

# Institute for Work & Health Activity Plan 2019/20



**Institute  
for Work &  
Health**

Research Excellence  
Advancing Employee  
Health



## **2019/20 Activity Plan**

**Research  
Knowledge Transfer & Exchange  
Corporate Services**

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## 2019/20 Activity Plan

The Ministry of Labour released “*Healthy and Safe Ontario Workplaces: A Strategy for Transforming Occupational Health and Safety*” in December 2013. The Institute for Work & Health is committed to supporting the priorities identified in the prevention strategy. The projects and activities documented in the Institute's 2019/20 Activity Plan demonstrate alignment to the priorities in the *Healthy and Safe Ontario Workplaces* strategy, and include the following:

- Continuing the Institute's longstanding commitment to describing the circumstances of vulnerable workers, many of whom are new workers, young workers, immigrant workers or older workers. We have important work in progress in this area and are actively supporting the Ministry of Labour's prevention and enforcement activities to address the needs of vulnerable workers.
- Continuing research efforts to identify the hazards associated with the risk of work injury and illness, and the most effective interventions to mitigate these hazards, particularly in the area of non-traumatic musculoskeletal disorders, the largest cause of work-related disability in Ontario.
- Supporting the promotion of a culture of health and safety, in collaboration with the HSAs, on the development of leading indicators of workplace occupational health and safety performance and on the development of tools to apply this knowledge.
- Strengthening our research portfolio's focus on supporting the needs of small businesses
- Continuing to build collaborative research and knowledge exchange partnerships with the HSAs, CREs, and other stakeholders through such forums as the IWH-chaired Prevention Knowledge Exchange Group and continuing our commitment to involve workplace parties directly in many of our research projects.
- Continuing to contribute high quality research evidence to support workplace practices in the prevention of work disability.

Dr Cameron Mustard

President & Senior Scientist



## 2019/20 ACTIVITY PLAN

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## **Introduction**

The Institute for Work & Health promotes, protects and improves the safety and health of working people by conducting actionable research that is valued by employers, workers and policy-makers. The Institute is also committed to provide knowledge transfer and exchange services to improve access to and application of research evidence among agencies in the Ontario prevention system, workplace parties, occupational health and safety professionals, clinicians, and policy makers to support improved outcomes in the prevention of work-related injury and illness and the prevention of work disability.

The Institute is structured in three programs. The Research Program focuses on the prevention of work-related injury and illness and the prevention of work disability. The Institute for Work & Health has a specific focus on work-related musculoskeletal conditions which are responsible for approximately 50 per cent of disability compensation claims involving time lost from work-related injury and illness. The Knowledge Transfer and Exchange Program builds and maintains relationships with stakeholders to enable the ongoing exchange of information and research evidence and to facilitate their participation in research projects. We use a range of strategies to accomplish this goal and are committed to collaborations with partners in the Ontario prevention system, and with a wide range of other health and safety stakeholders. The Corporate Services Program provides facility management services, financial management services, human resource services and support to the Institute's Board of Directors.

The Institute is an independent not-for-profit organization with a twelve-member Board of Directors. The Institute's projected staff complement for 2019 /20 will be 52 FTEs, which are distributed across the three programs: Research, Knowledge Transfer & Exchange, and Corporate Services.

The 2019/20 Activity Plan describes individual research projects to be conducted over the course of the year, outlining project objectives, staffing, stakeholder involvement and the alignment to the Ontario Prevention Strategy. The work of the KTE Department and the organizational support role played by the Corporate Services Department are also described in the plan.





## **Research**

The Institute's research plans for 2019/20 are organized in two focus areas: 1) the primary prevention of work-related injury and illness and, 2) the prevention and management of work disability. Research projects in the area of primary prevention focus on working conditions and health, vulnerable workers, the prevention of musculoskeletal disorders, the effectiveness of occupational health and safety programs and practices and the influence of regulation and economic incentives on workplace practices. Research projects in the area of work disability management & prevention focus on the measurement of health and function, the effectiveness of clinical treatment, optimal return-to-work practices and the influence of compensation and benefits on the social and economic circumstances of disabled workers. In both of these two areas of research, we devote efforts to the development of evidence-based guides and tools that may be useful to our non-research partners.

## **Knowledge Transfer & Exchange**

The aim of knowledge transfer and exchange is to put research findings into the hands of key decision-makers in a timely, accessible and useful manner. The decision-makers could be workers, employers, OHS professionals, policy-makers, clinicians or other researchers. Additionally, KTE staff ensures that stakeholders are either involved in or informed of research projects that may be relevant to them, KTE initiatives to strengthen stakeholder relationships and to make research evidence available, understandable and useable are described in the 2019/20 Activity Plan.

## **Corporate Services**

Corporate Services at the Institute provides facilities support, human resources management, finance and accounting capacity and oversees the purchase and maintenance of equipment and supplies. The administrative infrastructure and human resource function supports the diversity and complexity of work at the Institute. It also provides liaison and support to the Institute's Board of Directors. A description of 2019/20 Corporate Services activities follows the Research and KTE sections.



## **Prevention of Work Related Injury and Illness**

In this section, we provide an overview of the Institute's research plans for 2019/20 focused on the prevention of work-related injury and illness. Our portfolio of projects addresses vulnerable workers, the effectiveness of occupational health and safety programs, working conditions and health, and economic incentives on workplace practices. We also focus on the development of evidence-based guides and tools that may be useful to our non-research partners. The Institute's knowledge transfer & exchange staff will engage with our partners to support the transfer of research evidence to policy and practice and will continue to strengthen relationships with workplace parties (employers, organized labour, health and safety associations, and OHS professionals) to support their participation in our research activities.

