosocial risks in European workplaces: evidence from the second European survey of enterprises on new and emerging risks

Author/s
Swenneke G. van den Heuvel et al

Source
European agency for safety and health at work June 2018

Abstract

This report examines barriers to and drivers of workplace psychosocial risk management, and how this is influenced by different national and organisational contexts. The exposure of workers to psychosocial risks is increasing. However, the level of risk and the effectiveness of management vary across sectors and countries. It also highlights the need to assist micro and small enterprises (MSEs) with OSH, in line with the EU Strategic Framework on Health and
Safety at Work 2014-2020 and the European Pillar of Social Rights. The tendency of organisations to focus more on the traditional ‘safety’ aspects of OSH than on health and psychosocial risks was also identified as an area that must.

**Title**
Need satisfaction at work, job strain, and performance: a diary study be addressed, particularly among MSEs and in certain sectors.

**Author/s**
De Gieter, Sara et al

**Source**
Journal of occupational health psychology July 2018 23 3 361-372 12

**Abstract**
We performed a daily diary study to examine the mediating role of autonomy need satisfaction and competence need satisfaction in the relationships between job characteristics (i.e., job resources, challenge and hindrance demands) and strain and performance. For 10 consecutive working days, 194 employees reported on their daily job resources, challenge and hindrance demands, task performance, strain level, and satisfaction of the needs for competence and autonomy. Multilevel path modeling demonstrated that the within-person relationships between job resources, challenge and hindrance demands, and strain are mediated by autonomy need satisfaction, but not by competence need satisfaction. However, the relationships between job resources and hindrance demands, and performance are mediated by both competence and autonomy need satisfaction. Our findings show that organizations may benefit from designing jobs that provide employees with the opportunity to satisfy their basic needs for competence and autonomy.

**Title**
Study of the validity of a job-exposure matrix for the job strain model factors: an update and a study of changes over time

**Author/s**
Niedhammer, Isabelle et al

**Source**
International archives of occupational & environmental health July 2018 91 5 523-536 14 6

**Abstract**
Objectives: The objectives of the study were to construct a job-exposure matrix (JEM) for psychosocial work factors of the job strain model, to evaluate its validity, and to compare the results over time.

Methods: The study was based on national representative data of the French working population with samples of 46,962 employees (2010 SUMER survey) and 24,486 employees (2003 SUMER survey). Psychosocial work factors included the job strain model factors (Job Content Questionnaire): psychological demands, decision latitude, social support, job strain and iso-strain. Job title was defined by three variables: occupation and economic activity coded using standard classifications, and company size. A JEM was constructed using a segmentation method (Classification and Regression Tree—CART) and cross-validation.

Results: The best quality JEM was found using occupation and company size for social support. For decision latitude and psychological demands, there was not much difference using occupation and company size with or without economic activity. The validity of the JEM estimates was higher for decision latitude, job strain and iso-strain, and lower for social support and psychological demands. Differential changes over time were observed for psychosocial work factors according to occupation, economic activity and company size. Conclusions: This study demonstrated that company size in addition to occupation may improve the validity of JEMs for psychosocial work factors. These matrices may be time-dependent and may need to be updated over time. More research is needed to assess the validity of JEMs given that these matrices may be able to provide exposure assessments to study a range of health outcomes.

**Title**
Workers’ health disorders: burnout syndrome on public servers

**Author/s**
Acosta-Rodas, P et al
Burnout syndrome encompasses emotional tiredness, depersonalization and the sense of low personal fulfilment.

Results: There were found significant correlations among Burnout dimensions: (a) emotional tiredness, (b) depersonalization, and (c) low personal fulfilment (r=0.32–0.63). Between 5 per cent and 20 per cent of workers presented a high risk to present Burnout's symptomatology. Male gender presented 1.39 (IC 0.61–3.15) and 1.12 (IC 0.48–2.60) times more probability to present low personal fulfilment and depersonalization respectively. Females presented 1.39 (IC 0.61–3.15) times more probability to present emotional tiredness. According to educational level, workers with secondary level presented lower personal fulfilment (F=4.33, p=0.002) than those with higher educational level.

Conclusion Analyses of data in relationship with previous studies are realized, highlighting the need to implement future interventions in order to diminish the risk for a public server to present the Burnout syndrome.
At present there is low-quality evidence that the use of sit-stand desks reduce workplace sitting at short-term and medium-term follow-ups. However, there is no evidence on their effects on sitting over longer follow-up periods. Effects of other types of interventions, including workplace policy changes, provision of information and counselling, and multi-component interventions, are mostly inconsistent. The quality of evidence is low to very low for most interventions, mainly because of limitations in study protocols and small sample sizes. There is a need for larger cluster-RCTs with longer-term follow-ups to determine the effectiveness of different types of interventions to reduce sitting time at work.

