

Institute for Work & Health Accomplishments Report 2021/22



**Institute
for Work &
Health**

Research Excellence
Safe Work
Healthy Workers



2021/22 Accomplishments Report

Institute for Work & Health
400 University Avenue, Suite 1800
Toronto, ON Canada
M5G 1S5

Telephone: 416.927.2027
Fax: 416.927.4167
Website: www.iwh.on.ca

2021/22 ACCOMPLISHMENTS REPORT

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Introduction

As a result of changes to the Ministry of Labour, Training, Skills and Development (MLTSD)'s reporting requirements, our 2021/2022 Accomplishments Report follows a new structure and format. This new format, as in previous years, reports on the projects outlined in the most recent annual Activity Plan submitted to the MLTSD by the Institute for Work & Health (in this case, the 2020-2021 Activity Plan). What's different in this new format is that each project featured includes the URL to the project's page on the IWH website, from which more complete information can be accessed. Please consult the IWH website (iwh.on.ca) for a comprehensive repository of all IWH work and projects.

Prevention of Work-Related Injury and Illness

Evaluating the implementation and effectiveness of Ontario's working-at-heights training standard (#1360)

URL: <https://www.iwh.on.ca/projects/evaluating-implementation-and-effectiveness-of-ontarios-working-at-heights-training-standard>

Project status: Completed

Reasons for the study: Preventing serious injuries and fatalities arising from falls from heights in construction work is a priority for many jurisdictions, including Ontario. In 2014, Ontario introduced regulations defining a working-at-heights (WAH) training program standard and established a program for accrediting training providers in Ontario. The standard prescribed one-day training with both theoretical and practical components. This study examined the effectiveness of the mandatory training standard and what was learned from the experience of its implementation.

Objectives of the study:

- Analyze administrative data to describe characteristics of WAH learners and trends in the incidence of falls from heights
- Survey construction employers to assess their experience with the training and the impact it had on company practices
- Survey learners in WAH training classes on three occasions to assess changes in knowledge and self-reported work practices attributable to the training, as well as barriers to transferring learning to the worksite
- Survey training providers about the impact of the WAH training standard

Research team:

- Lynda Robson (Principal Investigator)
- Ben Amick
- Victoria Landsman
- Cameron Mustard
- Peter Smith

Participating organizations:

- Infrastructure Health & Safety Association

Project funder: Ontario Ministry of Labour

Related scientific publications:

- Robson LS, Lee H, Amick B, Landsman V, Smith PM, Mustard C. [Preventing fall-from-height injuries in construction: effectiveness of a regulatory training standard](#). Journal of Safety Research. 2020;74:271-278. [doi:10.1016/j.jsr.2020.06.007](#).
- Robson LS, Mustard C. [Evaluation of the implementation and effectiveness of the Ontario working-at-heights training standard: final report](#). Institute for Work & Health; 2019.

- Robson LS, Mustard C. [Evaluation of the implementation and effectiveness of the Ontario working-at-heights training standard: executive summary](#). Institute for Work & Health; 2019.

Related research summaries:

- [Evaluating the effectiveness of mandatory working-at-heights training standards](#). Research Highlights: Institute for Work & Health, September 2020.

Related interviews and articles:

- [Ontario's working-at-heights training led to safer practices, reduced injury claims rates](#). At Work: Institute for Work & Health; No. 96, Spring 2019.
- [Regulated working at heights training works and needed: studies](#). Workers Health & Safety Centre. April 9, 2019. Available from: <https://www.whsc.on.ca/What-s-new/News-Archive/Regulated-working-at-heights-training-works-i-and-i-needed-studies>
- [WAH training standards show 'significant' results: IWH](#). Daily Commercial News: Construct Connect (Markham, ON). March 12, 2019. Available from: <https://canada.constructconnect.com/dcn/news/labour/2019/03/wah-training-standards-show-significant-results-iwh>
- [Ontario plans to review Working at Heights training](#). Equipment Journal: Pace Publishing (Mississauga, ON). December 7, 2017. Available from: <https://www.equipmentjournal.com/construction-news/ontario-plans-reevaluate-working-heights-training/>

IWH Speaker Series presentations:

- [Evaluating the implementation and effectiveness of Ontario's working-at-heights training standards](#). IWH Speaker Series. February 26, 2019

Estimating the financial benefits of OHS prevention expenditures: a study of Ontario employers (#1390)

URL: <https://www.iwh.on.ca/projects/estimating-financial-benefits-of-ohs-prevention-expenditures-study-of-ontario-employers>

Project status: Ongoing

Reasons for the study: In 2017, an IWH project team completed a cross-sectional survey of a broadly representative sample of 370 employers in the province of Ontario to obtain estimates of firm-level occupational health and safety (OHS) prevention expenditures. Across all participating firms, the average OHS prevention expenditure per worker per year was estimated to be approximately \$1,400.

No information is currently available in Ontario that describes employers' assessment of the financial benefits of these OHS prevention expenditures. To estimate employers' assessments of the financial benefits of OHS prevention expenditures, an IWH research team will conduct a cross-sectional survey and facilitate consensus decisions in a sample of 80 to 100 employers in Ontario.

In each participating firm, the team will recruit three senior officials to participate in the project's data collection activities: the senior official responsible for health and safety, a senior director of human resource policies and a senior director of the firm's financial management. The research team will convene a consensus meeting of the three senior officials in the firm to review the firm-level prevention expenditure estimates and facilitate a discussion to obtain the firm's consensus estimate of the tangible and intangible benefits of prevention. In the final phase of the project, the team will calculate a return-on-investment (ROI) estimate for each participating firm (i.e. estimated financial benefits / prevention expenditures).

Objectives of the study:

- To recruit 80 to 100 Ontario employers to participate in a consensus-based deliberation to obtain the employer's estimate of the tangible and intangible financial benefits of OHS prevention expenditures
- To calculate an average estimated 'return on investment' for Ontario employers' expenditures on OHS prevention

Research team:

- Cameron Mustard (Principal Investigator)
- Emile Tompa

Project funder: Workplace Safety and Insurance Board of Ontario

Related scientific publications:

- Mustard C, Tompa E, Landsman V, Lay M. What do employers spend to protect the health of workers? *Scandinavian Journal of Work, Environment & Health*. 2019 ;45(3):308-11.

Related research summaries:

[Estimating the financial return on employers' investments in the prevention of work injuries in Ontario.](#)
Issue Briefing: Institute for Work & Health, May 2022.

Occupational injury risks in Ontario (#1175)

URL: <https://www.iwh.on.ca/projects/occupational-injury-risks-in-ontario-0>

Project status: Ongoing

Reasons for the study: In June 2011, Ontario passed legislation implementing a range of recommendations in the December 2010 report of the Expert Advisory Panel on Occupational Health & Safety. The legislation included the establishment of a prevention office within the Ministry of Labour (as it was then called), with responsibility to develop and execute an integrated occupational health and safety (OHS) strategy for the province.

The Expert Advisory Panel's report included a recommendation to improve the indicators of OHS performance at both the workplace and system levels. The 2019 Ontario Auditor-General's review of the Ministry of Labour also recommended strengthened research investments to understand the effectiveness of measures to deter OHS violations.

In responding to these recommendations, the Ministry of Labour, Training and Skills Development's Occupational Health and Safety Strategy 2021-2026 includes a priority to "build and use the best evidence." The goal of this project is to support the implementation of this objective in the strategy by establishing an epidemiology unit focused on occupational injury. The objective of this unit will be to develop enhanced information on occupational injury hazard exposures in the Ontario labour force and to evaluate the effectiveness of workplace and regulatory measures to control the risk of occupational injury in Ontario.

Objectives of the study:

- Define the scope of, and complete a three-year work plan for, an epidemiology unit on occupational injury
- Initiate a range of epidemiology studies to accomplish the first-year objectives in the work plan for the unit

Research team:

- Cameron Mustard (Principal Investigator)
- Aviroop Biswas
- Victoria Landsman
- Lynda Robson
- Peter Smith

Participating organizations:

- Prevention Office, Ontario Ministry of Labour, Training and Skills Development

Project funder: Ontario Ministry of Labour, Training and Skills Development

Related scientific publications:

- Smith PM, Smith BT, Warren C, Shahidi FV, Buchan S, Mustard C. The prevalence and correlates of workplace infection control practices in Canada between July and September 2020. Health Reports. 2021;32(11):16-27.
- Smith PM, Oudyk J, Potter G, Mustard C. Labour market attachment, workplace infection control procedures and mental health: a cross-sectional survey of canadian non-healthcare workers during the COVID-19 pandemic. Annals of work exposures and health. 2021 ;65(3):266-76.

Evaluating prevention strategies to reduce the risk of work-related cancers in Ontario's construction sector (#2285)

URL: <https://www.iwh.on.ca/projects/evaluating-prevention-strategies-to-reduce-risk-of-work-related-cancers-in-ontarios-construction-sector>

Project status: Ongoing

Reasons for the study: Construction workers have an increased risk of cancer and other chronic diseases due to occupational exposures. They are exposed to a variety of toxic substances including dusts, fibres, metals, organic chemicals and solar radiation. This study is estimating the future incidence of work-related cancers among construction workers in Ontario as a result of these exposures and estimating the costs and benefits of intervention programs to reduce them.

Objectives of the study:

- To estimate the number of cancer cases due to carcinogen exposure in the Ontario construction sector that are likely to occur up to the year 2060
- To identify prevention studies that could reduce airborne/skin-related chemical and physical hazards in the Ontario construction sector
- To evaluate prevention strategies in terms of their costs and impacts on the future burden of occupational cancer in the Ontario construction sector

Research team:

- Emile Tompa (Principal Investigator)
- Amir Mofidi
- Young Jung

Participating organizations:

- Infrastructure Health and Safety Association
- Provincial Building and Construction Trade Council of Ontario
- Occupational Cancer Research Centre
- Occupational Health Clinics of Ontario Workers

Project funder: European Agency for Safety and Health at Work

Related scientific publications:

- Mofidi A, Tompa E, Mortazavi SB, Esfahanipour A, Demers PA. A probabilistic approach for economic evaluation of occupational health and safety interventions: a case study of silica exposure reduction interventions in the construction sector. *BMC public health*. 2020;20(1):210.
- Mofidi A, Tompa E, Song C, Tenkate T, Arrandale V, J. Jardine K, Davies H, Demers PA. Economic evaluation of interventions to reduce solar ultraviolet radiation (UVR) exposure among construction workers. *Journal of occupational and environmental hygiene*. 2021 ;18(6):250-64.
- Tompa E, Mofidi A, Song C, Arrandale V, Jardine KJ, Davies H, Tenkate T, Demers PA. Break-even analysis of Respirable Crystalline Silica (RCS) exposure interventions in the construction sector. *Journal of Occupational and Environmental Medicine*. 2021;63(11): e792-800.

Related interviews and articles:

- [Work-related skin cancer among construction workers set to double by 2060](https://canada.constructconnect.com/dcn/news/ohs/2021/07/work-related-skin-cancer-among-construction-workers-set-to-double-by-2060). Daily Commercial News. July 21, 2021. Available from: <https://canada.constructconnect.com/dcn/news/ohs/2021/07/work-related-skin-cancer-among-construction-workers-set-to-double-by-2060>
- [Costs of providing UV ray protection at job sites outweighed by averted skin cancers](#). At Work: Institute for Work & Health; No. 104, Spring 2021.
- [Comparing the costs, benefits of silica dust prevention methods for construction workers](#). At Work: Institute for Work & Health; No. 101, Summer 2020.
- [Research looks at cost-effectiveness in silica dust exposure fight](https://canada.constructconnect.com/dcn/news/ohs/2019/01/research-looks-cost-effectiveness-silica-dust-exposure-fight). Daily Commercial News. January 25, 2019. Available from: <https://canada.constructconnect.com/dcn/news/ohs/2019/01/research-looks-cost-effectiveness-silica-dust-exposure-fight>

Workplace cannabis use and perceptions among Canadian workers (#1376)

URL: <https://www.iwh.on.ca/projects/workplace-cannabis-use-and-perceptions-among-canadian-workers>

Project status: Ongoing

Reasons for the study: On October 17, 2018, cannabis use for non-medical purposes was legalized in Canada. There is the potential for cannabis use to spill over to the workplace, which could have occupational health and safety consequences. This study began with an IWH-led team conducting a survey in June 2018 of 2,014 workers across Canada from a wide range of industries and occupations to better understand pre-legalization workplace use patterns and perceptions. The study's research team will continue to resurvey this same group of workers (and more) for three years post-legalization to determine whether legalization is associated with changes in workplace use and related perceptions and norms.