### **Protecting vulnerable workers**

Protecting vulnerable workers from the risks of work-related injury and illness is a central priority of the Ontario prevention system. New workers, some of whom are in temporary employment arrangements and many of whom are young workers, are most at risk of injury during the first month on a job. In 2019/20, we are working on a new project that will explore the role of employers and settled agencies in safe employment integration. Immigrant workers, who make up an increasing segment of the Canadian labour force, may also be more vulnerable to workplace injury or illness. The proportion of workers aged 50+ is increasing and there are growing incentives for older workers to continue employment beyond the age of 65. Not all workers enter the workforce with optimum health. Many have pre-existing physical and mental health conditions or develop health problems that may make them vulnerable to workplace injury or illness. Finally, continuing to look into measuring vulnerability and the many ways it presents itself will continue to be a research priority for the Institute for Work & Health in 2019/20.

### **Effective workplace health and safety practices**

The role of workplace organizational policies and practices in ensuring the health and safety of workers will continue to be an important focus of the Institute's research in 2019/20. The Institute's research will focus on estimating the financial benefits of OHS prevention expenditures in Ontario workplaces. Institute staff will continue research on optimal approaches to the measurement and auditing of organizational policies and practices within Canadian workplaces. In 2019, we will complete our work on utilizing benchmarking reports to identify relevant leading indicators of injury and illness in the construction sector. The data will be used in the creation of a dashboard for firms to manage and improve their occupational health and safety metrics over time. As well, we will complete our evaluation of the implementation and effectiveness of the Ontario working at heights training standard, which came into force April 1, 2015.

### **Working Conditions and Health**

The impact of working conditions on health will continue to be a focus for the Institute's research in 2019/20. The Institute will continue to conduct surveillance research on the relationship between working conditions and work-related disorders and to document trends. In addition, we will examine trends over time in the incidence and duration of work-related injury and illness. In 2019/20, we will continue work on a study that aims to address recommendations made to the Ministry of Labour from the Expert Advisory Panel of Occupational Health and Safety by making use of population-based records of emergency department visits to improve the surveillance of work-related injury and illness in the province of Ontario, with a particular emphasis on vulnerable workers. In addition, we will continue work on a project aiming to gather more knowledge on how workers use cannabis in relation to the workplace and their perceptions and attitudes towards workplace use. We will continue to endeavour to create a more nuanced understanding of how sex/gender shape injury risk, the relationship between the work environment and chronic illnesses, and time off work after a work-related injury, with a view to help shape the development of gender- and sex-sensitive policies and practices to improve the health of all working Canadians.



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## Measuring occupational health and safety vulnerability in Alberta (1380)

**Project Period:** New

**Introduction:** For the past six years, researchers at IWH have worked on better defining and measuring OHS vulnerability – moving past demographic and industrial characteristics to conceptualise OHS vulnerability as a dynamic process. As part of previous work, information on OHS vulnerability has been captured among workers in the provinces of Ontario and British Columbia. To date we have successfully recruited 1,026 Alberta workers who have completed our survey.

**Objectives:**

- Conduct a survey of OHS vulnerability among workers in Alberta using the OHS vulnerability measure developed at the Institute for Work & Health in Toronto.
- Capture important workplace and occupational information, as well as the prevalence of injuries and the reporting of these injuries to workers' compensation.

**Researchers:** Peter Smith, Victoria Nadalin

**Collaboration and Partnerships:** OHS Futures Alberta

**Potential Audiences and Significance:** Multiple stakeholders, predominantly from the provinces of Alberta, Ontario and British Columbia will have interests in the research findings of this project. Researchers in the area of the primary prevention of workplace injury, and the surveillance of occupational health and safety risk factors will also be interested in study findings.

**Links to MOL Prevention Strategy:** vulnerable workers

**Project Targets for 2019/20:**

*First Quarter:* Complete analyses examining the levels of OHS vulnerability, and different dimensions of OHS vulnerability. Understand the extent to which demographic, occupational and industrial factors explain differences in OHS vulnerability across provinces.

*Second Quarter:* Present findings from the analyses of OHS vulnerability to funders.

*Third Quarter:* Provide aggregated data file of survey responses to funder to start benchmarking levels of OHS vulnerability across the Alberta workforce.

*Fourth Quarter:* Finalize project deliverables and provide final report to OHS Futures.



## **The role of employers and settlement agencies in safe employment integration (1385)**

**Project Period:** New

**Introduction:** Employers play an important role in the safe and sustained work integration of immigrants and refugees in Canada. They are responsible for training new workers and putting measures in place to protect their health and safety. Employers hire recent immigrants through multiple avenues. Some employers work with settlement organizations who are looking to find placements for recent immigrants. Despite the central role that employers play in both hiring and subsequently providing safe work environments for recent immigrants, we know very little about their expectations, experiences and challenges in relation to hiring recent immigrants. We also have little information on specific challenges employers and settlement organisations face when working together. This study will address this research gap by extending current research on the safe work integration of newcomers to examine the strategies used by employers and settlement agencies to help recent immigrants and refugees integrate into employment in Canada.

### **Objectives:**

- To understand employers' and settlement providers' experiences and practices in helping immigrants integrate into employment in Canada.
- To identify resource and training needs of settlement providers and employers as well as gaps in service delivery to inform innovative solutions for promoting safe employment for newcomers.

**Researchers:** Peter Smith, Basak Yanar, Stephanie Premji (Co-Investigator; McMaster University)

**Collaboration and Partnerships:** We partnered with six large settlement and employment agencies and community organisations: Skills for Change, Access Alliance, KEYs Employment Centre, Arab Community Centre Toronto, the Brampton Multicultural Centre and the Canadian/Arab Institute

**Potential Audiences and Significance:** The findings from this project will be of interest to multiple stakeholder communities, including employers, service providers, newcomer clients, as well as stakeholders across the employment/immigration field.

**Links to MOL Prevention Strategy:** vulnerable workers

### **Project Targets for 2019/20**

*First Quarter:* Continue recruitment activities.