Changes in the mode of travel to work and the severity of depressive symptoms: a longitudinal analysis of UK Biobank

Although commuting provides an opportunity for incorporating physical activity into daily routines, little is known about the effect of active commuting upon depressive symptoms. This study aimed to determine whether changes in commute mode are associated with differences in the severity of depressive symptoms in working adults. Commuters were selected from the UK Biobank cohort if they completed ≥2 assessment centre visits between 2006 and 2016. Modes of travel to work were self-reported at each visit. Participants were categorised as ‘inactive’ (car only) or ‘active’ commuters (any other mode(s), including walking, cycling and public transport). Transitions between categories were defined between pairs of visits. The severity of depressive symptoms was defined using the two-item Patient Health Questionnaire (PHQ-2). Scores were derived between zero and six. Higher values indicate more severe symptoms. Separate analyses were conducted in commuters who were asymptomatic (zero score) and symptomatic (non-zero score) at baseline. The analytical sample comprised 5474 participants aged 40–75 at baseline with a mean follow-up of 4.65 years. Asymptomatic commuters who transitioned from inactive to active commuting reported less severe symptoms at follow-up than those who remained inactive (β −0.10, 95% CI [−0.20, 0.00]; N = 3145). A similar but non-significant relationship is evident among commuters with pre-existing symptoms (β −0.60, 95% CI [−1.27, 0.08]; N = 1078). After adjusting for transition category, longer commutes at baseline were associated with worse depressive symptoms at follow-up among symptomatic participants. Shifting from exclusive car use towards more active commuting may help prevent and attenuate depressive symptoms in working adults.

Decent work, work motivation and psychological capital: an empirical research

Background: The Decent Work (DW) concept, proposed by the International Labour Organization, can be enriched by the contributions of a Work, Organizational and Personnel Psychology (WOPP) perspective. Namely, it would be important to relate DW perceptions to the main concepts in the WOPP realm. Understanding these relations would expand our knowledge of the nomological network of the DW concept and of its practical implications. Objective: To analyze the relationships between DW, work motivation and psychological capital among knowledge workers in Portugal and Brazil. Methods: The Decent Work Questionnaire (DWQ), a previously validated measure of 7 dimensions …of DW from a WOPP perspective, the Multidimensional Work Motivation Scale (MWMS), and the Psychological Capital Questionnaire (PCQ) were administered to 2912 knowledge workers. Relations among concepts were analyzed by canonical correlation
analyses and linear regression.
Results: The DW dimension Fulfilling and Productive Work was positively associated with intrinsic and identified work motivation, and negatively with amotivation. A second significant canonical variate related (negatively) Social Protection (DW dimension) to extrinsic material work motivation. Results from regression analysis support the idea that DW promotes psychological capital. Conclusions: Results suggest that DW is an important predictor of work motivation and psychological capital. Practical implications for human resources management are presented.

Title
Effects on work ability, job strain and quality of life of monitoring depression using a self-assessment instrument in recurrent general practitioner consultations: a randomized controlled study

Author/s
Petersson, E-L et al

Source
Work 2018 60 1 63-73 DOI: 10.3233/WOR-182717

Abstract
Background: Depression reduces individuals' function and work ability and is associated with both frequent and long-term sickness absence.
Objective: Investigate if monitoring of depression course using a self-assessment instrument in recurrent general practitioner (GP) consultations leads to improved work ability, decreased job strain, and quality of life among primary care patients.
Methods: Primary care patients n=183, who worked. In addition to regular treatment (control group), intervention patients received evaluation and monitoring and used the MADRS-S depression scale during GP visit at baseline and at visits 4, 8, and 12 weeks. Work ability, quality of life ...and job strain were outcome measures.
Results: Depression symptoms decreased in all patients. Significantly steeper increase of WAI at 3 months in the intervention group. Social support was perceived high in a significantly higher frequency in intervention group compared to control group.
Conclusions: Monitoring of depression course using a self-assessment instrument in recurrent GP consultations seems to lead to improved self-assessed work ability and increased high social support, but not to reduced job strain or increased quality of life compared to TAU.
Future studies concerning rehabilitative efforts that seek to influence work ability probably also should include more active interventions at the workplace.