Objectives of the study:

- Estimate the magnitude of workplace cannabis consumption and impairment in Canada
- Evaluate the impact of cannabis legalization in Canada on cross-sectional and longitudinal patterns of workplace cannabis consumption, perceptions of risk and impact, workplace cannabis norms, and perceived availability in the workplace
- Examine whether trends in these patterns, perceptions and norms differ according to age, sex, labour market gender roles, occupational groups and geographic location
- Examine the reciprocal relationship between potentially modifiable factors (perceptions of risk, workplace cannabis norms, perceived cannabis availability in the workplace) and workplace cannabis use over time

Research team:

- Nancy Carnide (Principal Investigator)
- Peter Smith (Co-Principal Investigator)
- Andrea Furlan
- Michael Frone (University at Buffalo)
- Shawna Meister, Amy Porath (Canadian Centre on Substance Use and Addiction)
- Kim Slade (Public Services Health & Safety Association)

Participating organizations:

- Canadian Centre for Occupational Health and Safety
- Canadian Centre on Substance Use and Addiction
- Employment and Social Development Canada
- Federally Regulated Employers – Transportation and Communications
- Health Canada
- Nova Scotia Trucking Safety Association
- Ontario Building Trades
- Ontario Ministry of Labour

- Public Services Health & Safety Association
- Transport Canada
- Unifor
- Workplace Safety & Prevention Services
- Workplace Safety North
- WorkSafeBC

Project funder: Canadian Institutes of Health Research

Related scientific publications:

- Carnide N, Lee H, Frone MR, Furlan AD, Smith PM. Patterns and correlates of workplace and non-workplace cannabis use among Canadian workers before the legalization of non-medical cannabis. *Drug and Alcohol Dependence*. 2021;218:108386.

Related research summaries:

- [Cannabis use and the Canadian workplace \(2020\)](#). Infographic: Institute for Work & Health, October 2020.
- [Cannabis use and the Canadian workplace \(2019\)](#). Infographic: Institute for Work & Health, October 2019.

Related interviews and articles:

- [Cannabis use linked to higher injury risk, but only among those who use at or before work](#). At Work: Institute for Work & Health; No. 108, Spring.
- [Supervisors and people in safety-sensitive jobs using cannabis at work, researchers find](#). Safety + Health. April 14, 2021. Available from: <https://www.safetyandhealthmagazine.com/articles/21072-supervisors-and-people-in-safety-sensitive-jobs-using-cannabis-at-work-researchers-find>
- [At-work cannabis use linked to work factors, including some not expected: IWH study](#). At Work: Institute for Work & Health; No. 103, Winter 2021.
- [Is cannabis use on the rise?](#) Canadian HR Reporter. June 2, 2020. Available from: <https://www.hrreporter.com/focus-areas/safety/is-cannabis-use-on-the-rise/330199>
- [At-work use of cannabis reported by 1 in 12 workers—no change since legalization](#). At Work: Institute for Work & Health; No. 100, Spring 2020.
- [Where does the use of cannabis now stand in the eyes of the workplace?](#) Daily Commercial News. March 18, 2020. Available from: <https://canada.constructconnect.com/dcn/news/ohs/2020/03/where-does-the-use-of-cannabis-now-stand-in-the-eyes-of-the-workplace>
- [Addressing mental health, substance abuse at work requires new approaches: Experts](#). Daily Commercial News. March 16, 2020. Available from: <https://canada.constructconnect.com/dcn/news/associations/2020/03/addressing-mental-health-substance-abuse-at-work-requires-new-approaches-experts>
- [IWH takes deep dive into the marijuana Pandora's box](#). Daily Commercial News. January 31, 2020. Available from: <https://canada.constructconnect.com/dcn/news/ohs/2020/01/iwh-takes-deep-dive-into-the-marijuana-pandoras-box>

- [Canadians need to be educated on cannabis in the workplace, new study says](https://www.cpacanada.ca/en/news/canada/2018-11-29-workplace-cannabis-policies) . CPA Canada. November 29, 2018. Available from: <https://www.cpacanada.ca/en/news/canada/2018-11-29-workplace-cannabis-policies>
- [High at the helm: Workplaces preparing for cannabis legalization](https://www.theglobeandmail.com/canada/british-columbia/article-high-at-the-helm-workplaces-preparing-for-cannabis-legalization/). The Globe and Mail. April 6, 2018. Available from: <https://www.theglobeandmail.com/canada/british-columbia/article-high-at-the-helm-workplaces-preparing-for-cannabis-legalization/>
- IWH Speaker Series presentations
- [Cannabis use and the risk of workplace injury: Findings from a longitudinal study of Canadian workers](#). IWH Speaker Series. March 8, 2022.
- [Have cannabis use and perceptions about workplace use changed since legalization?](#). IWH Speaker Series. March 3, 2020.
- [Clearing the haze: Understanding how Canadian workers use and perceive cannabis at work](#). IWH Speaker Series. November 20, 2018.

Understanding the activity patterns of Canadians at work and outside of work, and their association with overall health (#1395)

URL: <https://www.iwh.on.ca/projects/understanding-activity-patterns-of-canadians-at-work-and-outside-of-work-and-their-association-with-overall-health>

Project status: Ongoing

Reasons for the study: An increasingly sedentary society has necessitated efforts to promote physical activity, and the workplace provides an ideal setting for activity promotion since more than 15 million Canadians spend half their days at work. However, activity at work might not confer the same health benefits as activity outside work. Many people might not find it possible to follow activity recommendations at work because of demanding work schedules, an inability to make work-related decisions, and unsupportive workplace environments. Furthermore, the activity patterns of men and women can be influenced by biological and social factors even when working in similar jobs. A better understanding of real-world workers' movement patterns can inform health recommendations that workers can feasibly undertake at work.

Previous Canadian studies examining workers' activity patterns have generally relied on self-reported data that are subject to recall and social desirability biases, thus limiting the accuracy and reliability of the findings. Accelerometers have created opportunities to improve surveillance and analytic research on activity and health in free-living individuals, although their use has been mostly limited to small studies. To our knowledge, no studies have objectively measured the movement patterns of a representative sample of Canadian workers.

This study aims to fill this gap. Using accelerometer-based data, it is examining movement behaviours both during work and outside of work among a large sample of workers to gain insight into the associations between various movement behaviours and cardiometabolic risk. Cardiometabolic risk refers to the possibility of developing cardiovascular and metabolic diseases, including Type 2 diabetes and metabolic syndrome, and represents a leading cause of preventable death worldwide.

Objectives of the study:

- To describe the movement patterns of Canadian workers at work and outside of work
- To explore differences in movement patterns between older and younger workers, between men and women
- To identify which patterns are associated with optimal cardiometabolic health profiles

Research team:

- Cameron Mustard (Principal Investigator)
- Aviroop Biswas (Co-Principal Investigator)
- Peter Smith
- Stephanie Prince Ware (Public Health Agency of Canada and University of Ottawa Heart Institute)

Project funder: Canadian Institutes of Health Research

Related scientific publications:

- Biswas A. [Occupational physical activity as a target for obesity prevention: a lack of effect or a lack of evidence?](#) Occupational and Environmental Medicine. 2021;78(3):145-146. [doi:10.1136/oemed-2020-107266](https://doi.org/10.1136/oemed-2020-107266).

IWH Speaker Series presentations:

- [Is there an optimal daily movement pattern for heart health? A study of Canadian workers' activity tracker data](#). IWH Speaker Series. June 14, 2022.

Cannabis and workplace fatalities: establishing a baseline in Ontario (#1400)

URL: <https://www.iwh.on.ca/projects/cannabis-and-workplace-fatalities-establishing-baseline-in-ontario>

Project status: Ongoing

Reasons for the study: On October 17, 2018, cannabis use for non-medical purposes was legalized in Canada. Cannabis-related workplace injuries have been identified as an important public safety metric to keep an eye on. Yet, no existing population-based data source can readily be used to estimate the current extent of, or to monitor trends over time in, the involvement of cannabis in workplace injuries in Canada. Coroner records, which provide detailed information on the causes and circumstances of death (including toxicology), may represent an important existing source of data for measuring and identifying trends in cannabis use among workers who are fatally injured on the job. Using coroner data housed at the Office of the Chief Coroner from Ontario, this study aims to assess the feasibility of using coroner data as a source of information on cannabis-related workplace fatalities.

Objectives of the study:

- Measure the proportion of workplace fatalities that undergo toxicology testing; assess the nature and quality of data available on toxicology testing; examine the worker-, workplace-, injury- and incident-related factors associated with being tested; and describe trends over time
- Among cases with toxicology data, estimate the nature and extent of cannabis involvement in workplace fatalities; explore variations in fatalities by worker-, workplace-, injury- and incident-related factors; and describe trends over time, comparing fatalities involving cannabis with those involving other substances and no substances

Research team:

- Nancy Carnide (Co-Principal Investigator)
- Peter Smith (Co-Principal Investigator)
- Momtaz Begum
- Andrea Furlan
- Cameron Mustard
- Kay Nasir
- Lily Fang (Health Canada)
- Nikhil Rajaram (Ontario Ministry of Labour, Training and Skills Development)
- Melissa Smith (Employment and Social Development Canada, Labour Program)

Project funder: Canadian Institutes of Health Research

Participating organizations:

- Infrastructure Health and Safety Association
Public Services Health & Safety Association
- Workplace Safety & Prevention Services
- Workplace Safety North

Opioid-related harms among Ontario workers: a surveillance tool (#1425)

URL: <https://www.iwh.on.ca/projects/opioid-related-harms-among-ontario-workers-surveillance-tool>

Project status: Ongoing

Reasons for the study: Canada continues to face an unprecedented opioid crisis that has resulted in profound consequences for many Canadians. Current surveillance systems in Canada, aimed at monitoring opioid use and harms across the population, typically have no or incomplete information on employment-related characteristics. A collaboration between the Institute for Work & Health and the Occupational Cancer Research Centre (OCRC) at Ontario Health aims to fill this gap.

OCRC has developed a unique surveillance program called the Occupational Disease Surveillance System (ODSS). The ODSS was originally designed to detect and monitor risks of work-related disease in Ontario workers. This study aims to adapt the ODSS and establish a surveillance program to monitor opioid-related harms among injured workers and the Ontario workforce more broadly. By updating the ODSS and linking data from recent compensation claimants to health-care data, the ODSS will be able to capture current trends in opioid-related hospitalizations and emergency department visits among Ontario workers.

Objectives of the study:

- Adapt and expand the ODSS to examine opioid-related adverse health events
- Monitor and describe trends of opioid-related hospitalizations and emergency department visits among Ontario workers since 2006
- Identify the demographic, injury and occupational characteristics associated with opioid-related hospitalizations and emergency department visits
- Compare incident rates of opioid-related harms in the ODSS to those in the general population of Ontario

Research team

- Nancy Carnide (Co-Principal Investigator)
- Andrea Furlan
- Sara Macdonald
- Paul Demers (Co-Principal Investigator)
- Nathan Debono (Occupational Cancer Research Centre at Ontario Health)

Participating organizations:

- International Brotherhood of Boilermakers
- Ontario Building Trades
- Ontario Ministry of Labour, Training and Skills Development
- Public Health Ontario
- Workplace Safety & Insurance Board

Project funder: Public Health Agency of Canada

Prevention and Management of Work Disability

Cannabis use and long-term recovery and return-to-work outcomes among Ontario injured workers (#1410)

URL: <https://www.iwh.on.ca/projects/cannabis-use-and-long-term-recovery-and-return-to-work-outcomes-among-ontario-injured-workers>

Project status: Ongoing

Reasons for the study: Interest is growing in the role of medical cannabis for the treatment of work-related injuries and illnesses. However, little is known about how workers with work-related conditions use cannabis and how their use may relate to their recovery and return to work.

In this study, workers' compensation claimants who participated in the Ontario Life After Work Injury Study (OLAWIS) are being interviewed again 18 months after their first interview (i.e., about three years after filing their workers' compensation claim). The aim is to better understand their experiences with using cannabis for their work-related condition, as well as their experiences seeking medical authorization and workers' compensation reimbursement for this use. More in-depth interviews with select workers from the larger sample will provide important context to these issues.

Objectives of the study:

- Describe condition-related cannabis use patterns, changes in use from 18 months to 36 months post-claim, and the factors considered by workers when deciding whether to use cannabis for their work-related condition
- Describe patterns of medical authorization and workers' compensation reimbursement for condition-related use of cannabis and the factors considered by workers when deciding whether to request medical authorization and reimbursement
- Evaluate the cross-sectional and longitudinal association between condition-related use of cannabis and recovery and return-to-work outcomes

Research team:

- Nancy Carnide (Co-Principal Investigator)
- Peter Smith (Co-Principal Investigator)
- Andrea Furlan
- Sara Macdonald
- Cameron Mustard
- Colette Severin
- Shawna Meister (Canadian Centre on Substance Use and Addiction)
- Stephanie Premji (McMaster University)
- Tiffany Turnbull (Ontario Workplace Safety & Insurance Board)

Participating organizations:

- Canadian Injured Workers Alliance
- Gratton Consulting

- Injured Workers Community Legal Clinic
- Prevention Link (Ontario Federation of Labour)
- Workplace Safety & Insurance Board
- Workplace Safety & Prevention Services

Project funder: Canadian Institutes of Health Research

Conceal or reveal? Facilitators and barriers to older workers' communication of accommodation needs (#2280)

URL: <https://www.iwh.on.ca/projects/conceal-or-reveal-facilitators-and-barriers-to-older-workers-communication-of-accommodation-needs>

Project status: Ongoing

Reasons for the study: Canadian baby boomers are living and working longer than any previous generation. As they grow older, people may experience changes in their health, personal responsibilities and/or career trajectory that affect their employment experiences and needs for support in the workplace. Currently, there is little data examining how older workers (50-plus years) make decisions about whether or not to communicate their job accommodation needs and, if so, to whom, when and how. This study is exploring the barriers and facilitators to the communication of accommodation needs by older workers.