*Second Quarter:* Complete interviews, data transcription and translation.  
Start analysis of interview data.

*Third Quarter:* Continue qualitative data analysis.  
Start the planning for KT activities.

*Fourth Quarter:* Complete data analysis and draft study final report.  
Organize Employer Research and Knowledge Exchange Forum.

## Occupational health and safety performance in unionized construction (1257)

**Project Period:** New

**Introduction:** The Ontario Construction Secretariat (OCS) is comprised of twenty-five organized building trade unions (workers) and the signatory contractors (employers) of Industrial, Commercial and Institutional (ICI) construction, along with representatives from the provincial government. Together, they form a tripartite organization intended to enhance the well-being of organized ICI construction in Ontario. Over the period 2012-2013, the Institute for Work & Health collaborated with OCS to compare the incidence of work-related injury and illness between unionized and non-unionized contractors in the sector over the period 2006-2012. This original study found that unionized contractors had lower lost-time claim rates and higher no lost-time claim rates, concluding that unionized contractors may encourage occupational injury reporting and reduce risks through training and hazard identification and control practices. This project will replicate the methods of the previous study, updating the time period to 2012-2017.

**Objectives:**

- To replicate the methods of a previous IWH study (Project 1255) to determine if differences in OHS performance between unionized and non-unionized contractors observed in 2006-2012 are present in the 2012-2017.

**Researchers:** Lynda Robson (Principal Investigator), Cam Mustard (Co-Principal investigator), Victoria Landsman, Desiree Latour-Villamil (Institute Coordinator), Hyunmi Lee

**Stakeholder Involvement:** Partners in this project include the construction sector, various union organizations, and policy-makers.

**Potential Audiences and Significance:** The results of this research project will be relevant to the construction sector, unions, the Ministry of Labour, the WSIB, policymakers, and other prevention partners.

**Links to MOL Prevention Strategy:** hazard assessment and control, preventive workplace culture

**Project Targets for 2019/20:**

- First Quarter:* Linkage of unionized construction contractors to employer registration records with the Ontario Workplace Safety & Insurance Board
- Second Quarter:* Linkage of unionized construction contractors to employer registration records with the Ontario Workplace Safety & Insurance Board  
Extract employer and claimant administrative records from the Ontario Workplace Safety & Insurance Board
- Third Quarter:* Commence data management tasks, such as data coding, creation of variables and data exploration.  
Commence data analysis.
- Fourth Quarter:* Complete data analysis  
Meet with OCS to present preliminary results.  
Write and submit formal final report.  
Present an executive briefing.

## Evaluation of the implementation and effectiveness of the Ontario working at heights training standard (1360)

**Project Period:** Ongoing, to be completed Q1

**Introduction:** The recommendations of the Expert Advisory Panel on Occupational Safety & Health (2010) emphasized the development of mandatory fall protection training for workers working at heights (WAH). In response to this recommendation, the Prevention Office, Ontario Ministry of Labour, has implemented regulations defining training program standards and has established a program for the accreditation of training providers. The Occupational Health and Safety Awareness and Training Regulation requires employers in Ontario to ensure that workers on construction projects successfully complete a WAH training program if they may use specified methods of fall protection. A training provider approved by the CPO must deliver the program. The training requirements came into force on April 1, 2015. By the end of 2018, more than 500,000 people had been trained by about 200 accredited training providers.

### Objectives:

- To analyze administrative data describing characteristics of working at heights learners (e.g., geographic region) and trends over time in the incidence of falls from heights.
- To interview MOL inspectors about the enforcement and observed effects of the WAH standard.
- To survey construction employers on compliance and the effectiveness of the WAH standard.
- To conduct a learner follow up study to assess changes in knowledge and self-reported work practices attributable to the training, as well as barriers to transferring learning to the work site.
- To survey members of selected trades about compliance with and effects of the WAH standard.
- To survey training providers about changes in the nature of the fall prevention training provided.

**Researchers:** Lynda Robson (Principal Investigator), Cameron Mustard (Co-Principal Investigator), Ben Amick, Peter Smith

**Collaboration and Partnerships:** IHSA is a collaborator on the learner follow up study. There is a project advisory committees with labour and management representatives from the construction sector.

**Potential Audiences and Significance:** There is strong interest on the part of stakeholders in the construction sector to document the effectiveness of the mandatory training standard and learn from the experience of its implementation.

**Links to MOL Prevention Strategy:** preventive workplace culture, hazard assessment and control

### Project Targets for 2019:

*First Quarter:* Submit 1st peer-reviewed publication.

*Second Quarter:* Submit 2<sup>nd</sup> peer-reviewed publication.  
Present findings at international conference.

*Third Quarter:* No activity.

*Fourth Quarter:* No activity.

## Health and safety practices in the Manitoba construction industry (1365)

**Project Period:** Ongoing, to be completed in Q2

**Introduction:** The project is a partnership with the Construction Safety Association of Manitoba (CSAM) and its 5,678-member employers. The primary research goal is to identify relevant leading indicators of injury and illness in the construction sector using the Organizational Policies and Practices Questionnaire (OPPQ), the IWH-OPM tool, and a tool assessing Joint Health and Safety Committee functioning. Having a set of tools that CSAM and OHS leaders can use will potentially improve OHS management practices, impact workplace hazard reduction, and improve worker health and safety. The data will be used to develop evidence-based organizational benchmarking reports and to build a dashboard that will allow firms to manage and improve their occupational health and safety metrics over time, contributing to a new conversation about best practices in OHS performance and a community of practice to share these best practices within the CSAM. The intent is to affect a significant shift in the health and safety culture of construction businesses, especially small businesses who have limited time and resources to engage in OHS safety improvements.