Title
Translating cross-lagged effects into incidence rates and risk ratios: the case of psychosocial safety climate and depression

Author/s
Dormann, C et al

Source

Abstract
Longitudinal studies are the gold standard of empirical work and stress research whenever experiments are not plausible. Frequently, scales are used to assess risk factors and their consequences, and cross-lagged effects are estimated to determine possible risks. Methods to translate cross-lagged effects into risk ratios to facilitate risk assessment do not yet exist, which creates a divide between psychological and epidemiological work stress research. The aim of the present paper is to demonstrate how cross-lagged effects can be used to assess the risk ratio of different levels of psychosocial safety climate (PSC) in organisations, an important psychosocial risk for the development of depression. We used available longitudinal evidence from the Australian Workplace Barometer (N = 1905) to estimate cross-lagged effects of PSC on depression. We applied continuous time modelling to obtain time-scalable cross effects. These were further investigated in a 4-year Monte Carlo simulation, which translated them into 4-year incident rates. Incident rates were determined by relying on clinically relevant 2-year periods of depression. We suggest a critical value of PSC = 26 (corresponding to −1.4 SD), which is indicative of more than 100% increased incidents of persistent depressive disorder in 4-year periods compared to average levels of PSC across 4 years.
PUBLIC HEALTH

**Title**  
Australia's National Digital Health Strategy: framework for action how Australia will deliver the benefits of digitally enabled health and care

**Source**  
Australian digital health agency July 2018

**Abstract**  
The framework for action is the implementation plan for the National Digital Health Strategy and details how all those in the digital health ecosystem are working together to help empower people, and those who care for them, with modern digital services and products. The framework v1.0 will be updated over the life of the strategy to reflect the continuing progress in digital health innovation and investment. Organisations are invited to provide digital health innovations, projects and new ways of working that can be considered for future updates of the framework. The Framework outlines 44 key activities prioritised for delivery between 2018 and 2022 that are necessary to implementing 'Safe, Seamless and Secure: The National Digital Health Strategy'

**Weblink**  
The National Digital Health Strategy

RETURN TO WORK

**Title**  
Evaluation of the return-to-work fund in California's workers' compensation system performance to date and options for modification

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

**Source**  
RAND June 2018

**Abstract**  
California's Return-to-Work Supplement Program (RTWSP) is a new benefit for permanently disabled workers who suffer disproportionately high earnings loss in comparison with their workers' compensation benefits. The RTWSP provides a one-time $5,000 payment to workers who cannot return to work following a permanently disabling workplace injury. RAND researchers conducted an evaluation of the program's performance and identified options for improving the RTWSP. The study included an environmental scan, stakeholder interviews, and analysis of program data. RAND also held a technical advisory group meeting with key stakeholders.

The RTWSP is performing well on several dimensions. The eligibility criteria have accurately targeted workers with more-severe disabilities, and program administration is efficient, with little evidence of fraud or abuse. However, take-up of the program is low: In a sample of eligible workers, just over half applied to receive the benefit. The most important factor predicting access to the program was legal representation, suggesting that many workers are failing to navigate the process on their own, despite the intent of the program's designers. The authors also found that the eligible population is larger than initially anticipated, a trend driven in part by rising utilization of California's vocational rehabilitation benefit (the Supplemental Job Displacement Benefit [SJDB]).
Based on these findings, the authors recommend that modifications to the RTWSP focus on increasing program take-up among currently eligible workers. Options to increase take-up include making issuance of the Return-to-Work Supplement automatic or improving outreach and notification efforts. The Department of Industrial Relations should also improve monitoring of SJDB voucher issuance to track emerging changes in the RTWSP-eligible population and to facilitate oversight of the SJDB.

Title
Giving up work after cancer: an exploratory qualitative study of three clinical cases

Author/s
De Blasi, G et al

Source
Work 2018 60 1 105-115 DOI: 10.3233/WOR-182712

Abstract
Background: Enabling cancer survivors to resume employment has become a public health issue in France, but not all survivors wish to or would benefit from doing so.
Objective: This French exploratory qualitative study was designed to identify the psychological factors that influence the decision of some cancer survivors not to return to work, despite their doctor’s permission.
Methods: We conducted semi-structured interviews with two women and one man. Each interview lasted around 90 minutes. Qualitative analysis of the interviews (clinical case studies) highlighted a number of similarities and differences among these three patients.
Results: Comparisons revealed six similarities: 1. the issue of income and its importance had no part in the decision-making process; 2. patients anticipated work return problems; 3. they therefore abandoned their plans to go back; 4. work lost its meaning for them; 5. repressed affects surfaced or they reassessed their career plans; and 6. their life trajectories were disrupted, with the stages being telescoped together. There were also two differences: 1. feelings of social exclusion for two participants, and 2. gendered experiences of quitting employment.
Conclusions: Health professionals and job retention support services need to take this clinical reality into account and acknowledge that not all patients wish to resume work or would benefit from doing so.