Objectives of the study:

- To understand the reasons older workers, choose to communicate or not communicate their personal needs for accommodation, support or training/development
- To examine factors related to the content, timing and goals of communicating these accommodation needs
- To examine the relationships among facets of communication (e.g., reasons, timing, recipients of disclosure), support and employment outcomes

Research team:

- Monique Gignac (Principal Investigator)
- Arif Jetha
- Agnieszka Kosny
- Vicki Kristman
- Jill Cameron (University of Toronto)

Project funder: Social Sciences & Humanities Research Council of Canada

Related interviews and articles:

- [COVID worries highest among workers with both physical, mental health disabilities](#). At Work: Institute for Work & Health; No. 105, Summer 2021.

IWH Speaker Series presentations:

- [The employment quality of persons with disabilities: findings from a national survey](#). IWH Speaker Series. April 12, 2022.

Accommodating and Communicating about Episodic Disabilities (ACED): A partnership to deliver workplace resources to sustain employment of people with chronic, episodic conditions (#2271)

URL: <https://www.iwh.on.ca/projects/accommodating-and-communicating-about-episodic-disabilities-aced-partnership-to-deliver-workplace-resources-to-sustain-employment-of-people-with-chronic-episodic-conditions>

Project status: Ongoing

Reasons for the study: Episodic conditions, including arthritis, multiple sclerosis, Crohn's and colitis, depression and anxiety, are often unpredictable and invisible to others, with symptoms that fluctuate from one period in time to another. As such, they create unique challenges in managing workplace disabilities, particularly in implementing privacy and duty-to-accommodate policies. This study aims to enhance the work sustainability and support provided to Canadians with episodic mental and physical health conditions through the development of easily accessed, evidence-based tools, resources and training that protects privacy and facilitates communication and accommodation planning among workers, supervisors and other workplace parties.

Objectives of the study:

- Consolidate and enhance existing evidence for toolkit development
- Develop new evidence-informed resources, including a communication decision-making tool; interactive job analysis and accommodation planning tool; and skills training workshops for supervisors and HR/disability managers
- Pilot test and evaluate the toolkit in diverse workplaces, including conducting cost analyses
- Expand the evidence base to include greater attention to sex/gender, age/life course, diverse employment contexts and episodic conditions
- Develop new researcher capacity in disability studies
- Build new workplace partners for testing and dissemination
- Visit the project's dedicated website for more information: <https://aced.iwh.on.ca/>

Research team:

- Monique Gignac (Principal Investigator)
- Dorcas Beaton
- Julie Bowring
- Curtis Breslin
- Emma Irvin
- Arif Jetha
- Ron Saunders
- Peter Smith
- Emile Tompa
- Sabrina Tonima
- Dwayne Van Eerd
- Renée-Louise Franche (Simon Fraser University)
- Joy MacDermid (University of Western Ontario)

- William Shaw (University of Connecticut Health Center)
- Aaron Thompson (University of Toronto)

Participating organizations:

- Canadian Mental Health Association
- Crohn's & Colitis Canada
- Great-West Life Centre for Mental Health in the Workplace
- Mindful Employer Canada
- Multiple Sclerosis Society of Canada
- Ontario Ministry of Labour, Training and Skills Development
- Realize Canada
- The Arthritis Society
- University of Toronto

Project funder: Canadian Institutes of Health Research and Social Sciences & Humanities Research Council of Canada Signature Initiative

Related scientific publications:

- Gignac MA, Jetha A, Martin Ginis KA, Ibrahim S. [Does it matter what your reasons are when deciding to disclose \(or not disclose\) a disability at work? The association of workers' approach and avoidance goals with perceived positive and negative workplace outcomes.](#) Journal of Occupational Rehabilitation. 2021;31(3):638-651. [doi:10.1007/s10926-020-09956-1.](#)
- Van Eerd D, Bowring J, Jetha A, Breslin FC, Gignac MA. [Online resources supporting workers with chronic episodic disabilities: an environmental scan.](#) International Journal of Workplace Health Management. 2021;14(2):129-148. [doi:10.1108/IJWHM-08-2020-0137.](#)
- Gignac MA, Bowring J, Jetha A, Beaton DE, Breslin FC, Franche RL, Irvin E, Macdermid JC, Shaw WS, Smith PM, Thompson A. Disclosure, privacy and workplace accommodation of episodic disabilities: organizational perspectives on disability communication-support processes to sustain employment. Journal of Occupational Rehabilitation. 2021 ;31(1):153-65.
- Cheng L, Jetha A, Cordeaux E, Lee K, Gignac MA. Workplace challenges, supports, and accommodations for people with inflammatory bowel disease: a scoping review. Disability and Rehabilitation. 2021. [epub ahead of print].
- Gignac MA, Shahidi FV, Jetha A, Kristman V, Bowring J, Cameron JI, Tonima S, Ibrahim S. Impacts of the COVID-19 pandemic on health, financial worries, and perceived organizational support among people living with disabilities in Canada. Disability and Health Journal. 2021 ;14(4):101161.

Related research summaries:

- [Employer perspectives on communication challenges when supporting episodic disabilities.](#) Research Highlights: Institute for Work & Health, September 2020.

Related interviews and articles:

- [How workplaces can support staff with MS](https://www.thesafetymag.com/ca/topics/occupational-hygiene/how-workplaces-can-support-staff-with-ms/311283). Canadian Occupational Safety. September 27, 2021. Available from: <https://www.thesafetymag.com/ca/topics/occupational-hygiene/how-workplaces-can-support-staff-with-ms/311283>
- [Lack of support at work makes COVID worse for people with disabilities](https://www.hrreporter.com/focus-areas/compensation-and-benefits/lack-of-support-at-work-makes-covid-worse-for-people-with-disabilities/358771). Canadian HR Reporter. August 9, 2021. Available from: <https://www.hrreporter.com/focus-areas/compensation-and-benefits/lack-of-support-at-work-makes-covid-worse-for-people-with-disabilities/358771>
- [Episodic health conditions](https://www.rehabmagazine.ca/top-stories/episodic-health-conditions/). Rehab & Community Care. April 23, 2021. Available from: <https://www.rehabmagazine.ca/top-stories/episodic-health-conditions/>
- [Episodic health conditions](https://www.rehabmagazine.ca/top-stories/episodic-health-conditions/). Rehab & Community Care. April 23, 2021. Available from: <https://www.rehabmagazine.ca/top-stories/episodic-health-conditions/>
- [People’s reasons for disclosing episodic disabilities linked to support they receive](#). At Work: Institute for Work & Health; No. 103, Winter 2021.
- [Greater focus on episodic disabilities needed: Study](https://www.hrreporter.com/focus-areas/compensation-and-benefits/greater-focus-on-episodic-disabilities-needed-study/332638). Canadian HR Reporter. August 25, 2020. Available from: <https://www.hrreporter.com/focus-areas/compensation-and-benefits/greater-focus-on-episodic-disabilities-needed-study/332638>
- [Workplaces face many complex challenges when managing episodic disabilities: study](#). At Work: Institute for Work & Health; No. 101, Summer 2020.

IWH Speaker Series presentations:

- [Does it matter what workers’ reasons are for disclosing or not disclosing a disability at work? Why and how?](#). IWH Speaker Series. November 24, 2020.
- [Lancaster House audio conference: Accommodating episodic disabilities—the latest law and research](#). Other events. May 14, 2020.
- [Challenges in accommodating mental and physical health conditions: What workplace parties are saying](#). IWH Speaker Series. June 12, 2018.

Preventing work disability among millennial young adults with rheumatic disease (#2310)

URL: <https://www.iwh.on.ca/projects/preventing-work-disability-among-millennial-young-adults-with-rheumatic-disease>

Project status: Ongoing

Reasons for the study: Despite advances in clinical care, millennial young adults living with rheumatic disease continue to report trouble finding employment and staying productive at work. Previous research suggests that workplace policies and practices play an important role in overcoming these challenges, but because research focuses primarily on older adults, it is unclear if young adults who are just beginning their careers have the same needs or access to workplace support. This project examines the workplace support needs of young adults with rheumatic disease, describes the supports that are available and used within the workplace, and investigates whether unmet workplace support needs predict subsequent work disability.

Objectives of the study:

- To conduct a longitudinal survey of 365-plus millennials with rheumatic disease
- To identify workplace supports needed by millennials with rheumatic disease, to what extent these supports are available and used, and whether those millennials with rheumatic disease who do not have their support needs met at work are more likely to indicate difficulties with employment
- To examine how the characteristics of millennials with rheumatic disease, including their health and work conditions, relate to unmet workplace support needs, and whether they affect the relationship between unmet workplace support needs and difficulties with employment

Research team:

- Arif Jetha
- Vicki Kristman
- Monique Gignac
- Catherine Backman (University of British Columbia and Arthritis Research Centre of Canada)
- Vicki Kristman (Lakehead University)
- Lori Tucker (University of British Columbia and British Columbia's Children's Hospital)

Participating organizations:

- Arthritis Society
- Canadian Arthritis Patient Alliance
- Cassie + Friends

Project funder: Arthritis Society Operating Grant

Related scientific publications:

- Jetha A, Tucker L, Backman C, Kristman VL, Bowring J, Hazel EM, Perlin L, Proulx L, Chen C, Gignac MA. [Rheumatic disease disclosure at the early career phase and its impact on the](#)

[relationship between workplace supports and presenteeism](#). Arthritis Care & Research. 2021
epub ahead of print. [doi:10.1002/acr.24620](https://doi.org/10.1002/acr.24620).

- Jetha A, Tucker L, Chen C, Gignac MA. Impact of the COVID-19 pandemic on the employment of Canadian young adults with rheumatic disease: longitudinal survey findings. Arthritis Care & Research. 2021;73 (8);1146-1152

Related research summaries:

- [Depression and work among adults with arthritis](#). Research Highlights: Institute for Work & Health, October 2020.

Related interviews and articles:

- [Education, type of work lessen pandemic job loss in youths with rheumatic diseases](#). At Work: Institute for Work & Health; No. 104, Spring 2021.
- [Depressive symptoms in people with arthritis linked to lower employment rates](#). At Work: Institute for Work & Health; No. 102, Fall 2020.

Ontario Life After Work Injury Study: Understanding the long-term recovery and labour market outcomes of injured workers in Ontario (#2320)

URL: <https://www.iwh.on.ca/projects/ontario-life-after-work-injury-study>

Project status: Ongoing

Reasons for the study: What are the long-term outcomes for people with work-related injuries or illnesses after they are no longer engaged with Ontario's workers' compensation system? This study aims to find out.

This study is comparing health and labour market outcomes 18 months following a work-related injury or illness among three groups of workers' compensation claimants: those with a relatively quick resolution of their claim, those whose claim took a longer time to resolve, and those with prolonged claim activity. It is then comparing the health and labour market outcomes of the three groups of workers' compensation lost-time claimants to two similar groups of injured workers (a historic one from Ontario and a newer one from another jurisdiction), as well as to a group of Ontario workers with similar occupational and demographic characteristics who have not recently experienced a work-related injury or illness.

Ultimately, the study will identify factors associated with positive and negative labour market and health recovery outcomes, and determine if particular groups of workers are at most risk for poor labour market and health recovery outcomes.

Objectives of the study:

- To design and pilot test an interviewer-administered questionnaire to collect information about the following: (1) return-to-work (RTW) and labour market status; (2) sources of income; (3) function, recovery and other health outcomes; (4) perceptions of the fairness of the claim and RTW process; (5) interactions between claimants, their workplaces and their healthcare providers; and (6) basic socio-demographic characteristics and pre-injury information on occupation, earnings, industry and workplace size.
- To recruit three groups of 400 lost-time claim beneficiaries to participate in an interviewer-administered survey, then linking survey responses to WSIB administrative records
- To identify the modifiable and non-modifiable factors that are associated with poor health and recovery outcomes at 18 months and that are associated with better or worse labour market outcomes at 18 months

Research team:

- Cameron Mustard (Principal Investigator)
- Nancy Carnide
- Colette Severin
- Peter Smith
- Emile Tompa

Project funder: Workplace Safety and Insurance Board of Ontario

Related scientific publications:

- Orchard C, Carnide N, Smith P, Mustard C. The association between case manager interactions and serious mental illness following a physical workplace injury or illness: a cross-sectional analysis of workers' compensation claimants in Ontario. *Journal of occupational rehabilitation*. 2021;31(4):895-902.
- Mustard C, Nadalin V, Carnide N, Tompa E, Smith P. Cohort profile: the Ontario Life After Workplace Injury Study (OLAWIS). *BMJ open*. 2021;11(9):e048143.