### Objectives:

- To examine the reliability and validity of the OPPQ, IWH-OPM and JHSC Functioning.
- To examine the relationships between historical Workers' Compensation Board (WCB) claim rates and organizational and management metrics.
- To develop evidence-based benchmarks representative of all employers in all regions in the construction sector in Manitoba to support the dissemination of benchmarking information.
- To develop and test the usability of a benchmarking dashboard to help organizations improve their OHS performance over time.

**Researchers:** Ben Amick (Principal Investigator), Jonathan Fan, Sara Macdonald, Christopher McLeod, Colette Severin, Dwayne Van Eerd, M Jones (Construction Safety Association of Manitoba)

**Collaboration and Partnerships:** IWH will partner with CSAM and its members on this project.

**Potential Audiences and Significance:** Construction Safety Association of Manitoba (CSAM) member employers, WCB of Manitoba's/SAFE Work Manitoba, and Workplace Safety and Health Manitoba.

**Links to MOL Prevention Strategy:** hazard assessment and control, preventive workplace culture

### Project Targets for 2019:

*First Quarter:* Finalize data analysis.  
Begin manuscript preparation.  
Develop beta version of dashboard with supporting documentation.  
Hold Advisory Committee meeting #3.

*Second Quarter:* Submit final report to funder.  
Submit manuscript.

*Third Quarter:* No activity.

*Fourth Quarter:* No activity.

## **Implementing participatory organizational change: evaluation a participatory intervention in long-term care (1281)**

**Project Period:** Ongoing, to be completed in Q2

**Introduction:** The long-term care (LTC) sector is fast-paced and demanding, putting workers at significant risk for occupational-related injuries. Among LTC workers, musculoskeletal disorders (MSDs) and slips, trips, and falls (STFs) are a major source of injuries. MSDs and STFs account for over half of all lost-time claims in the healthcare sector. LTC staff in Ontario facilities consist of various vulnerable worker groups, typically including new/immigrant workers (potentially low literacy and/or ESL), workers with low education and unlicensed workers operating in unclear working relationships. The Public Services Health & Safety Association has developed an organizational level participatory ergonomics program, called “Employees Participating in Change” (EPIC), to reduce the incidence of MSD and STF hazards and injuries in LTC. IWH researchers are evaluating the implementation of the EPIC program. This project builds on our on-going collaboration with PSHSA and labour representatives (OPSEU). Previous pilot work in for-profit LTC facilities suggests positive impacts from EPIC, such as the development of comprehensive hazard reduction campaigns, worker safety training, material purchases and upgrades, as well as practice changes at both management and worker levels. Process evaluation results suggest the program is feasible to implement in LTC facilities. This project will examine the EPIC implementation process and addresses the health and safety of vulnerable workers within LTC facilities.

### **Objectives:**

- To understand the implementation of an organizational level participatory ergonomics intervention in LTC and its impact on outcomes such as self-efficacy, norms development and hazard reduction.
- To examine whether implementing the EPIC program results in a reduction of MSD hazards.
- To inform the development of tools to help guide the participatory change process.

**Researchers:** Dwayne Van Eerd D (Co-PI), Ben Amick BC (Co-PI), Teresa D’Elia, Era Mae Ferron (PSHSA), Sheilah Hogg-Johnson, Cameron Mustard, Lynda Robson, Ivan Steenstra (Morneau Shepell), Henrietta Van Hulle (PSHSA), Richard Wells (University of Waterloo)

**Collaboration and Partnerships:** AdvantAge, Ontario Personal Support Workers Association (OPSWA), Ontario Public Service Employees Union (OPSEU), Public Services Health & Safety Association (PSHSA)

**Potential Audiences and Significance:** LTC facilities and workers in Ontario, Organizations interested in implementing participatory approaches to occupational health and safety.

**Links to MOL Prevention Strategy:** hazard assessment and control, preventive workplace culture

### **Project Targets for 2019:**

*First Quarter:* Complete data collection through focus groups and complete analysis.  
Begin tool development.

*Second Quarter:* Finalize tools.  
Conduct site specific ergonomic consultations at the control sites.  
Outcome reporting and final consultations at the intervention sites.  
Knowledge transfer activities.

*Third Quarter:* No activity.

*Fourth Quarter:* No activity.

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

**Project Period:** New

**Introduction:** An IWH project team recently 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 years was estimated to be approximately \$1,400. We do not have information currently 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, we will conduct a cross-sectional survey and facilitate consensus decisions in a sample of 80-100 employers in the province of Ontario. In each participating firm, we 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. The final phase of the project workplan will calculate a 'return on investment' (ROI) estimate for each participating firm (estimated financial benefits / prevention expenditures).

### **Objectives:**

- To recruit 80-100 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.

**Researchers:** Cameron Mustard (Principal Investigator), Emile Tompa

**Collaboration and Partnerships:** We will seek the assistance of Ontario's Health and Safety Associations in the recruitment of employers to participate in this study.

**Potential Audiences and Significance:** We anticipate interest on the part of the Ontario Workplace Safety & Insurance Board, the Ontario Ministry of Labour and the Ontario Health and Safety Associations in the findings from this project.

**Links to MOL Prevention Strategy:** preventive workplace culture

### **Project Targets for 2019/20:**

- First Quarter:* Commence recruitment of employers and initiate data collection protocol.
- Second Quarter:* Continue recruitment of employers and continuation of data collection protocol.
- Third Quarter:* Continue recruitment of employers and continuation of data collection protocol.
- Fourth Quarter:* Continue recruitment of employers and continuation of data collection protocol.