Title
Road casualties in work-related and private contexts: occupational medical impact. results from the ESPARR cohort

Author/s
Fort, E et al

Source
Work 2018 60 1 117-128 DOI: 10.3233/WOR-182720

Abstract
Background: Road accidents may impact victims’ physical and/or mental health and socio-occupational life, notably including return to work.
Objectives: To assess whether the occupational medical consequences sustained by subjects injured in road accidents occurring in a work-related context differ from those associated with private accidents.
Methods: 778 adults who were in work or occupational training at the time of their accident were included. Two groups were distinguished: 354 (45.5%) injured in road accidents occurring in a work-related context (commuting or on duty) and 424 (54.5%) injured in a private accident. The groups were compared on medical… and occupational factors assessed on prospective follow-up at 6 months and 1 and 3 years. Multivariate analysis explored for factors associated at 6 months and 1 year with sick leave following the accident and duration of sick leave.
Results: There were no significant differences between groups for demographic data apart from a slightly higher injury severity in private accidents (32.5% of private accidents with MAIS3+(Maximum Abbreviated Injury Scale greater or equal to 3) vs. 23.7% for work-related accidents, p = 0.007). Victims of work-related accidents were more often on sick leave (OR = 1.8; 95% CI, 1.1–2.9). Although the length of sick leave is higher for work-related accidents that for private accidents, multivariate analysis showed that the injury severity and the post-traumatic stress disorder (PTSD) are significant factors to explain the time to return to work. There were no significant differences according to occupational impact during follow-up, notably including sick-leave duration, number of victims returning to work within 3 years and number of victims out of work due to incapacity.
Conclusions: In the ESPARR (follow-up study of a road-accident population in the Rhône administrative county: Etude de Suivi d’une Population d’Accidentés de la Route dans le Rhône) cohort, the fact that a road accident occurred in a work-related context did not affect the occupational consequences.

**VOCATIONAL REHABILITATION**

**Title**
Critical factors for the return-to-work process among people with affective disorders: voices from two vocational approaches

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

**Source**
Work 2018 60 2 221-234 DOI: 10.3233/WOR-182737

**Abstract**
Background: Depression is among the major causes of disability with a negative impact on both daily life and work performance. Whilst depression is the primary cause of sick-leave and unemployment in today's workplace there is a lack of knowledge of the needs of individuals with depression regarding their return-to-work (RTW) process.

Objective: To explore which factors are of critical importance for people suffering from depression and who also are unemployed in their RTW-process and to explore the impact of two vocational approaches on the service users' experiences. The study included participants in two vocational rehabilitation approaches; Individual Enabling …and Support (IES) and Traditional Vocational Rehabilitation (TVR).

Method: Qualitative methods were applied to explore critical factors in the RTW-process. Individuals with affective disorders including depression and bipolar disorder were included.

Results: Three themes emerged as critical factors; Experiencing hope and power, professionals’ positive attitudes, beliefs and behaviours, and employing a holistic perspective and integrating health and vocational service.

Conclusion: This study has demonstrated critical factors for the return-to-work process as experienced by persons with depression. To experience hope and power, to meet professionals that believe “you can work”, who use a person-centred and holistic service approach, are such factors necessary for gaining a real job. In particular, professionals in TVR need to embrace this understanding since their services were not experienced as including these elements.

**Weblink**

**WORK HEALTH AND SAFETY**

**Title**
Influence of age on lifting capacity among manual materials handlers

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

**Source**
Work 2018 60 1 163-168 DOI: 10.3233/WOR-182713

**Abstract**
Background: Recommended weight limit for manual materials handlers has to be decided based on the individual characteristics of the person and age is one of the major variable affecting maximal lifting capacity. But there is limited information on pattern of change in lifting capacity with age. Objective: To determine the influence of age on the maximum acceptable weight of lift among manual materials handlers.

Methods: Two hundred and seventeen male construction workers were grouped into four age quotas: 19–28, 29–38, 39–48 and 49–58 years. Lifting capacity was determined using progressive isoinertial lifting evaluation, adopting semi-squat technique of lifting at two …levels: waist and shoulder.