Related interviews and articles:

- [Poor interactions with case managers linked with risk of mental illness later on](#). At Work: Institute for Work & Health; No. 107, Winter 2022.
- [Study probes factors behind poorer health, lower employment in injured workers' post-claim experience](#). At Work: Institute for Work & Health; No. 106, Fall 2021.

IWH Speaker Series presentations:

- [Ontario Life After Workplace Injury Study: What we've learned so far](#). IWH Speaker Series. February 2, 2021.

Return to work in policing: synthesizing current practices and implementation guidance (#3390)

URL: <https://www.iwh.on.ca/projects/return-to-work-in-policing-synthesizing-current-practices-and-implementation-guidance>

Project status: Ongoing

Reasons for the study: A police officer's return to work (RTW) after a physical or psychological work-related injury can be challenging—for the returning officer, work colleagues, police service and workers' compensation system involved. Although the scientific evidence on effective workplace-based RTW interventions is growing, we still know little about what RTW interventions in particular are effective for first responders, including police officers. This study aims to help fill this gap by identifying effective workplace-based practices in this sector based on the best available research evidence, as well as the experiences of police service supervisors and members.

Objectives of the study:

- Describe and synthesize the best available research evidence on, and current practices in, return to work in police services.
- Conduct interviews with sworn and civilian supervisors and members of Ontario police services who have experience with return to work to gather detailed information about current RTW practices.
- Describe the facilitators and barriers to implementing RTW programs and practices in police forces.

Research team:

- Dwayne Van Eerd (Principal investigator)
- Siobhan Cardoso
- Emma Irvin
- Monique Gignac
- Arif Jetha
- Emile Tompa
- Basak Yanar
- Tanya Morose (Public Services Health & Safety Association)

Participating organizations:

- Public Services Health & Safety Association

Project funder: Workplace Safety and Insurance Board of Ontario

Centre for Research on Work Disability Policy: Envisioning the future of disability policy in Canada (#2195)

URL: <https://www.iwh.on.ca/projects/centre-for-research-on-work-disability-policy-envisioning-future-of-disability-policy-in-canada>

Project status: Ongoing

Reasons for the study: Illness and disability touch most people at some point over their lifetime, affecting their ability to participate in the Canadian workforce. Yet the policy governing work disability tends to be piecemeal and uncoordinated and attempts to revamp Canadian work disability policy systems have failed to address core changes to workplaces and labour markets.

This seven-year initiative, a transdisciplinary enquiry into the future of work disability policy and labour-market engagement, aims to identify how people, when disabled, can be better retained and integrated into the Canadian labour market.

When referring to work disability policy, the project means policy related to any federal, provincial or territorial program in Canada that shapes income security and labour-market engagement for work-disabled individuals. The project also includes employers in the disability policy system because they play an important role in shaping opportunities for work-disabled individuals and also have specific obligations under some programs and laws.

Objectives of the study:

- Provide a forum for within- and cross-provincial and national dialogue on challenges and opportunities for improving the Canadian work disability policy system
- Identify problems and challenges associated with program coordination and complexity
- Identify relevant and favourable alternative approaches to system design and service provision through select comparisons with countries and small-scale trials
- Mobilize knowledge developed within and outside of the initiative in order to inform policy
- Build capacity for research and knowledge mobilization on the topic of work disability policy and labour-market engagement of individuals with disabilities
- For the full scope of the people, activities, research findings and achievements of this initiative, which has its headquarters at the Institute for Work & Health, visit the CRWDP website: <https://www.crwdp.ca/en/home>

Research team:

- Emile Tompa (Principal Investigator)
- Arif Jetha
- Dan Samosh
- Sabrina Imam
- Kathy Padkapayeva

Participating organizations:

- About [50 co-investigators](#) and over [60 partners](#) are involved in this project.

Project funder: Social Sciences and Humanities Research Council of Canada

Related scientific publications:

- MacEachen E, Du B, Bartel E, Ekberg K, Tompa E, Kosny A, Petricone I, Stapleton J. [Scoping review of work disability policies and programs](#). International Journal of Disability Management. 2017;12(0):1. [doi:10.1017/idm.2017.1](#).
- Tompa E, Samosh D, and Boucher N. Skills gaps, underemployment, and equity of labour-market opportunities for persons with disabilities in Canada. Report prepared for Public Policy Forum on behalf of the Future Skills Centre at Ryerson University. 2020.
- Yazdani A, and Tompa E. Managing work disability using a new Canadian standard. OOHNA Journal. Fall/Winter 2020; 7-10.
- Lahey P, Kirsh B, Tompa E, MacDermid J, Gewurtz RE. The Ontario Disability Support Program Work Exit process: parallels to a hostage negotiation. Journal of Disability Policy Studies. 2021;32(3):182-92.

Related interviews and articles:

- [Impact of COVID, and signs of progress, in the spotlight at disabilities and work conference](#). At Work: Institute for Work & Health; No. 103, Winter 2021.
- [Strategy launched for greater workforce inclusion of people with disabilities](#). At Work: Institute for Work & Health; No. 99, Winter 2020.
- [Seeking broad input on a pan-Canadian strategy to improve work choices for people with disabilities](#). At Work: Institute for Work & Health; No. 95, Winter 2019.
- [Benefits outweigh costs for workplaces that accommodate people with mental illness](#). At Work: Institute for Work & Health; No. 93, Summer 2018.
- [National conference on disability and work offered sweeping overview of complex issues](#). At Work: Institute for Work & Health; No. 91, Winter 2018.
- [Work disability research centre supports the development of new standard, and more](#). At Work: Institute for Work & Health; No. 86, Fall 2016.
- [Lt. Gov. David Onley's keynote speech at centre launch takes on myths about people with disabilities](#). At Work: Institute for Work & Health; No. 75, Winter 2014.
- [New research centre to examine work disability policy in Canada](#). At Work: Institute for Work & Health; No. 75, Winter 2014.

IWH Speaker Series presentations:

- [Disability and Work in Canada 2018: A partnering strategy for moving forward](#). Conference. December 4, 2018 - December 5, 2018.
- [Income security and labour-market engagement: Envisioning the future of work disability policy in Canada](#). IWH Speaker Series. February 11, 2014.

Costs of work-related injuries, illnesses and deaths in the European Union (#2290)

URL: <https://www.iwh.on.ca/projects/costs-of-work-related-injuries-illnesses-and-deaths-in-european-union>

Project status: Completed

Reasons for the study: The European Agency for Safety and Health at Work (EU-OSHA) is working to improve the information available on the costs and benefits of occupational health and safety (OHS). Its aim is to help European and country-specific OHS policy-makers set prevention priorities and strategies, allocate resources efficiently, and raise awareness of the costs of work-related injuries, illnesses and deaths among policy-makers outside the field of OHS. This study, funded by EU-OSHA, will help provide this information by estimating the costs of work-related injuries, illnesses and deaths in at least five EU countries.

Objectives of the study:

- To develop a cost-calculation model to estimate the costs of work-related injuries, illnesses and deaths
- To apply the model to data from five EU countries to estimate the economic burden of work injuries, illnesses and deaths in these countries in the reference year 2015

Research team:

- Emile Tompa (Principal Investigator)
- Amir Mofidi
- Young Jung

Participating organizations

- Netherlands Organization for Applied Scientific Research (TNO)
- Valdani Vicari & Associations (VVA), Italy

Project funder: European Agency for Safety and Health at Work

Related scientific publications:

- Tompa E, Mofidi A, van den Heuvel S, van Bree T, Michaelsen F, Jung Y, Porsch L, van Emmerik M. Economic burden of work injuries and diseases: a framework and application in five European Union countries. BMC public health. 2021;21(1):49.

Related interviews and articles:

- [Estimating the societal costs of work injuries and illnesses in five EU countries](#). At Work: Institute for Work & Health; No. 99, Winter 2020.

IWH Speaker Series presentations:

- [Estimating the economic burden of work injuries and illnesses in the European Union](#). IWH Speaker Series. November 12, 2019.

Tracking long-term outcomes of injured workers in Ontario to better target supports (#2305)

URL: <https://www.iwh.on.ca/projects/tracking-long-term-outcomes-of-injured-workers-in-ontario-to-better-target-supports>

Project status: Ongoing

Reasons for the study: Little is known about the specific factors contributing to injured workers' poor outcomes, and poorer long-term outcomes seem to be on the rise in Ontario. One explanation might be that key changes in labour-market contracting practices have made it more difficult for injured workers and people with disabilities to maintain paid employment. Another possibility is that changes in the legislative and policy context have eroded the support structures that facilitate labour-market re-entry and/or have reduced access to benefits. This study aims to better understand the factors associated with good and poor labour-market and earnings outcomes of workers' compensation claimants in Ontario, both over the short and long term.

Objectives of the study:

- To identify the factors associated with labour-market and earnings outcomes over the short and long term among Ontario workers' compensation claimants
- To evaluate how labour-market and earning outcomes have changed among claimant cohorts in Ontario

Research team:

- Emile Tompa (Principal Investigator)
- Qing Liao
- Cameron Mustard
- Ron Saunders

Project funder: Ontario Workplace Safety and Insurance Board

Financial incentives to promote employment of people with disabilities: when and how they work best (#2297)

URL: <https://www.iwh.on.ca/projects/financial-incentives-to-promote-employment-of-people-with-disabilities-when-and-how-they-work-best>

Project status: Ongoing

Reasons for the study: Financial incentives for employers to recruit, retain and promote persons with disabilities take many forms. They are used in Canada and elsewhere as a way to address low rates of employment among people with disabilities.

In Canada, the federal government directly operates programs in this domain and supports other initiatives through transfer payments to the provinces. The funds allocated to employment support activities are substantial. However, little research has been done examining how and when financial incentives work to improve employment opportunities for people with disabilities.

Objectives of the study:

- Undertake a scoping review of the literature on use and effectiveness of financial incentives (FIs) to improve employment outcomes for people with disabilities
- Develop a map of the FIs policy arena in Canada and the key stakeholders who engage in it, with details of the characteristics of program offerings and funds allocated
- Undertake an international environmental scan of good practices in the use of FIs
- Develop case studies using qualitative and quantitative methods that contextualize how and when FIs work well or do not work well, and why
- Develop contextualized, evidence-informed resources for stakeholders (including government and employer representatives) on best practices in the use of FIs

Research team:

- Emile Tompa (Co-Principal Investigator)
- Emma Irvin
- Heather Johnston
- Cindy Moser
- Kathy Padkapayeva
- Dan Samosh
- Rebecca Gewurtz (Co-Principal Investigator, McMaster University)

Participating organizations:

- Canadian Council on Rehabilitation and Work (Maureen Haan)
- Employment and Social Development Canada (Abdou Souab)
- Jazz Aviation (Michael MacDonald)
- Neil Squire Society

Project funder: Ontario Human Capital Research and Innovation Fund; Social Sciences and Humanities Research Council of Canada

Related scientific publications:

- Tompa E, Samosh D, Johnston H, Irvin E, Gewurtz R, Padkapayeva K, Moser C. [Funding employment services to create sustainable employment opportunities for persons with disabilities](#). Institute for Work & Health; 2022.

Related interviews and articles:

- [How government funding can best support the employment of persons with disabilities](#). At Work: Institute for Work & Health; No. 108, Spring .

Transitioning to the future of work: supporting vulnerable youth and young adults in the changing labour market (#2330/#2340/#2400)

URL: <https://www.iwh.on.ca/projects/transitioning-to-future-of-work-supporting-vulnerable-youth-and-young-adults-in-changing-labour-market>

Project status: Ongoing

Reasons for the study: The future of work is characterized by diverse social, technological, economic, environmental and political changes (e.g. artificial intelligence and the automation of jobs, an aging workforce, climate change) that are expected to disrupt every industry, transforming working conditions and affecting the types and availability of jobs. In Canada and other industrialized countries, the emerging challenges of transitioning to the future of work may be pronounced for vulnerable groups of young people, including those with disabilities, women, visible minorities, immigrants, LGBTQ2+ and those with low socioeconomic status.

The Institute for Work & Health is leading a program of research exploring the impact of the future of work on the transitional work experiences of vulnerable young people. Its aim is to uncover the overlapping structures that contribute to labour market inequities for different groups and to design future-oriented strategies that ensure all young people are able to meet the challenges and take advantage of the potential opportunities of a changing labour market.

These studies pay particular attention to the unique challenges of young people with disabilities as they enter the labour market, and their need for innovative job accommodations and workplace supports. These studies also take an intersectional approach by examining in-depth the work-related perspectives and experiences of a diverse group of young people.

The research takes an important direction in shaping social and public health policy to promote the inclusion of all young people within the future of work, and to inform innovation in job accommodation and workplace supports.