## **The measurement and surveillance of working conditions and lost-time claims in Ontario (0417)**

**Project Period:** Ongoing

**Introduction:** The nature of an individual's employment will to a large extent determine whether they derive health benefits from employment, or if work contributes to deterioration in their physical or mental health. There are a range of characteristics of employment that are associated with risk of adverse health effects. For example, physical job demands and psychosocial work exposures are key determinants of the risk of work-related musculoskeletal disorder. Other working conditions relevant to understanding the health of the Canadian labour force include: hours of work, overtime hours, shift work, contingent or short-tenure employment and exposure to outdoor work. For more than a decade, IWH has made extensive use of health interview surveys and labour market surveys administered by Statistics Canada to describe the incidence and prevalence of work-related health disorders associated with various dimensions of working conditions. This work has served both to provide accurate surveillance information on the prevalence of different working conditions and to provide information on the risk of work-related disorders associated with different working conditions.

### **Objectives:**

- To conduct surveillance research on relationship between working conditions and work-related disorder.
- To examine differences between self-reported work-related injury information and routinely collected information (e.g. Accepted claims from workers' compensation boards).
- To document trends in working conditions and work injuries across different geographical and labour market segments over time.

**Researchers:** Peter Smith (Principal Investigator), Cynthia Chen, Cameron Mustard,

**Collaboration and Partnerships:** We will engage with stakeholders at the Ontario Ministry of Labour and the Ontario Workplace Safety and Insurance Board. Stakeholders in similar positions in other provinces, will also be identified.

**Potential Audiences and Significance:** Findings from this study are relevant to policy makers at the MOL and the WSIB, and worker's compensation boards in other provinces.

**Links to MOL Prevention Strategy:** vulnerable workers, hazard assessment and control

### **Project Targets for 2019/20:**

- First Quarter:* Engage relevant stakeholders concerning key measures associated with the societal burden of work-related injury and illness.
- Second Quarter:* Continue conversations with relevant stakeholders concerning key measures associated with the societal burden of work-related injury and illness.
- Third Quarter:* Initiate work on an implementation strategy to estimate the societal burden associated with the health consequences of work.
- Fourth Quarter:* Complete an implementation strategy to estimate the societal burden associated with the health consequences of work.

## Occupational Health and Safety Risk in Ontario (1175)

**Project Status:** Ongoing

**Introduction:** The Expert Advisory Panel on Occupational Health & Safety reported to the Minister of Labour (MOL) in December 2010. Legislation was passed in June 2011 implementing a range of recommendations from the panel, including the establishment of a prevention office within the MOL with responsibility to develop and execute an integrated occupational health and safety (OHS) strategy for the province. The recommendations of the Expert Advisory Panel also included a charge to improve the indicators of OHS performance at the workplace level and at the system level (Recommendation 6). The goal of this project is to support the implementation of the Expert Advisory Panel recommendations concerning enhanced data for OHS performance measurement. Phase one of the project has been completed resulting in the development of a framework of indicators of OHS performance based on characteristics of key economic sectors in Ontario including measures of numbers of workers, geographic distribution, occupational mix and hazard exposures. The model also includes measures of OHS injury burden, based on the incidence of workers' compensation lost-time and no lost-time claims.

### **Objectives:**

- To support the implementation of Advisory Panel recommendations concerning: enhanced performance measurement data and the design of common database for planning and evaluation.
- To work with the MOL in measurement of hazard exposures and OHS risk for Ontario economic sectors.

**Researchers:** Cameron Mustard (Principal Investigator),

**Collaboration and Partnerships:** A project team within the Ministry of Labour has contributed to the definition of objectives and timelines of this project. Contributions would also be expected from the Workplace Safety and Insurance Board, the four Health and Safety Associations, OHCOW and the WHSC.

**Potential Audiences and Significance:** The recommendations of the Expert Advisory Panel on Occupational Health and Safety place prominent emphasis on enhanced data for the measurement of the Ontario prevention system and the development of a common database for planning and operational purposes. This project will implement a preliminary framework for OHS performance measurement.

**Links to MOL Prevention Strategy:** Hazard assessment and control; Integrated planning and service delivery

### **Project Targets for 2019/20:**

*First Quarter:* Support to Ministry of Labour project team developing performance measures.

*Second Quarter:* Support to Ministry of Labour project team developing performance measures.

*Third Quarter:* Support to Ministry of Labour project team developing performance measures.

*Fourth Quarter:* Support to Ministry of Labour project team developing performance measures.



## **Examining gender/sex differences in the relationships between work stress and disease, work injury risk, and the consequences of work injury (1310)**

**Project Period:** Ongoing, to be completed in Q3

**Introduction:** Women make up nearly half of labour force participants, yet much of what we know about the relationship between working conditions and health is based on measures developed on men and frameworks tested in male-dominated workplaces. Little is known about why work-related risk factors for disease or injury may differ for men and women. In addition, gender differences in the return-to-work process and outcomes after injury are not well-understood. This research program will generate new research across three areas where there are significant gaps in knowledge concerning the work and health experiences of men and women. These are: (1) The psycho-social work environment, including job control, psychological demands and social support, and the development of hypertension and diabetes among men and women; (2) Gender and sex differences in work-related risk factors for occupational injury and disease; (3) Individual, workplace and health-care provider factors leading to differences in the return-to-work outcomes after work-related injury among men and women.

### **Objectives:**

- To create a more nuanced understanding of how sex/gender shape injury risk, the relationship between the work environment and chronic illnesses, and time off work after a work-related injury.
- To help shape the development of gender- and sex-sensitive policies and practices to improve the health of all working Canadians.

**Researchers:** Peter Smith (Principal Investigator)

**Collaboration and Partnerships:** This findings of this research project are relevant to many external audiences. In particular Workplace Safety Prevention Services and the Public Services Health and Safety Association have been active recipients of project findings.

**Potential Audiences and Significance:** The research program outlined in this proposal is supported by a well-developed capacity building and training program and a knowledge transfer and exchange program. The program of research will lead to both an increase in the momentum and capacity in gender, work and health research, and to the development of gender- and sex-sensitive policies to improve the health or working Canadian.