Results: A statistically significant increase in the maximum acceptable weight was observed from first to second age group followed by a gradual decline. The percentage of decline from second to third age group was 11.89% and 14.34% and from third to fourth age group was 5.60% and 19.90% for waist and shoulder level respectively.
Conclusion: Pattern of change in lifting capacity with age among manual materials handlers has been investigated in this study. Lifting capacity was found to be the greatest in 29–38-year age group, therefore prescribing recommended weight limit uniformly for all the workers may not be the best practice.

Title: A study of the real-world noise attenuation of the current hearing protection devices in typical workplaces using field microphone in real ear method

Author/s: Mohsen, Alibadi, et al

Source: Work 2018 60 2 271-279 DOI: 10.3233/WOR-182726

Abstract: Background: Actual noise reduction of the earmuffs is considered as one of the main challenges for the evaluation of the effectiveness of a hearing conservation program. Objective: The current study aimed to determine the real-world noise attenuation of current hearing protection devices in typical workplaces using a field microphone in real ear (FMIRE) method. Methods: In this cross-sectional study, five common earmuffs were investigated among 50 workers in two industrial factories with different noise characteristics. Noise reduction data was measured with the use of earmuffs based on the ISO 11904 standard, field microphone in real …ear method, using noise dosimeter (SVANTEK, model SV 102) equipped with a microphone SV 25 model. Results: The actual insertion losses (IL) of the tested earmuffs in octave band were lower than the labeled insertion loss data (p < 0.05). The frequency nature of noise to which workers are exposed has noticeable effects on the actual noise reduction of earmuffs (p < 0.05). The results suggest that the proportion of time using earmuffs has a considerable impact on the effective noise reduction during the workday. Conclusions: Data about the ambient noise characteristics is a key criterion when evaluating the acoustic performance of hearing protectors in any workplaces. Comfort aspects should be considered as one of the most important criteria for long-term use and effective wearing of hearing protection devices. FMIRE could facilitate rapid and simple measurement of the actual performance of the current earmuffs employed by workers during different work activities.

Title: Adding sleep restriction to the equation: impact on wildland firefighters' work performance and physiology in hot conditions.

Author/s: Vincent, Grace E et al

Source: International archives of occupational & environmental health July 2018 91 5 601-611 11 1 3

Abstract: Purpose: To examine the effects of sleep restriction on firefighters' physical task performance, physical activity, and physiological and perceived exertion during simulated hot wildfire conditions. Methods: 31 firefighters were randomly allocated to either the hot (n = 18, HOT; 33 °C, 8-h sleep opportunity) or hot and sleep restricted (n = 13, HOT + SR; 33 °C, 4-h sleep opportunity) condition. Intermittent, self-paced work circuits of six firefighting tasks were performed for 3 days. Firefighters self-reported ratings of perceived exertion. Heart rate, core temperature, and physical activity were measured continuously. Fluids were consumed ad libitum, and all food and fluids consumed were recorded. Urine volume and urine specific gravity (USG) were analysed and sleep was assessed using polysomnography (PSG). Results: There were no differences between the HOT and HOT + SR groups in firefighters’ physical task performance, heart rate, core temperature, USG, or fluid intake. Ratings of perceived exertion were higher (p < 0.05) in the HOT + SR group for two of the six firefighting tasks. The HOT group spent approximately 7 min more undertaking moderate physical activity throughout the 2-h work circuits compared to the HOT + SR group. Conclusion: Two nights of sleep restriction did not influence firefighters’ physical task performance or physiological responses during 3 days of simulated wildfire suppression.
Further research is needed to explore firefighters' pacing strategies during real wildfire suppression.

Title: Cancer incidence among merchant seafarers: an extended follow-up of a Danish cohort
Author/s: Petersen, KU et al
Source: Occupational & environmental medicine 2018 75 8 DOI: 10.1136/oemed-2018-105037