Objectives of the study:

- Uncover dimensions of the future of work that may positively and negatively affect the transition to work of young people, especially young people with disabilities
- Identify the specific groups of young people who are most vulnerable to inequities within the changing labour market and would most benefit from additional support
- Determine the specific workplace supports that can enhance the school-to-work transition
- Examine emerging barriers that young people may face in accessing needed workplace supports

Research team:

- Arif Jetha (Principal Investigator)
- Monique Gignac
- Sara Macdonald
- Kay Nasir
- Ali Shamaee

- Peter Smith
- Emile Tompa
- Dwayne Van Eerd
- Yani Hamdani (University of Toronto)
- Vicki Kristman (Lakehead University)
- Kathleen Martin Ginis (University of British Columbia)

Participating organizations:

- BC Children’s Hospital
- Ontario College of Art and Design
- School of Management, University of Ottawa
- University of British Columbia
- University of California – Berkeley
- University of Groningen
- Abilities Centre
- Canadian Council for Rehabilitation and Work
- City of Toronto – Civic Innovation Office
- Education at Work Ontario
- Government of Canada – Employment and Social Development Canada
- National Educational Association for Disabled Students

Project funder: Accessibility Standards Canada (Government of Canada); Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant; Tri-Agency Institutional Programs Secretariat (CIHR, NSERC, SSHRC)

Related scientific publications:

- Jetha A, Nasir K. [Strategies to ensure young persons with disabilities are included in the future of work](#). Institute for Work & Health; 2022.
- Jetha A, Shamaee A, Bonaccio S, Gignac MA, Tucker LB, Tompa E, Bultmann U, Norman CD, Banks CG, Smith PM. [Fragmentation in the future of work: a horizon scan examining the impact of the changing nature of work on workers experiencing vulnerability](#). American Journal of Industrial Medicine. 2021;64(8):649-666. [doi:10.1002/ajim.23262](#).
- Jetha A, Shamaee A. [Fragmentation dans l'avenir du travail](#). Institute for Work & Health; 2021.
- Jetha A, Shamaee A. [Fragmentation in the future of work](#). Institute for Work & Health; 2021.

Related interviews and articles:

- [Nine trends that will likely shape future of work for groups of vulnerable workers](#). At Work: Institute for Work & Health; No. 104, Spring 2021.
- [Canadian workers aren’t too worried about robots taking their jobs, web survey finds](#). Toronto Star. December 14, 2020. Available from: <https://www.thestar.com/politics/federal/2020/09/16/canadian-workers-arent-too-worried-about-robots-taking-their-jobs-web-survey-finds.html>
- [The future of work will hit vulnerable people the hardest](#). The Conversation. March 2, 2020.

IWH Speaker Series presentations:

- [What the future of work looks like to young people with disabilities](#). IWH Speaker Series. December 14, 2021.
- [Fragmentation in the future of work: Exploring the impact of the changing nature of work on vulnerable workers](#). IWH Speaker Series. February 23, 2021.

ECHO OEM: Piloting a telementoring program in occupational and environmental medicine (#2335)

URL: <https://www.iwh.on.ca/projects/echo-oem-piloting-telementoring-program-in-occupational-and-environmental-medicine>

Project status: Ongoing

Reasons for the study: Primary health-care providers in Ontario play an important role in the recovery, return to work and disability management of injured workers. However, they receive little training related to occupational medicine, work functioning and workers' compensation systems, and they complain of frustration with complex cases and the burden of dealing with the Workplace Safety and Insurance Board (WSIB).

Project ECHO (Extension for Community Health-care Outcomes) is an innovative, telementoring program that was first conceived in 2003 by a doctor at the University of New Mexico who was looking for a way to reach remote, under-served communities. The ECHO model uses a hub-and-spoke knowledge-sharing approach where expert teams lead virtual clinics, amplifying the capacity for providers to deliver best-in-practice care to the underserved in their own communities. Since then, the model has been taken up in countries around the world.

In 2014, IWH Scientist Dr. Andrea Furlan (in her capacity as a physician at Toronto Rehabilitation Institute) implemented the first Project ECHO in Canada, with a focus on increasing capacity of primary care physicians in Ontario to manage complex chronic pain cases. Now, Furlan is leading a research team based at IWH that is implementing another Project ECHO—this one a pilot to develop, implement and evaluate the first ECHO in occupational and environmental medicine (OEM) in the world.

This pilot will use weekly, videoconference case-based discussions to connect an inter-professional team of OEM experts with physicians and nurses in rural and remote areas of Ontario. The aim is to increase the capacity of primary health-care providers across the province to better manage patients with complex work-related injuries and diseases or environmental exposures.

Objectives of the study:

- Successfully implement an ECHO OEM in Ontario
- Evaluate the performance of ECHO OEM in increasing the capacity of primary-care settings to manage patients with work-related injuries and diseases or environmental exposures
- Improve the engagement of primary-care physicians with the WSIB with respect to patient care
- Visit the project's dedicated website for more information: <https://echooem.iwh.on.ca/>

Research team:

- Andrea Furlan (Principal Investigator)
- Nancy Carnide
- Shireen Harbin
- Emma Irvin
- Sara Macdonald
- Colette Severin

- Peter Smith
- Anil Adisesh
- Behdin Nowrouzi-Kia (University of Toronto)

Participating organizations:

- ECHO Institute at the University of New Mexico
- ECHO Ontario Superhub
- Association of Family Health Teams of Ontario (AFHTO)
- Canadian Board of Occupational Medicine (CBOM)
- Centre for Addiction and Mental Health (CAMH)
- Centre for Research Expertise in Occupational Disease (CRE-OD)
- Lakehead University
- Nurse Practitioners' Association of Ontario (NPAO)
- Occupational Health Clinics for Ontario Workers (OHCOW)
- Occupational Medicine Specialists of Canada (OMSOC)
- Ontario Occupational Health Nurses Association (OOHNA)
- St. Michael's Hospital
- University of Toronto
- Workplace Safety and Insurance Board (WSIB)

Project funder: Workplace Safety and Insurance Board

Related scientific publications:

- Furlan AD, Harbin S, Vieira FF, Irvin E, Severin CN, Nowrouzi-Kia B, Tiong M, Adisesh A. [Primary care physicians' learning needs in returning ill or injured workers to work. A scoping review.](#) Journal of Occupational Rehabilitation. 2022 epub ahead of print. [doi:10.1007/s10926-022-10043-w](https://doi.org/10.1007/s10926-022-10043-w).

Related interviews and articles:

- [IWH hosts new program to mentor Ontario's frontline doctors in occupational medicine.](#) At Work: Institute for Work & Health; No. 105, Summer 2021.

Developing a Canadian work disability standard for paramedics with post-traumatic stress injury (#3400)

URL: <https://www.iwh.on.ca/projects/developing-canadian-work-disability-standard-for-paramedics-with-post-traumatic-stress-injury>

Project status: Ongoing

Reasons for the study: The prevention and management of workplace disability is a significant challenge for paramedic services, especially when it involves post-traumatic stress injury (PTSI). PTSI is a non-clinical term that encompasses a range of mental health injuries, including some operational stress injuries, clinically diagnosed post-traumatic stress disorder (PTSD), anxiety and depression. The effects of PTSI go beyond paramedics and workplaces, often significantly affecting members of paramedics' families and communities, as well.

Designed to address several recommendations from a House of Commons discussion in October 2016 on supporting public safety officers, this project will develop, promote and disseminate a Canadian standard and related tools on work disability prevention in paramedic services. The standard and tools will be designed to prevent and manage work disability associated with PTSI among paramedics, prevent psychological harm from workplace exposures, and build the capacity of paramedic services to address the psychological health and well-being of paramedics.

Objectives of the study:

- Synthesize evidence on work disability management systems in the peer-reviewed and grey literatures to help inform the development of a Canadian standard on work disability prevention in paramedic services
- Undertake a needs assessment of paramedic organizations in the area of work disability management and prevention of PTSI and other mental health conditions
- Develop, promote and disseminate a nationally applicable Canadian standard on work disability prevention in paramedic services
- Develop guidance and tools to facilitate uptake of the standard in paramedic organizations across Canada

Research team:

- Emile Tompa (Co-Principal Investigator)
- Sabrina Imam
- Emma Irvin
- Dwayne Van Eerd
- Amin Yazdani (Co-Principal Investigator, Conestoga College)
- Nicki Islic (CSA Group)
- Ron Meyers (CSA Group)

Participating organizations:

- Conestoga College
- CSA Group

- Country of Renfrew Paramedic Services
- Paramedic Chiefs of Canada
- Paramedic Association of Canada

Project funder: Commissioned by The County of Renfrew with funding from Defence Research and Development Canada, Centre for Security Science (DRDC CSS) under Canadian Safety and Security Program (CSSP). Views expressed do not necessarily reflect those of DRDC CSS/CSSP.

Knowledge transfer and exchange

URL: <https://www.iwh.on.ca/knowledge-transfer-and-exchange>

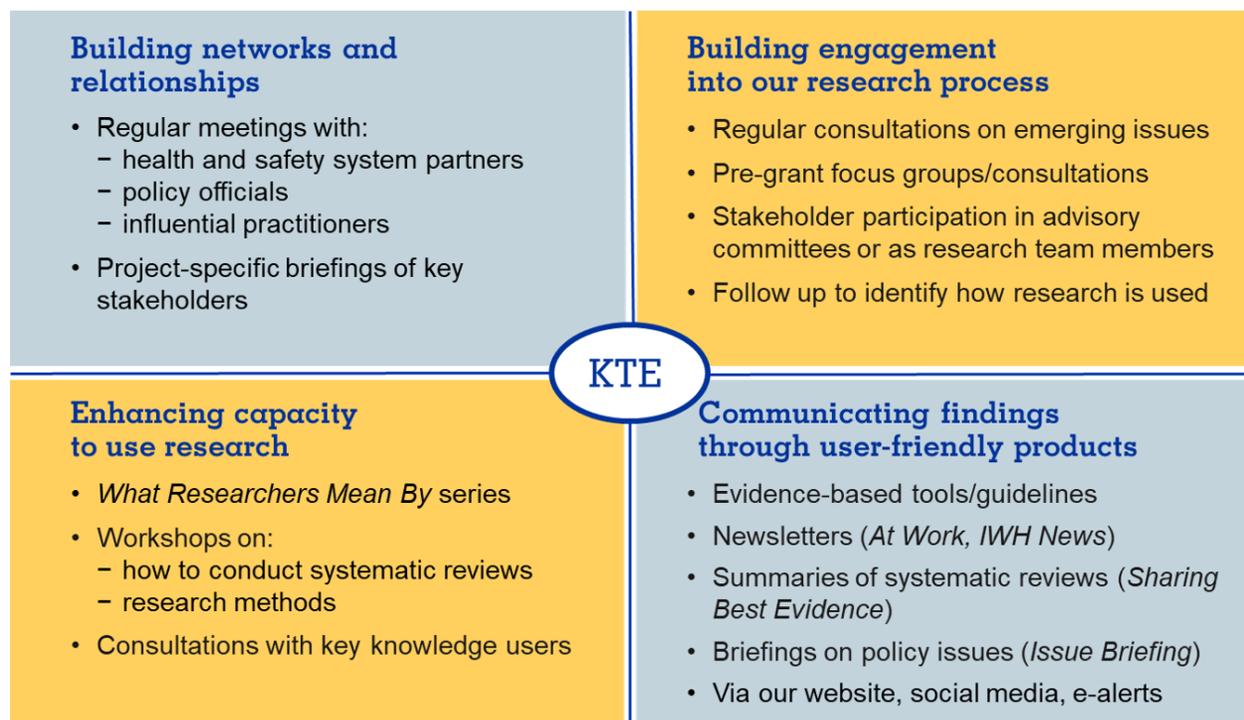
How we do KTE

As recently as two decades ago, scientists were generally only expected to share their research findings by publishing in peer-reviewed journals and presenting at conferences to other scientists. Apart from the occasional media interview, few approaches were in place to reach non-research audiences who might use scientific knowledge. The Institute for Work & Health (IWH) has been a pioneer in developing and using a new and energized way of sharing and applying research results: knowledge transfer and exchange (KTE). Using principles of KTE to increase the relevance, reach and use of our research, KTE has become an integrated and well-respected part of the IWH research process.

Our KTE process

At the Institute, we define KTE as a process of exchange between researchers and knowledge users designed to make relevant research information available and accessible to stakeholders for use in practice, planning and policy-making. KTE supports the use of scientific evidence in decision-making by combining stakeholder and researcher expertise in the identification of research priorities, framing of research questions and communication of research findings.

The IWH approach to KTE considers four interrelated sets of strategies and activities as comprising our KTE process, as shown in the figure below.



KTE strategies and activities at IWH

Building relationships: We have developed ongoing relationships with a variety of knowledge users in the areas of occupational health and safety and disability management. Key to building and strengthening these relationships are our formal networks with policy-makers, prevention system partners, workplace parties, professional practitioners and clinicians. We also work closely with intermediary organizations (e.g. health and safety associations, professional organizations, employer associations and labour groups) to bring our research messages to their members. Learn more about our networks.

Building engagement into research: As much as possible, we involve knowledge users and other stakeholders in specific research projects. This involvement begins early in the research process, when stakeholders provide guidance in shaping the research question and give us information about the context in which research results are likely to be used. It continues to the end of the research project, when stakeholders help us craft research messages in ways that are meaningful to the intended audience.