**Links to MOL Prevention Strategy:** vulnerable workers, integrated planning and service delivery

### **Project Targets for 2019/20:**

- First Quarter:* Finalise projects on examinations of the psychosocial work environment and health outcomes, and differences for men and women.
- Second Quarter:* Complete manuscript on the use of interactions in work and health as a tool to examine gender/sex differences and submit to peer-review.
- Third Quarter:* Work on summarising the body of work undertaken through the 5-year award for a final end of grant presentation as part of the IWH speaker series.
- Fourth Quarter:* No activity.

## Improving information on worker health protection in Ontario (1370)

**Project Period:** Ongoing

**Introduction:** The December 2010 report of the Expert Advisory Panel on Occupational Health and Safety made a number of recommendations to the Ontario Minister of Labour to improve the reliability and validity of data on the health of Ontario workers, both to improve the recognition of hazards in contemporary workplaces and to strengthen the measurement of the performance of the Ontario prevention system. This project aims to respond to these recommendations, by making use of population-based records of emergency department visits to improve the surveillance of work-related injury and illness in the province of Ontario, with a particular emphasis on vulnerable workers. This study has the broad purpose of evaluating emergency department encounter records as a source of information for monitoring work-related injury and illness in Ontario. The primary objective of the study is to conduct a formal record linkage of emergency dept. records for the treatment of work-related injury and illness (N=1,300,000) and workers' compensation claims (N=2,300,000) over the period 2004-2014. A primary interest of this study is in describing characteristics of the approximately 55% of emergency dept. records for the treatment of a work-related injury or illness that do not link to a workers' compensation claim.

### **Objectives:**

- To identify the factors associated with a divergence in the two administrative data sources following the 2009 recession in Ontario (specifically, an annual increase in emergency department visits for work-related conditions, contrasted to annual declines in the registration of lost-time and no lost-time claims).
- Improved understanding of geographic differences in trends in the nature of injury and injury events.
- Enhanced detail and precision of injury nature and event information for compensation claims that only required medical care only (claims that did not require wage replacement benefits).

**Researchers:** Cameron Mustard (Principal Investigator), Avi Biswas, Victoria Landsman, Peter Smith,

**Collaboration and Partnerships:** This project involves the agreement of the Ontario Workplace Safety & Insurance Board and the Canadian Institute for Health Information to endorse the methods of the proposed record linkage.

**Potential Audiences and Significance:** We expect that the Ontario Ministry of Labour and the Ontario Workplace Safety & Insurance Board will be primary users of the knowledge arising from this project. Additional stakeholders who may be interested in the results of this proposed research include policy-makers in provincial workers' compensation authorities, representatives of organized labour, and representatives of employer organizations in Ontario.

**Links to MOL Prevention Strategy:** vulnerable workers, integrated planning and service delivery

### **Project Targets for 2019/20:**

- First Quarter:* Complete record linkage. Initiate analysis for the three analytic objectives.
- Second Quarter:* Continue analysis of the three analytic objectives.
- Third Quarter:* Continue analysis of the three analytic objectives. Prepare manuscript for peer-review publication.
- Fourth Quarter:* Complete analysis of the three analytic objectives. Prepare second manuscript for peer-review publication. Complete briefings to interested stakeholders.

## Measuring cannabis use in Canadian workplaces (1375)

**Project Period:** Ongoing, to be completed in Q1

**Introduction:** In October 2018, non-medical cannabis was legalized in Canada. The potential impact of legalization on workers and occupational health and safety and productivity has received little attention. Any increases in cannabis use by workers have the potential to affect a large proportion of Canadians and may have spillover effects on the workplace. However, workplace parties do not feel prepared to address the issues that may arise from legalization. A critical first step to understanding the potential impact of legalization on the workplace is to gather pre-legalization information on how workers use cannabis in relation to the workplace and their perceptions and attitudes towards workplace use. Yet, we know virtually nothing about the current magnitude of cannabis use in Canadian workplaces. To address this critical knowledge gap, we will collect pan-Canadian data on workplace cannabis consumption and related perceptions from a special survey of workers.

### Objectives:

- To estimate the magnitude of workplace cannabis consumption and impairment.
- To measure intentions to use cannabis in the workplace following legalization, current reasons for use and expectancies of effect in the workplace, knowledge of cannabis effects, perceptions of risk and consequences of workplace use, and workplace cannabis norms and perceived workplace availability.
- To examine the association between reasons for use, expectancies of effect, perceptions of risk, and workplace cannabis norms and availability and workplace cannabis consumption.
- To examine whether these constructs differ according to age, sex, labour market gender roles, province/territory, and occupational hazard exposure.

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

**Collaboration and Partnerships:** Partners include Health Canada, Labour Program (Employment and Social Development Canada), Public Services Health & Safety Association, Canadian Centre on Substance Use and Addiction, Canadian Centre for Occupational Health and Safety, Ontario Ministry of Labour, Ontario Building Trades, Unifor, Workplace Safety North, Workplace Safety & Prevention Services, and WorkSafeBC

**Potential Audiences and Significance:** This project will lead to the development of a population-level dataset to monitor the long-term impact of cannabis legalization in Canadian workplaces. It will also provide employer and labour groups, OHS associations, and provincial and territorial policy makers information for workplace policies and prevention initiatives to lower risk cannabis use in the workplace.

**Links to MOL Prevention Strategy:** hazard assessment and control

### Project Targets for 2019:

*First Quarter:* Dissemination of results.

*Second Quarter:* No activity.

*Third Quarter:* No activity.

*Fourth Quarter:* No activity.

## **Toking 9 to 5? Examining the impact of cannabis legalization on workplace cannabis use and perceptions among Canadian workers (1376)**

**Project Period:** New

**Introduction:** 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. We recently conducted a survey of 2,014 workers across Canada from a wide range of industries and occupations to better understand pre-legalization workplace use patterns and perceptions. Findings suggest some workers engage in potentially risky workplace use and demonstrate problematic perceptions of the risks of using cannabis in the workplace. Through this study, we will continue to collect information from this group and expand the sample of workers to determine whether legalization is associated with changes in workplace use and related perceptions and norms.