Abstract: Objectives While maritime safety generally has improved dramatically over the last century, modern seafarers are still faced with numerous occupational hazards potentially affecting their risk of chronic diseases such as cancer. The aim of this study is to offer updated information on the incidence of specific cancers among both male and female seafarers.
Methods Using records from the Danish Seafarer Registry, all seafarers employed on Danish ships during 1986–1999 were identified, resulting in a cohort of 33,084 men and 11,209 women. Information on vital status and cancer was linked to each member of the cohort from the Danish Civil Registration System and the Danish Cancer Registry using the unique Danish personal identification number. SIRs were estimated for specific cancers using national rates.
Results The overall incidence of cancer was increased for both male and female seafarers (SIR 1.19, 95% CI 1.15 to 1.23, and SIR 1.14, 95% CI 1.07 to 1.22) compared with the general population. This excess was primarily driven by increases in gastrointestinal, respiratory and genitourinary cancers. In addition, male seafarers working in areas with asbestos exposure showed significantly increased risk of mesothelioma. Finally, the male seafarers had an increased risk of lip cancer.
Conclusions The majority of cancers among seafarers continue to be lifestyle-related. However, occupational exposure to asbestos and ultraviolet radiation seems to affect the cancer pattern among the male seafarers as well.

Title: Examining lung cancer risks across different industries and occupations in Ontario, Canada: the establishment of the occupational disease surveillance system
Author/s: Jung, JKH et al
Source: Occupational & environmental medicine 2018 75 8 545-552 DOI: 10.1136/oemed-2017-104926

Abstract: Background the Occupational Disease Surveillance System (ODSS) was established in Ontario, Canada by linking a cohort of workers with data created from Workplace Safety and Insurance Board (WSIB) claims to administrative health databases. The aim of this study was to use ODSS to identify high-risk industry and occupation groups for lung cancer in Ontario.
Methods Workers in the WSIB lost time claims database were linked to the Ontario Cancer Registry using subjects' health insurance numbers, name, sex, birthdate and death date (if applicable). Several occupations and industries known to be at increased risk were outlined a priori to examine whether ODSS could replicate these associations. Age-adjusted, sex-stratified Cox proportional hazard models compared the risk of lung cancer within one industry/occupation versus all other groups in the cohort. Workers with a lung cancer diagnosis prior to cohort entry were excluded for analysis, leaving 2,187,762 workers for analysis.
Results During the 1983 to 2014 follow-up, 34,661 workers in the cohort were diagnosed with lung cancer. Among expected high-risk industries, elevated risks were observed among workers in quarries/sand pits and construction industries for both sexes, and among males in metal mines, iron foundries, non-metallic mineral products industries and transportation industries. Excess risk was also observed among occupations in drilling/blasting, other mining/quarrying, mineral ore treating, excavating/grading/paving, truck driving, painting, bus driving and construction.
Conclusions This current surveillance system identified several established high-risk groups
for lung cancer and could be used for ongoing surveillance of occupational lung cancer in Ontario.

**Title**
Occupational stress and mental health symptoms: examining the moderating effect of work recovery strategies in firefighters

**Author/s**
Sawhney, Gargi et al

**Source**
*Journal of occupational health psychology* July 2018 23 3 443-456 14 DOI: 10.1037/ocp0000091

**Abstract**
The goal of this research was to examine the moderating effect of work recovery strategies on the relationship between occupational stress experienced by firefighters and mental health symptoms. Work recovery strategies were identified through semistructured interviews with 20 firefighters and a literature search on recovery strategies. A total of 7 work recovery strategies emerged using the 2 methods: work-related talks, stress-related talks, time with coworkers/supervisor, exercise, recreational activities, relaxation, and mastery experiences. Using a prospective study design with a 1-month time interval in a sample of 268 firefighters, experienced occupational stress at Time 1 was positively related to mental health symptoms at Time 2. In addition, with the exception of spending time with coworkers/supervisor, exercise and mastery experiences, recovery strategies at Time 1 were negatively related to mental health symptoms at Time 2. Lastly, all work recovery strategies, except stress-related talks and relaxation, moderated the relationship between experienced occupational stress at Time 1 and mental health symptoms at Time 2. Specifically, the positive relationship between experienced occupational stress and mental health symptoms was stronger when firefighters engaged in low, rather than high, work recovery strategies. Implications for research and practice are discussed.

**Title**
A radiographic investigation of cervical spine kinematics when reading a tablet in a reclined trunk position

**Author/s**
Douglas, EC et al

**Source**

**Abstract**
The purpose of this study was to use radiographic measurements to compare cervical spine kinematics in various tablet computer reading postures. Radiographs were taken of twenty-two participants reading a tablet computer in five different postures. The lower cervical spine was more flexed in the semi-reclined (-8.2 ± 3.8°) and the reclined (-14.9 ± 4.0°) tablet positions compared to an upright (-4.43 ± 4.8°) tablet posture. Of the tablet reading positions, the reclined position had the lowest gravitational moment arm (5.2 ± 2.3 cm) and a skull angle closest to neutral (-9.4 ± 11.4°), while exhibiting the largest extension in the C1-C2 joint (34.4 ± 9.1°). Altering trunk position when reading a tablet could reduce the load required to support the head, but could put the head in a more forward head posture, stretch the cervical extensor muscles, and potentially result in pain.