Enhancing capacity: We strive to help external audiences understand and apply research. We do this in a number of ways. We offer a [Systematic Review Workshop](#) to teach stakeholders and students how to conduct and share systematic reviews. We offer research presentations through our [IWH Speaker Series](#), at which stakeholders can directly learn from, and ask questions of, our scientists. We hold an annual [Alf Nachemson Memorial Lecture](#) at which stakeholders can learn how research findings have been effectively applied by policy-makers. And we also offer a popular series called [What Researchers Mean By...](#), which explains in lay-friendly language the research terms used by social scientists to report their research findings.

Communicating findings: The KTE process is supported by a corporate communications strategy that enhances the Institute's ability to communicate effectively with its stakeholders. The communication tools include the IWH website, our quarterly newsletter [At Work](#) and our monthly e-bulletin [IWH News](#), [plain-language summaries](#), [videos](#), coverage in [general and trade media](#), and social media (i.e. [Twitter](#), [LinkedIn](#) and [YouTube](#)). We also work with our research staff and stakeholders to develop evidence-based [tools and guides](#) to help stakeholders apply our research in their own practices and policies.

Our target audiences

The target audiences or stakeholders for the Institute's research include policy-makers (labour and health ministries, workers' compensation agencies such as the Workplace Safety and Insurance Board), health and safety associations (HSAs), workplace parties (labour and employers), related professionals (e.g., occupational health and safety, disability management, human resources, etc.) and related clinicians (e.g., chiropractors, physiotherapists, kinesiologists, occupational therapists, etc.).

Our KTE specialists

Our integrated KTE approach means that all IWH scientists, researchers and staff incorporate some KTE activities in their work. They are supported in this by a team of knowledge exchange and communication specialists. The KTE team leads and supports the Institute's aim of putting relevant research findings into the hands of key decision-makers in a timely, accessible and useful manner. This includes:

- active building and maintenance of relationships with and among researchers, knowledge users and other stakeholders
- continuous exploration of creative and effective ways to reach more users and communicate research evidence
- working with Research Operations to build capacity in our audiences to help them better understand and use research evidence.

We also established a Knowledge Transfer & Exchange Advisory Committee comprising individuals with expertise in knowledge transfer relevant to the Institute’s target audiences: workplace parties, policy-makers, health and safety professionals, and clinicians. Since 2003, the committee has met annually (with some exceptions) to provide advice and observations about:

- the quality of our current KTE program
- alternative approaches and future opportunities
- the evaluation framework for the program
- the skill set required to continue to improve the program.

The day's discussion is documented and shared with the Institute's KTE team, researchers, executive and Board of Directors.

For more information about how we do KTE, see our [KTE resources](#).

Our knowledge transfer principles

Five principles support our knowledge transfer and exchange practice. These principles, developed by KTE expert Dr. John Lavis (who helped build IWH's original KTE program), are represented here by five “key questions to consider.” IWH uses these when planning communication on a research finding.

- Key question: What?
 - The message being communicated must be clear and compelling. It should be backed by a body of rigorous research.
- Key question: To whom?
 - The interaction should be specific to the audience. The message must be communicated in a way that is responsive to the audience’s interests, needs, area of expertise and level of research knowledge.
- Key question: By whom?
 - The messenger must be considered credible by the audience.
- Key question: How?
 - There are many effective tools and techniques that may be used for communication. Interactive engagement between the messenger and the audience is ideal. Creative uses of technologies, old and new, can be used to overcome barriers such as time, distance and resource limitations as well as providing options to suit different learning styles, levels of knowledge or roles, etc.
- Key question: With what effect?
 - Performance measures must be audience specific and appropriate to the context.

Our stakeholder networks

Establishing and maintaining relationships with key stakeholders plays an important role in IWH's knowledge transfer and exchange (KTE) strategy. It is one of the four key components of the IWH approach to KTE that is outlined in [how we do KTE](#). Key to establishing and maintaining these relationships is our engagement with stakeholders through formal networks.

IWH's stakeholder networks represent knowledge users from the wide range of audiences that make up Ontario's occupational health and safety and disability management community, including policy-makers, workplace parties, professional practitioners and clinicians.

Networks allow for regular, face-to-face meetings with stakeholder representatives above and beyond stakeholder meetings that occur as part of the research process on specific projects. At these meetings, we review recent or planned research of interest with stakeholders, as well as ask stakeholders about the issues in their work that might benefit from new research.

All networks share a common purpose: to promote evidence-informed policy and practice in the prevention of work injury and disability. Members may also be approached to participate on research project teams or on project advisory committees, and to assist with dissemination of research findings to their own networks, clients or members.

The Institute established its first formal network in 2001 – the Physiotherapy Educationally Influential (EI) Network. Over the years, the Institute continued to develop new networks and, today, a total of 11 networks are in place. These networks, and the stakeholders they represent, are described below.

Ontario prevention system network

The Prevention Knowledge Exchange Group (PKEG), which is hosted by IWH, brings together representatives of organizations in the Ontario work injury and illness prevention system. The organizations represented, which meet four times a year, include the following:

- Ministry of Labour (MOL)
- Workplace Safety and Insurance Board (WSIB)
- Infrastructure Health & Safety Association (IHSA), serving the construction, utility and transportation sectors
- Public Services Health & Safety Association (PSHSA), serving the health-care, education and municipal sectors
- Workplace Safety North (WSN), serving the mining, pulp & paper and forestry sectors, as well as northern Ontario businesses
- Workplace Safety & Prevention Services (WSPS), serving the manufacturing, retail and agricultural sectors
- Occupational Health Clinics for Ontario Workers (OHCOW)
- Workers Health & Safety Centre (WHSC)
- Centre of Research Expertise for the Prevention of Musculoskeletal Disorders (CRE-MSD)
- Centre of Research Expertise for Occupational Disease (CREOD)
- Occupational Cancer Research Centre (OCRC)

Educationally influential (EI) clinical/professional networks

Five educationally influential (EI) networks bring together annually clinical/professional practitioners who are considered by others in their professions to be mentors or opinion leaders. The five professions that each have their own EI network are:

- chiropractors
- ergonomists
- kinesiologists
- occupational therapists
- physiotherapists

Members of the EI networks are identified through a process of nomination. A survey is sent out to members of professional associations asking recipients to identify practitioners who enjoy teaching others and who take the time to share what they know, among other criteria, using a process modeled on that developed by Hiss et al. (1978).

The EI networks used to meet separately, once or twice a year. However, in 2016, we met for the first time with members from all five EI networks at an event we called an “EI summit.” The feedback from the network members was so positive – they especially welcomed the opportunity to share experiences about using research evidence with colleagues from other disciplines – that a decision was made to hold EI summits going forward.

Networks for injury, illness and disability prevention professionals

Two networks serve the interests of workplace injury and disability prevention/management professionals: the Occupational Health and Safety (OHS) Professionals Network and the Disability Managers Network. These networks are established through an open-invitation process, and they meet annually to discuss research findings, new projects and emerging practice issues. At the request of the members, IWH established LinkedIn groups for each network to allow for posting and discussing research findings and to provide networking opportunities throughout the year.

Workplace party networks

Two networks are dedicated to workplace parties: the Labour Forum and the Employer Forum. These network members are recruited through personal contact and other networks, each meeting twice a year. The Labour Forum has representatives from the larger Ontario unions, as well as labour umbrella organizations. The Employer Forum has representatives from employer associations, organizations serving employers in the area of OHS or disability management, and some large, individual employers.

Influential research users network

The Influential Knowledge Users (IKU) Network is made up of members from multiple stakeholder categories who are champions of using research evidence to inform policy and practice. As well, these people are senior enough in their organizations to influence decision-making. Twice a year, this group meets to share ideas about improving knowledge transfer and exchange across all the organizations

represented. We have also interviewed individual or small groups of IKUs about how best to develop and sustaining knowledge exchange between researchers and knowledge users.

Publications and Funding

The following publications are in addition to the publications that were produced as part of our funded projects listed in this report. The following publications are part of non-Institute funded research projects.

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Wells GA, Tugwell P, Tomasson G, Guillemin F, Maxwell LJ, Shea BJ, Grosskleg S, Merkel PA, March L, and Beaton DE. Composite outcomes at OMERACT: multi-outcome domains and composite outcome domains. *Seminars in Arthritis and Rheumatism*. 2021; 51(6):1370-1377.

Yu H, Cote P, Wong JJ, Shearer HM, Mior S, Cancelliere C, Randhawa K, Ameis A, Carroll LJ, Nordin M, Varatharajan S, Sutton D, Southerst D, Jacobs C, Stupar M, Taylor-Vaisey A, Gross DP, Brisson RJ, Paulden M, Ammendolia C, Cassidy JD, Marshall S, Bohay RN, Stapleton J, and Lacerte M. Noninvasive management of soft tissue disorders of the shoulder: a clinical practice guideline from the Ontario Protocol for Traffic Injury Management (OPTIMa) collaboration. *European Journal of Pain*. 2021; 25(8):1644-1667.

Yuen K, Green R, Bingham K, Ruttan L, Lee-Kim V, Tartaglia MC, Anderson M, Zandy M, Choi MY, Fritzler MJ, Wither JE, Beaton DE, Katz P, and Touma Z. Metrics and definitions used in the assessment of cognitive impairment in systemic lupus erythematosus: a systematic review. *Seminars in Arthritis and Rheumatism*. 2021; 51(4):819-830.

Research Project Funding – Awarded in 2021/2022

Biswas A, Koehoorn M, Smith P, Irvin E, Johnston H. Examining sex/gender differences in exposures to workplace-acquired communicable disease: A systematic review. *WorkSafeBC IAW*, \$49,951, 1 year.

Jetha A, Biswas A, Bonaccio S, Dennerlein J, Frenette M, Gignac MAM, Irvin E, Khan N, Koffi M, Loewen P, Rosella L, Vahid Shahidi F, Smith B, Smith MJ, Smith P, Wu N, Zuberi D. Intelligent machines and human worker inequities: Examining the implications of artificial intelligence in the workplace. *SSHRC Partnership Development Grant*, \$200,000 (+ Partner cash \$125,490 and in-kind \$290,652 contributions), 3 years.

Smith P, Carnide N, Jetha A, Koehoorn M, Mustard C, Peters C. What are the long-term health and labour market outcomes of workers who experienced work-related COVID-19 transmission? *CIHR Operating Grant*, \$412,136, 2 years.

Johnston H, Van Eerd D, Irvin E. Development of a survey to explore workplace risk factors and hazards common to both musculoskeletal and psychological injury. *CRE-MSD Seed Grant*. \$7658, 1 year.

Mustard C, Smith P, Carnide N. Health and employment outcomes among lost-time claimants in the shadow cast by the COVID-19 emergency. *WSIB Fall 2020*, \$297,119, 2 years.

Smith P, Bauer G, Gignac M, Gilbert Ouimet M. Developing approaches to measuring the dimensions of gender and examining the relationship between 'gender dimension discordance' and health among Canadians. CIHR Project Grant - Fall 2021, \$100 000, 1 year.

Tompa E, Gewurtz R, Irvin E, Mofidi A, Mohan A. The development of an indicator framework in relation to culture change towards accessibility and inclusion of persons with disabilities " ESDC, \$99,610, 1 year.

Tompa E, Gewurtz R, Marshall C, Laberge M, Moll S, Bruyere S, Kristman V, Irvin E, Harlos K, Sultan-Taieb H, Fleisig R, Maisel J, Wyndham-West C, Coutu MF, Gomez R, Veres A, Coppin P, Jetha A, Kondo T, Van Eerd D, Bonyhady B, (Co-Investigators), Giulione J, Moser C, Farquhar A, Sukhai M, MacDonald M, Haan M (Collaborators). Inclusive Design for Employment Access (IDEA). New Frontiers in Research Grant - Transformation Stream, \$ 9 000 000, 6 years.

Non-IWH Research Project Funding – Awarded in 2021/2022

Arrandale V, Ahrens C, Holness D, Shadaan R, Ng YM. Building Safer Nail Salons: Addressing the Intersections of Employment, Health, and Anti-Asian Racism. SSHRC Race, Gender, and Diversity Initiative, \$447,723, 3 years.

Gilbert-Ouimet M, Smith P et al. A sex and gender examination of the relationships between psychosocial stressors at work, long working hours and the 24-year incidence of cardiovascular diseases among 9,188 women and men. La Fondation des maladies du cœur et de l'AVC (la FMCC), \$ 187 097, 3 years.

Hamdani Y, Tint A, Jetha A, Gignac MAM, Lai M, Kriss A, Spoelstra M. Gender, disability and sustainable employment: Promoting gender and neurodiverse talent through inclusive workplace supports. SSHRC Insight Development Grant, \$ 64 123, 2 years.