### **Objectives:**

- To 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
- To examine whether trends in these constructs differ according to age, sex, labour market gender roles, occupational groups, and geographic location
- To 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.

**Researchers:** Nancy Carnide (Principal Investigator), Peter Smith (Co-Principal Investigator), Andrea Furlan; Michael Frone (University at Buffalo); Amy Porath, Shawna Meister (Canadian Centre on Substance Use and Addiction)

**Collaboration and Partnerships:** Partners include Health Canada, Labour Program (Employment and Social Development Canada), Public Services Health & Safety Association, Canadian Centre on Substance Use and Addiction, Canadian Centre for Occupational Health and Safety, Ontario Ministry of Labour, Ontario Building Trades, Unifor, Workplace Safety North, Workplace Safety & Prevention Services, WorkSafeBC, Nova Scotia Trucking Safety Association, and Federally Regulated Employers – Transportation and Communications (FETCO).

**Potential Audiences and Significance:** Key audiences include employers, occupational health and safety associations and professionals, and policy makers. This project will provide information to understand the short-term effects of legalization on the workplace and help to inform development of policies, practices, and prevention initiatives to ensure lower risk use among Canadian workers.

**Links to MOL Prevention Strategy:** Hazard assessment and control

### **Project Targets for 2019:**

- First Quarter:* Refine the survey instrument and meet with advisory committee.
- Second Quarter:* Finalize survey instrument; obtain ethics approval and renewals. Data collection.
- Third Quarter:* Data cleaning and initial data analysis.
- Fourth Quarter:* Data analysis; meet with advisory committee.

## **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 (1395)**

**Project Period:** New

**Introduction:** An increasingly sedentary society has necessitated efforts to promote physical activity, and the workplace provides an ideal setting for activity promotion as >15 million Canadians spend half their days at work. However, activity at work might not confer the same health benefits as 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; limiting accuracy and reliability. 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 would provide an opportunity to examine movement behaviours both during work and non-work among a large sample of workers and gain insight into variations in cardiometabolic risk.

### **Objectives:**

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

**Researchers:** Cameron Mustard, Aviroop Biswas, Peter Smith, Stephanie Prince Ware (Public Health Agency of Canada and University of Ottawa Heart Institute)

**Collaboration and Partnerships:** None.

**Potential Audiences and Significance:** This project fills an unexplored gap in our understanding of how movements are accumulated by Canadians in free-living conditions at their jobs and how they influence overall movements, and in turn cardiometabolic health. Findings will inform movement patterns that are both feasible and beneficial for workers and inform public health recommendations on whether certain movement patterns at work offer protective cardiometabolic benefits.

### **Project Targets for 2019/20:**

- First Quarter:* Hiring of research analyst.  
Secure ethics approval (University of Toronto and Statistics Canada).  
Begin analysis at Statistics Canada Research Data Center.
- Second Quarter:* Conduct analysis.
- Third Quarter:* Complete analysis with possibility of additional analyses.
- Fourth Quarter:* Manuscript preparation.  
Dissemination of findings.

## Evaluation of prevention strategies for reducing the future risk of cancer in the Ontario construction industry (2285)

**Project Period:** Ongoing, to be completed in Q3

**Introduction:** The construction industry has long been considered a high-hazard industry. Construction workers are at increased risk of serious and fatal injuries. However, they also have an increased risk of cancer and other chronic diseases due to occupational exposures to airborne and dermal chemical and physical hazards. Construction workers are exposed to a variety of toxic substances including dusts, fibres, metals, organic chemicals and solar radiation as a result of outdoor work. In this study we will estimate attributable fractions for Ontario construction workers who are exposed to carcinogens at work based on current practices, and then estimate the effectiveness and cost-effectiveness of intervention programs to reduce exposures up to the year 2060. Different scenarios will be considered such as high labour force and low labour force growth. We will estimate the costs and benefits of efforts to reduce exposures with a focus on direct, indirect and intangible costs.

### Objectives:

- To estimate the number of cancer cases due to carcinogen exposure in the Ontario construction sector over the period to 2060.
- To identify prevention studies that could reduce airborne/dermal chemical, and physical hazards in Ontario construction.
- To evaluate prevention strategies in terms of costs and impacts on the future burden of occupational cancer in Ontario construction.

**Researchers:** Emile Tompa (Principal Investigator), Young Jung, Amir Mofidi

**Collaboration and Partnerships:** The Infrastructure Health and Safety Association (IHSA), the Provincial Building and Constructions Trade Council of Ontario, and the Occupational Health Clinics of Ontario Workers (OHCOW)

**Potential Audiences and Significance:** IHSA, the Provincial Building and Constructions Trade Council of Ontario, and OHCOW (partners). The OHS Branch of the MOL and the Provincial Labour Management Health and Safety Committee of the construction industry (Section 21 committee) (knowledge users).

**Links to MOL Prevention Strategy:** hazard assessment and control

### Project Targets for 2019/20:

- First Quarter:* Complete skin cancer prevention intervention evaluation and prepare manuscript.  
Execute diesel lung cancer prevention evaluation methods.  
Develop asbestos cancer prevention evaluation methods.
- Second Quarter:* Complete diesel lung cancer prevention intervention evaluation; prepare manuscript.  
Execute asbestos cancer prevention evaluation methods.
- Third Quarter:* Complete all analyses, undertaken KTE activities and report back to funder.
- Fourth Quarter:* No activity.