**Title**
Update of an occupational asthma-specific job exposure matrix to assess exposure to 30 specific agents

**Author/s**
Le Moual N et al

**Source**
*Occupational & environmental medicine* 2018 75:507-514. DOI: 10.1136/oemed-2017-104866

**Abstract**
Objectives We aimed to update an asthmagen job exposure matrix (JEM) developed in the late 1990s. Main reasons were: the number of suspected and recognised asthmagens has since tripled; understanding of the aetiological role of irritants in asthma and methodological
insights in application of JEMs have emerged in the period.

Methods For each agent of the new occupational asthma-specific JEM (OAsJEM), a working group of three experts out of eight evaluated exposure for each International Standard Classification of Occupations, 1988 (ISCO-88) job code into three categories: ‘high’ (high probability of exposure and moderate-to-high intensity), ‘medium’ (low-to-moderate probability or low intensity) and ‘unexposed’. Within a working group, experts evaluated exposures independently from each other. If expert assessments were inconsistent the final decision was taken by consensus. Specificity was favoured over sensitivity, that is, jobs were classified with high exposure only if the probability of exposure was high and the intensity moderate-to-high. In the final review, all experts checked assigned exposures and proposed/improved recommendations for expert re-evaluation after default application of the JEM.

Results the OAsJEM covers exposures to 30 sensitisers/irritants, including 12 newly recognised, classified into seven broad groups. Initial agreement between the three experts was mostly fair to moderate (κ values 0.2–0.5). Out of 506 ISCO-88 codes, the majority was classified as unexposed (from 82.6% (organic solvents) to 99.8% (persulfates)) and a minority as ‘high-exposed’ (0.2% (persulfates) to 2.6% (organic solvents)).

Conclusions the OAsJEM developed to improve occupational exposure assessment may improve evaluations of associations with asthma in epidemiological studies and contribute to assessment of the burden of work-related asthma.

**Title**

Without warning: worker deaths from heat 2014–2016

**Author/s**

Roelofs, C

**Source**

*New solutions* 2018 28 2 344-357 DOI: 10.1177/1048291118777874

**Abstract**

Worker deaths from heat exposure are unlike heat deaths in the general population; workers tend to be outside in variable temperatures and younger than sixty-five years. Climate change will increase the frequency, duration, and variability of hot temperatures. Public health warning systems, such as the Heat Index of the National Weather Service, do not generally account for workers’ greater likelihood of exposure to direct sunlight or exertion. Only 28% of the 79-worker heat-related fatalities during 2014–2016 occurred on days when the National Weather Service warning would have included the possibility of fatal heat stroke. Common heat illness prevention advice ignores workers’ lack of control over their ability to rest and seek cooler temperatures. Additionally, acclimatization, or phased-in work in the heat, may be less useful given temperature variability under climate change. Workers’ vulnerability and context of heat exposure should inform public health surveillance and response to prevent heat illness and death.

**Title**

Working safely at sometimes and unsafely at others: a typology and within-person process model of safety-related work behaviors.

**Author/s**

Beus, Jeremy M.; Taylor, William D

**Source**

*Journal of occupational health psychology* July 2018 23 3 402-416 15 DOI: 10.1037/ocp0000092

**Abstract**

Why do individuals choose to work safely in some instances and unsafely in others? Though this inherently within-person question is straightforward, the preponderance of between-person theory and research in the workplace safety literature is not equipped to answer it. Additionally, the limited way in which safety-related behaviors tend to be conceptualized further restricts understanding of why individuals vary in their safety-related actions. We use a goal-focused approach to conceptually address this question of behavioral variability and contribute to workplace safety research in 2 key ways. First, we establish an updated typology of safety-related behaviors that differentiates behaviors based on goal choice (i.e., safe vs. unsafe behaviors), goal-directedness (i.e., intentional vs. unintentional behaviors), and the means of goal pursuit (i.e., commission vs. omission and promotion vs. prevention-focused behaviors). Second, using an expectancy-value theoretical framework to explain variance in
goal choice, we establish within-person propositions stating that safety-related goal choice and subsequent behaviors are a function of the target of safety-related behaviors, the instrumentality and resource requirement of behaviors, and the perceived severity, likelihood, and immediacy of the threats associated with behaviors. Taken together, we define what safety-related behaviors are, explain how they differ, and offer propositions concerning when and why they may vary within-persons. We explore potential between-person moderators of our theoretical propositions and discuss the practical implications of our typology and process model of safety-related behavior.