LeBlanc A, Bosma R, Goldowitz D, King M, Poitras ME, Witteman H; Principal Knowledge User : Black A, Fernandez N, Kent A, McCormick R, Robinson Settee H, Smithman MA, Turcotte S. Co-investigator : Abou Setta A, Atherton P, Aubin D, Bacon S, Barnett T, Barrett B, Belanger M, Birnie K, Boivin A; Bonin R, Brown JB, Buckley N, Carpentier A, Carver T, Couturier Y, Crowshoe L, Despres JP; Dogba JM, Dumez V, Etchegary H, Fairie P, Ferrari M, Furlan A, Garg A, Getchell L, Groulx A, Hawke L; Henderson J, Irlbacher Fox S, Iyer S, King A, L'Esperance A, Lambert S, Letourneau N, Li L; Lukewich J, McGrail K, McPhee C, McPherson A, Menear M, Mushquash C, Parrilla Lopez MJ, Riley J; Smith A, Stewart M, Stinson J, Straus S, Street C, Terry AL, Trempe Martineau J, Tricco A; Van Hoorn R, Wasylak T Innovative. National Strategies for Patient-Oriented Research Education / Stratégies Nationales Innovantes pour l'Éducation en Recherche axée sur le Patient (INSPIRE). CIHR Training Grant: Strategy-for Patient-Oriented Research (SPOR) National Training Entity, \$5,250,000, 6 years.

Moll S, Smith P, McKinnon M, Sykes ER, Ricciardelli R, Hosseiny F, Notarianni M. Beyond Silence: Advancing E-mental health solutions to support Canadian healthcare workers. Public Health Agency of Canada, \$1,560,765, 14 months.

Rittenberg N, Cameron JI, Gignac MAM, Kokorelias KM, Naglie G, Smith-Bailey S. It's More than a Balancing Act: Healthcare Providers as Family Caregivers. The Canadian Occupational Therapy Foundation (COTF) Innovation Research and Scholarship, \$5,000, 1 year \$5,000.

Stockdale C, Misfeldt R, Jetha A, Sienstra D, Goyal J. Gig Workers living with disabilities in Canada: Exploring their Experiences and Identifying Interventions to Improve their Safety and Well-being. Future Skills Centre (FSC),19 months.

Staff Directory and Adjunct Scientists

A staff directory can be found here: <https://www.iwh.on.ca/staff>

A list of Adjunct Scientists can be found here: <https://www.iwh.on.ca/adjunct-scientists>

Scientists' Research/Professional Collaborations and Networks, Appointments and Offices

BEATON, Dorcas

RedHat Member (international consortium on the advancement of the use of core outcome sets in research), 2021 – present

BISWAS, Aviroop

Member: Research Ethics Board (REB), University of Toronto Health Sciences

Assistant Professor (Status-only), Epidemiology division, Dalla Lana School of Public Health, University of Toronto

Associate Member – CIHR College of Reviewers

Secretary & Board Member, Canadian Association for Research on Work & Health (CARWH)

CARNIDE, Nancy

Assistant Professor, Status-Only appointment, Division of Epidemiology, Dalla Lana School of Public Health, University of Toronto. Term March 1, 2022, to February 28, 2023.

Associate Member, College of Reviewers, Canadian Institutes of Health Research. Effective April 19, 2021.

FURLAN, Andrea

Member of Professional Associations

Canadian Academy of Pain Medicine

International Society of Physical and Rehabilitation Medicine

International Association for the Study of Pain

Canadian Medical Association

Ontario Medical Association

Canadian Pain Society

Committees and Boards

Member – Workplace Safety and Insurance Board (WSIB) Drug Advisory Committee (DAC)

Choosing Wisely Canada – Opioids campaign. Committee Member

University of Toronto Centre for the Study of Pain - UTCSP- Executive Committee

GIGNAC, Monique

Appointments

Scientific Director, Institute for Work and Health, Toronto, Ontario (January 2022-present)

Professor, Dalla Lana School of Public Health, University of Toronto, Status Appointment, Toronto, Ontario (July 2015-present)

Senior Scientist, Institute for Work and Health, Toronto, Ontario (April 2012-present)

Scientific Co-Director, Institute for Work and Health, Toronto, Ontario (August 2013-January 2022)

Adjunct Member: Research Centre for Enhancing Prevention of Injury and Disability at Work (EPID@Work), Lakehead, University, Ontario (September 2018-present)

Privacy Officer, Institute for Work & Health, Toronto, Ontario (January 2018-present)

Full Member, Graduate Department of Public Health Sciences, School of Graduate Studies, University of Toronto (July 2007-present)

Committees, Editorial Boards, & Panels

Chair, Scientists' Meetings, Institute for Work and Health (October 2015-present)

Member, Executive Committee, Institute for Work and Health (IWH) (2014-present)

Chair, Speaker Series Committee, Institute for Work and Health (IWH) (2014-present)

Member, Ontario Episodic Disabilities Forum (OEDF) (2011-present)
Vice Chair, Integrated Scientific and Medical Advisory Committee (iSMAC), Arthritis Society (July 2019-September 2021)
Advisor, The Arthritis Society (TAS) strategic planning group for the “Arthritis Friendly Workplace” initiative (April 2013-present)
Workshop Member, EULAR Task Force on Work, Netherlands (May 2021)
Associate Editor, ACR Open Rheumatology (April 2018-present)
Associate Editor, Arthritis Care & Research, (Impact factor 2019: 4.15) (April 2011- April 2021)
Member, International Working Group for the Measurement of Work Productivity, Outcome Measures in Rheumatology (OMERACT) (February 2011-present)

Affiliations

Member, American Psychological Association (APA) (since 1987)
Member, Canadian Association on Gerontology (CAG) (since 1987)
Member, Gerontological Society of America (GSA) (since 1991)
Member, Association of Rheumatology Health Professionals (ARHP) (since 2006)

IRVIN, Emma

2022 Adjunct Lecturer, Department of OT&OS, Faculty of Medicine, University of Toronto
Member, Canadian Health Librarian Association (CHLA) (2003 – present)
Member, Canadian Library Association (CLA) (1994 – present)

JETHA, Arif

Scientific Member-at-Large, Equity, Diversity and Inclusion Committee, Institute for Work & Health
Co-Chair, Training Committee, Institute for Work & Health
Scientific Member-at-Large, Privacy Committee, Institute for Work & Health

MUSTARD, Cameron

Member, PSHSA Education Advisory Council Meeting, March 2020
Member, PSHSA Government/Municipal Advisory Council Meeting, March 2020
Member, PSHSA Health Care Advisory Council Meeting, March 2020
President, National Organizing Committee, XXII World Congress on Safety & Health at Work, October 2017 to October 2020
Chair, International Organizing Committee, XXII World Congress on Safety & Health at Work, October 2017 to October 2020
Member, Steering Committee, Toronto Region Statistics Canada Research Data Centre
Member, OCRC Steering Committee, April 2018 to present
Member, Health Reports Editorial Board, January 2017 to present
Member, Epidemiology Faculty Advisory Committee, Dalla Lana School of Public Health, University of Toronto, 2016
Member, Epidemiology Faculty Curriculum Committee, Dalla Lana School of Public Health, University of Toronto, 2018 to present

ROBSON, Lynda

Member, Canadian Association for Research on Work and Health
Member, Canadian Evaluation Society
Member, Technical Subcommittee for CSA Z1000-15, Occupational Health and Safety Management Standard, 2nd ed., Canadian Standards Association, 2012-present

SMITH, Peter

President & Senior Scientist, Institute for Work & Health, Toronto, ON, Canada (2022 – present)
Scientific Co-Director, Institute for Work & Health, Toronto, ON, Canada (2018 – 2022)
Senior Scientist, Institute for Work & Health, Toronto, ON, Canada (2015 – present)
Associate Professor, Dalla Lana School of Public Health, University of Toronto, ON, Canada (2014 – present)

TOMPA, Emile

Technical Committee Member, Employment Standard. Accessibility Standards Association. 2021-present.
Associate Editor, Occupational Health, BMC Public Health, 2017-present
Editorial Board, Scandinavian Journal of Work Environment and Health, 2017-present
Editorial Board, Journal of Occupational Rehabilitation, 2008-present
Member, Canadian Institutes of Health Research (CIHR) College of Reviewers, October 2017-present
Member, Labour Market Information Council National Stakeholder Advisory Panel, October 2017-present
Member, Research Subcommittee, Ontario Centre for Workforce Innovation (OCWI), September 2016-present
Vice Chair, Canadian Standards Association (CSA Group) Technical Committee for the development of a work disability prevention management system standard for paramedics (Z1011:20.1). September 2020-present.
Chair, Canadian Standards Association (CSA Group) Technical Committee for the development of a work disability prevention management system standard (Z1011:20), January 2019-June 2020.
Member, Disability and Work in Canada Steering Committee, 2016-present.
Director, Centre for Research on Work Disability Policy, 2013-present. Subject Matter Expert at a virtual roundtable discussion on the current disability benefit environment. Hosted by Employment and Social Development Canada's Office for Disability Issues. Held January 14, 2022.

VAN EERD, Dwayne

Researcher, Centre for Research Expertise for Musculoskeletal Disorders, Waterloo, Ontario (Jan 2008–Present)
Adjunct Lecturer in the Department of Occupational Sciences and Occupational Therapy, University of Toronto (July 2018 – Present)
Associate (restricted) Graduate Faculty, Rehabilitation Sciences Institute, University of Toronto (Oct 2019 – Present)
Member, Ontario Kinesiology Association

YANAR, Basak

Assistant Professor (status-only appointment), Dalla Lana School of Public Health, University of Toronto
Associate Scientist, Institute for Work & Health

BEATON, Dorcas**Teaching/Educational Role**

Teaching Measurement in clinical research in clinical epidemiology
Supervisor: Pinsker EB. Understanding and Measuring Self-perceived Outcome following Ankle Reconstruction. University of Toronto, TSpace, Mar 2021, <http://hdl.handle.net/1807/104947>

BISWAS, Aviroop

Teaching/Educational Role

Alumni mentor: University of Toronto, Alumni Mentorship Program (2018-present)

Tutorial Lead, Dalla Lana School of Public Health, University of Toronto

Faculty tutor for introductory seminar course for Master of Public Health Students on epidemiologic methods with an emphasis on key concepts and methods.

Research Coordinator/Analyst Supervision

Sep 2020-present:

Tiong M. Project: Examining sex/gender differences in exposures to workplace-acquired communicable disease: A systematic review (WorkSafeBC)

Nov 2019-2021: Begum M. Project: Developing guidelines on an integrated worker health approach (Alberta Labour)

Dec 2018-2021: Harbin S. Project: Systematic review on sex/gender differences in work exposures and worker health outcomes (WorkSafeBC). [Project 3230: SR work exposure and outcome differ by gender].

Jun 2019-present: Chen C. Project: How much movement do workers need to be healthy? Understanding work-related and non-work contributions to the movement patterns of Canadian workers and their cardiometabolic consequences. (CIHR Project Grant). [Project 1395: How much movement is healthy?]

Summer Student Supervision

2021-present: Zhai G, Summer Student, Health Sciences BSc. Student at Western University: Summer student who is currently supporting me on a WorkSafeBC-funded systematic review on sex/gender differences in occupational infectious disease exposures.

2019-present: Aulakh T, Summer Student, Kinesiology BSc. Student at Queen's University:

Undergraduate student supporting a WorkSafeBC-funded systematic review on sex/gender differences in occupational infectious disease exposures.

Service Activities

Application Reviewer: MSc in Epidemiology & Health Promotion applications,

Reviewer: Social and Behavioural Health Sciences / Epidemiology, University of Toronto

CIHR Reviewer Panel – Health Research Training Platform Grant Application

Guest Section Editor – “Innovations to Promote Exercise-Is-Medicine in Ambulatory Settings”, *Frontiers In journal*

Application Reviewer: Syme Fellowship, Institute for Work & Health

Reviewer: *International Archives of Occupational & Environmental Health*, *American Journal of Preventive Medicine*, *Occupational and Environmental Medicine*, *PLOS ONE*, *Disability and Rehabilitation*, *Annals of Internal Medicine*

CARNIDE, Nancy

Service Activities

Grant committee member

Cannabis Research in Longitudinal Studies. Canadian Institutes of Health Research

CIHR Operating Grant: Addressing the Wider Health Impacts of COVID-19. Canadian Institutes of Health Research

Member, Joint Health and Safety Committee, Institute for Work & Health (2018 – present)

Member, Speaker Series Committee, Institute for Work & Health (2021 – present)

Knowledge transfer and exchange service

Participant, Consultation on Toolkit of Resources Substance Use and the Workplace: Supporting Employers and Employees, led by the Canadian Centre on Substance Use and Addiction, May 2021.

FURLAN, Andrea

Teaching/Educational Role

Masters and Doctoral theses

Adriano Nella, MSc, Primary supervisor – Institute of Medical Sciences – UofT. Topic: TBA, 09/2020 to present

Jenny Lau, MSc, Primary supervisor – Institute of Medical Sciences – UofT. Topic: Prevalence of oncology patients receiving palliative care who do not dispose of their opioids, 09/2018 to present

Thesis Examiner

Tang Shuk Kwan (External examiner), PhD thesis defense. The Hong Kong Polytechnic University. School of Nursing. Title: The effectiveness of an electronic pain management programme (ePain) for Working population with chronic pain: a randomized controlled trial. Jun 2 2021

Service Activities

Reviewer: Cureus, Journal of Clinical Medicine, Journal of Medical and Internet Research (JMIR), Journal of Interprofessional Care, New England Journal of Medicine, Pain, Pain Medicine

CIHR Catalyst Grant review panel member: Cannabis and Mental Health

GIGNAC, Monique

Teaching/Educational Role:

Partner Supervisor for Robyn A. O'Loughlin, Ph.D., Postdoctoral Fellowship, Title: Bullying Purposely Left Out?: Canada's amended Labour Code and its potential impact on Indigenous workers, Lakehead University, Funded by Mitacs and IWH. (Supervisor: V. Kristman; IWH partner Supervisor: M. Gignac) (March 2021-February 2022)

Ph.D Supervisor for Genevieve Jessiman-Perreault. (Co-supervisor with Dr. Peter Smith) (July 2019-present)

Ph.D Supervisor for Gemma Woticky, PhD student, Dalla Lana School of Public Health (Primary Supervisor) (September 2018-present)

Ph.D Supervisor for Angela Pickard, Ph.D. student, Dalla Lana School of Public Health (Primary Supervisor) (September 2014-present)

Postdoctoral Supervisor for Faraz Vahid Shahidi, Ph.D., Postdoctoral Fellowship, Canadian Institutes of Health Research Postdoctoral Fellowship. (Co-supervisor with Dr. Peter Smith) (August 2019-July 2021)

Practicum Supervisor for Anja Vesterback, MPH Student, Dalla Lana School of Public Health, Funded through the ACED Partnership grant. Practicum project: A practicum examining episodic disabilities and return to work in policing and public safety personnel. (Co-supervised with D. Van Eerd) (May 2021-August 2021)

M.Sc. Committee Member for Adriano Nella, Institute for Medical Sciences, University of Toronto. Supervisor, Andrea Furlan. (November 2020 - present)

Committee Member for Andre Luquini, Faculty of Medicine, University of British Columbia. Supervisor, Diane Lacaille (June 2019-present)

External Examiner: Danielle Berkovic, Monash University, Australia. Supervisor: Ilana Ackerman (May 2021)

External Examiner for Comprehensive/Qualifying Exam: Vanessa Tomas. Supervisor: Sally Lindsay (August 2021)

Invited Lecturer - HAD5302H: Measurement in Clinical Research. "Development of Measures: How good are those instructions, items, and response options". Course Director: Cory Borkhoff (March 2021)

Service Activities:

External grant reviewer, Saskatchewan Health Research Fund (SHRF), New investigator competition (May 2021-present)

IRVIN, Emma

Teaching/Educational Role

Lead Instructor, REH 3600H Synthesis Toolkit, Graduate course, Rehabilitation Sciences Institute, University of Toronto (Jan 2022 – Apr 2022)
Guest lecturer, Meta Analysis- Basic Principles (OCT1122Y), Department of Medicine, University of Toronto (May 2021)
Lead instructor, IWH Systematic review Mini Workshop, Institute for Work & Health (July 16, 2021)
Lead instructor, IWH Systematic Review Workshop, Institute for Work & Health (December 8-9, 2021)
Service Activities
Reviewer, Reviewer, Journal of Occupational Rehabilitation, Arthritis and Rheumatism, CMAJ (2021-22)

JETHA, Arif

Teaching/Education Role

Reena Shadaan, Mustard Fellowship in Work and Health, 2021 – Present
Practicum Student mentorship: Meagan Parmassar, Dalla Lana School of Public Health, MPH health promotion student, 2021 – Present
Vivan Tseng, Dalla Lana School of Public Health, MPH health promotion student, 2021 – Present

Service Activities

Chateau Scholarship Review committee, 2021 – Present

LANDSMAN, Victoria

Teaching/Educational Role

Practicum supervisor for Sylvia Li, Dalla Lana School of Public Health, Department of Biostatistics, University of Toronto. Project title: Improving on analyses of self-reported data using multiple imputation (2020-2021)

MUSTARD, Cameron

Teaching/Educational Role

Thesis Committee Member to Kathleen Dobson, PhD Candidate, Epidemiology, Dalla Lana School of Public Health, University of Toronto, September 2016 to present
Thesis Committee Member to Kimberly Sharpe, PhD Candidate, University of British Columbia, 2017 to present
Principal Supervisor to Laura Bogaert, PhD Candidate Epidemiology, Dalla Lana School of Public Health, University of Toronto, September 2013 to present

ROBSON, Lynda

Teaching/Educational Role

BASc Practicum Supervisor. Melanie Zukowski. Topic: Remote delivery of training: a literature review. ENH 66A/B – Field Project. School of Occupational and Public Health, Ryerson University. 2020-21.

Service Activities

Ad-hoc journal reviewer: American Journal of Industrial Medicine, Safety Science, Safety and Health at Work
External reviewer: One of two external quality control experts to “Supporting compliance and better OSH practice through leverage in market-based initiatives” project led by Hasle P. (Department of Technology and Innovation, Section of Global Sustainable Production University of Southern Denmark) and funded by European Agency for Safety and Health at the Workplace (EU-OSHA); 2022-2023.
Member, Subject Matter Experts Working Group, Manufacturing Safety Alliance of BC’s National Audit Standard Project (2021-)

SMITH, Peter

Teaching/Educational Role

Doctoral Students

Primary Supervisor to Christa Orchard, PhD Candidate, Epidemiology, Dalla Lana School of Public Health, University of Toronto. Research topic: Taking a sex and gender sensitive approach to understanding mental health service utilisation in Canada (September 2019 – present)

Committee Member to Emily Ha, PhD Candidate, Epidemiology, Dalla Lana School of Public Health, University of Toronto. Research topic: Understanding the mechanisms of how estradiol loss at menopause leads to knee pain: A population-based longitudinal study of postmenopausal women (September 2019 – present)

Co-Supervisor to Genevieve Jessiman-Perreault, PhD Candidate, Social and Behavioural Health Sciences, Dalla Lana School of Public Health, University of Toronto. Research topic: Can the workplace support good mental health? Examining the role of gendered work, personal health, and organizational factors on the need, access, and use of mental health services (September 2018 – present)

Committee Member to Rozina Somani, PhD Candidate, Lawrence S. Bloomberg Faculty of Nursing, University of Toronto. Research Topic: Using implementation science to explore the facilitators and barriers of creating a workplace violence reporting system in the context of Pakistan (May 2018 – present)

Primary Supervisor to Andrea Portt, PhD Candidate Epidemiology, Dalla Lana School of Public Health, University of Toronto. Research topic: Migraine in Ontario: Determining migraine attack incidence and association with air pollution via administrative and smartphone data (September 2017 – present)

Primary Supervisor to Kathleen Dobson, PhD Candidate Epidemiology, Dalla Lana School of Public Health, University of Toronto. Research topic: Mental health conditions and labour force participation in Canada (September 2016 – October 2021)

Committee Member to Laura E Bogaert, PhD Candidate Epidemiology, Dalla Lana School of Public Health, University of Toronto. Thesis title: Quantifying the burden of hearing loss among Canada's military population (September 2013 – present)

Postdoctoral Students

Co-Supervisor to Faraz Vahid Shahidi, post-doctoral Mustard Fellow, Institute for Work & Health. Research topic: the effects of unemployment benefit programs on the health of jobless workers (August 2019 – July 2021)

Teaching and Design

Co-Instructor and Course Designer: Epidemiological methods for causal mediation analyses (CHL5428), Dalla Lana School of Public Health, University of Toronto (2015 – present)

Guest Lecturer. Factor Analysis. Measurement in Clinical Research (HAD5302), Institute of Health Policy, Management and Evaluation at the University of Toronto (2016 – present)

Service Activities:

Deputy Editor: Occupational and Environmental Medicine (2016 – present)

Committee Member: CIHR Population Health Project Grant (present)

Associate Editor: Annals of Work Exposures and Health (2016 – 2022)

TOMPA, Emile

Teaching/Educational Role

Teaching activities: Graduate level

Co-Instructor, Module on Economic Evaluation of Public Health Initiatives (4 sessions), Tools and Approaches for Public Health Policy Analysis and Evaluation (CHL 5308H), Dalla Lana School of Public Health, (Winter 2018 - present)

Course Coordinator and Instructor, Current Topics in Health and Safety (IRE 2715H/IRE1655H). Centre for Industrial Relations and Human Resources, University of Toronto (2013-present)

Co-Instructor, Advanced Topics in Health Economics (Econ 791), Department of Economics, McMaster University (2020-present)

Teaching activities: Undergraduate level

Course Coordinator and Instructor, Employment Health, Centre for Industrial Relations and Human Resources, University of Toronto (IRE378H1S) (2019-present)

Course Designer and Instructor, The Economics of Occupational Health and Safety (WHDM404). Pacific Coast University (2019-present)

Thesis Committee Member

Committee Member for Nirusa Nadesar, M.Sc. Rehabilitation Sciences, University of Toronto (Winter 2021 – present)

Committee Member for Nazlim Bilgi, M.Sc. candidate, School of Rehabilitation Sciences, McMaster University (Fall-2020 – present)

Thesis Committee Chair for Sara Lacarte, PhD candidate, Dalla Lana School of Public Health, University of Toronto (August 2020-present)

Committee Member for Mary Beth MacClean, PhD candidate, School of Rehabilitation Therapy, Queen's University (December 2019-present)

Committee Member for Gemma Woticky, PhD candidate, Dalla Lana School of Public Health, University of Toronto (Fall 2019-present)

Post-doctoral Mentor

Post-doctoral Mentor for Alexis Buettgen, funded by the IWH and Mitacs (2022- present)

Post-doctoral Mentor for Dan Samosh, funded by Centre for Research on Work Disability Policy, CNIB and Mitacs (2019-2021 & 2022- present)

Post-doctoral Mentor for Amirrabas Mofidi, funded by the IWH, (2019-present)

Service Activities:

Guest editor

Tompa E, Samosh D, Santuzzi A. The Benefits of Inclusion: Disability and Work in the 21st Century, development and guest editorship of a special issue of the journal Equity, Diversity and Inclusion. 2021. (upcoming) [2405 – IDEA]

Subject Matter Expert for Bank of Canada Policy Roundtable with Governor Macklen and civil society on the future of work. Held September 22, 2022.

Content Expert for the 5th National Action Plan on Open Government – Meeting on Open Data for Results. June 23, 2021.

Subject Matter Expert for the development of a National OHSMS Standard for Manufacture. Canadian Manufacturing Association. Summer and Fall, 2021.

External Grant/Report Referee

New Frontiers in Research (2022)

SSHRC Partnership Development Committee Review Panel (2020, 2021)

External PhD Thesis Examiner, Jonas Steel, University of Leuven. Summer 2021.

Grant Referee, National Institute for Health Research, UK. Fall 2021.

VAN EERD, Dwayne

Teaching/Educational Role

Course leader and lecturer: NIVA Education – Research to Practice in OHS, Held online, October 12–14, 2021

Lecturer session 1: Knowledge brokering for healthy ageing – theories and practices applicable to workplace settings

Lecturer session 2: Integrated knowledge transfer and exchange: An organizational approach for stakeholder engagement and communications

Lecturer session 3: Approaches and methods for evaluating knowledge transfer and exchange and research Impact in OHS.

Lecturer: Knowledge Translation Program Certificate, Sick Kids, Toronto, Canada; Saunders R & Van Eerd D. KT and the Policy Community. October 2021

Service Activities

Reviewer: The International Journal of Environmental Research and Public Health, The International Archives of Occupational and Environmental Health, Industrial Ergonomics, Journal of Pain Research, Applied Ergonomics, Cochrane, International Journal of Industrial Ergonomics, Journal of Safety Research, Inquiry

YANAR, Basak

Teaching/Educational Role

Admission Reviewer: Reviewing 25 Master of Public Health (Health Promotion) applications, Dalla Lana School of Public Health, University of Toronto

Service Activities

Member: Qualitative Research Group, Institute for Work & Health, Toronto

Co-Chair: Workplace Vulnerability Working Group, Review Steering Committee Programs as part of Preventions Works Strategy, Ontario Ministry of Labour, Training and Skills Development (MLTSD), Toronto

Board Member and Scientific Advisory Committee Member: Canadian Association for Research on Work and Health (CARWH)

Advisory Committee Member: Community Engagement, Employer Innovation for Newcomer Employment, Skills for Change, Toronto

Scientific Advisory Committee Member: Migration, Work & Health Forum (2017), Dalla Lana School of Public Health, University of Toronto

External Reviewer: Continuing Medical Education module "Return to Work: Assisting people back to work and determining restriction" The Foundation for Medical Practice Education, McMaster University, Hamilton

Recording Secretary to the Board of Directors: Institute for Work & Health, Toronto

Peer Reviewer: International Journal of Human Resource Management, International Journal of Environmental Research and Public Health, Annals of Work Exposures and Health, International Migration, Journal of Immigrant and Minority Health