Title
Job strain and loss of healthy life years between ages 50 and 75 by sex and occupational position: analyses of 64 934 individuals from four prospective cohort studies

Author/s
Magnusson Hanson LL et al

Source
Occupational & environmental medicine 2018 75 7 486-493
DOI: 10.1136/oemed-2017-104644

Abstract
Objectives Poor psychosocial working conditions increase the likelihood of various types of morbidity and may substantially limit quality of life and possibilities to remain in paid work. To date, however, no studies to our knowledge have quantified the extent to which poor psychosocial working conditions reduce healthy or chronic disease-free life expectancy, which was the focus of this study.

Methods Data were derived from four cohorts with repeat data: the Finnish Public Sector Study (Finland), GAZEL (France), the Swedish Longitudinal Occupational Survey of Health (Sweden) and Whitehall II (UK). Healthy (in good self-rated health) life expectancy (HLE) and chronic disease-free (free from cardiovascular disease, cancer, respiratory disease and diabetes) life expectancy (CDFLE) was calculated from age 50 to 75 based on 64 394 individuals with data on job strain (high demands in combination with low control) at baseline and health at baseline and follow-up.

Results Multistate life table models showed that job strain was consistently related to shorter HLE (overall 1.7 years difference). The difference in HLE was more pronounced among men (2.0 years compared with 1.5 years for women) and participants in lower occupational positions (2.5 years among low-grade men compared with 1.7 years among high-grade men). Similar differences in HLE, although smaller, were observed among those in intermediate or high occupational positions. Job strain was additionally associated with shorter CDFLE, although this association was weaker and somewhat inconsistent.

Conclusions These findings suggest that individuals with job strain have a shorter health expectancy compared with those without job strain.

Title
Influence of age on lifting capacity among manual materials handlers

Author/s
Grish, N et al

Source
Work 2018 60 1 163-168 DOI: 10.3233/WOR-182713

Abstract
Background: Recommended weight limit for manual materials handlers has to be decided based on the individual characteristics of the person and age is one of the major variable affecting maximal lifting capacity. But there is limited information on pattern of change in lifting capacity with age. Objective: To determine the influence of age on the maximum acceptable weight of lift among manual materials handlers.

Methods: Two hundred and seventeen male construction workers were grouped into four age quotas- 19–28, 29–38, 39–48 and 49–58 years. Lifting capacity was determined using progressive isoinertial lifting evaluation, adopting semi-squat technique of lifting at two levels: waist and shoulder.

Results: A statistically significant increase in the maximum acceptable weight was observed from first to second age group followed by a gradual decline. The percentage of decline from second to third age group was 11.89% and 14.34% and from third to fourth age group was 5.60% and 19.90% for waist and shoulder level respectively.

Conclusion: Pattern of change in lifting capacity with age among manual materials handlers has been investigated in this study. Lifting capacity was found to be the greatest in 29–38-
Weblink

WORK STRESS

Title Enriched environment at work: disassociated from stress and burnout

Author/s Rodriguez, F et al

Source Work 2018 60 1 29-40 DOI: 10.3233/WOR-182722

Abstract Background: Enriched environment at work (EEW), in terms of high mental demands at work, may be of great relevance for preventative efforts against cognitive decline and dementia as previous studies have shown. Yet, there is the concern that high EEW mental demands may accelerate stress and cause burnout.

Objective: The aim of our study was to investigate how EEW mental demands are related to stress and burnout.

Method: A convenience sample of employees in the city area of Leipzig, Germany, was asked to fill out the Copenhagen Burnout Inventory and indicate for each EEW mental demand the…level experienced, demandingness, and stressfulness.

Results: Multivariate linear regression and structural equation modelling suggested that only some EEW mental demands were perceived as stressful when the level of the respective EEW mental demand was high. Higher stressfulness was associated with burnout symptoms – however, high levels of EEW mental demands were not significantly associated with burnout (neither directly nor indirectly).

Conclusions: Our findings implied that subjectively perceived stressfulness seems to be a more relevant aspect than the actual level of the demand itself. However, further studies are necessary to validate our findings.

WEBSITES

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