## **Prevention and Management of Work Disability**

The prevention of work disability will remain a strong focus of research at the Institute for Work & Health and will address ongoing and emerging issues including optimal return to work practices that prevent work disability and a better understanding of workplace environments that meet the needs of workers with health conditions/injuries in order to sustain productivity and avoid work disability. In addition to these research activities, members of the Institute's Knowledge Transfer and Exchange (KTE) group will engage in a number of activities with our non-research partners to support the ways that research evidence is used to shape policy and practice. KTE will continue to sustain relationships with workplace parties (employers, organized labour, health and safety associations, ergonomists, clinical practitioners, as well as disability management and health and safety professionals) to ensure their early participation in formulating work disability prevention research, and to ensure we have well-established communication channels for disseminating findings.

### **The role of clinicians in preventing work disability**

Over the past 15 years the Institute has focused on research relevant to the clinical management of work-related disorders, including the measurement of diverse health outcomes, function, productivity, and psychosocial factors that may impact work disability, a better understanding of the role of clinicians in preventing work disability and research on the effectiveness of clinical interventions. The Cochrane Back and Neck Group, hosted by the Institute for Work & Health, has made major contributions towards evidence-based practice (EBP) for the most burdensome musculoskeletal conditions: low-back pain, neck pain, upper extremity conditions and chronic back pain.

### **Workplace practices for sustainable return-to-work**

The Institute for Work & Health has conducted actionable research for more than two decades that supports improvement in workplace practices to prevent disability. The Institute will continue this commitment in 2019/20. Institute scientists have been engaged for several years in research evaluating disability management practices in the workplace. In 2019/20, Institute scientists will continue their work partnering with Ontario municipalities to work on strengthening disability management through audits and benchmarks of disability management practices. Moreover, we will continue work on studies that look at sustainable work participation, including workplace communication and accommodation from the perspective of various workers and those with episodic and chronic health conditions.

### **The economic impact of work disability**

Institute scientific staff have conducted important research over the past decade on the adequacy of workers' compensation benefits and the economic impact of work disability on individuals and households. The Institute will continue a strong portfolio of research work on this theme in 2019/20, including the work of the Centre for Research on Work Disability Policy (CRWDP), a 7-year trans-disciplinary initiative into the future of work disability policy and labour-market engagement in Canada. New in 2019/20, we will commence a project that aims to describe the long-term outcomes affecting people with work related injuries or illnesses after they are no longer engaged with the Ontario workers' compensation system.

### **Measuring health and function**

In 2019/20, we will continue our work in measuring health and function through the perspective of employment needs and supports. More specifically, we are looking at supporting employment participation of young Canadian adults with disabilities as well as continuing our work on examining employment needs and experiences for baby boomers with arthritis and diabetes.





## **B. Prevention and Management of Work Disability**

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## **Cochrane back and neck review group: systematic reviews of the scientific literature on spinal disorders (0440)**

**Project Period:** Ongoing

**Introduction:** Cochrane is an international network of individuals and institutions committed to preparing, maintaining, and disseminating systematic reviews of the scientific literature on the effects of health care. The Institute hosts the Cochrane Back and Neck (CBN) Group (formerly the Cochrane Back Review Group), one of over 50 international Review Groups. CBN coordinates the publication of literature reviews of diagnosis, primary and secondary prevention and treatment of back and neck pain and other spinal disorders, excluding inflammatory diseases and fractures. The editorial and central coordinating activities associated with the CBN are described here. The activities associated with Institute researchers who are conducting Cochrane reviews are described in project 670. The work of the CBN remains closely aligned with the IWH systematic review program, which in turn has close relations with the Cochrane Work group. We apprise stakeholders of our activities via our website, news bulletins, and social media (Twitter and Facebook).

### **Objectives:**

- To prepare and disseminate systematic reviews of scientific literature on back and neck pain and spinal disorders.
- To maintain a specialized database of trials on back and neck pain and spinal disorders for literature searches, and to help identify gaps in the literature and suggest areas for further study.
- To communicate regularly with our CBN stakeholders.

**Researchers:** Andrea Furlan (Institute Coordinator), Claire Bombardier, Shireen Harbin, Emma Irvin, J Hayden (Dalhousie University), R Chou (Oregon Health and Science University)

**Collaboration and Partnerships:** Clinical stakeholders who are involved in this project participate in Cochrane activities at their own level of interest and expertise. This varies by individual, but may involve attending a systematic review workshop, conducting a review or helping with strategies to make Cochrane reviews more accessible to clinical colleagues, students and the general public.; Cochrane and non-Cochrane systematic reviews form the evidence basis of clinical practice guidelines worldwide and of evidence-based clinical tools for practitioners

**Potential Audiences and Significance:** Patients, health care professionals, policy-makers and payers. Updated systematic reviews of the literature provide the most current information on the effectiveness of treatment modalities and therapies, thereby assisting evidence-based treatment and payment decisions.

### **Project Targets for 2019/20:**

- First Quarter:* Post updated QuickDecks to CBN website; biannual editorial board meeting; one Coordinating Editor (Roger) to attend Cochrane Co-Ed meeting in March; Attend Cochrane Long Term Care and Aging 2 network group meeting.
- Second Quarter:* Continue with prioritization activities; support the updating of reviews; continue to update the trials register.
- Third Quarter:* Support the updating of reviews; continue to update the trials register continue to build relationships with Long Term Care and Aging 2 network.
- Fourth Quarter:* Bi-annual editorial board meeting; continue to support the updating of reviews and trials register.

## **Examining the role of job accommodations and communication practices in supporting the employment participation of Canadians living with disabilities (2255)**

**Project Period:** Ongoing

**Introduction:** Studies of working-aged Canadians indicate that people living with disabilities are more likely to experience difficulties finding and sustaining employment and report work productivity loss (i.e., absenteeism and presenteeism) and job disruptions (e.g., arriving late to work or taking frequent breaks) when compared to their peers not living with a disability. Research on the relationship between job accommodations and communication practices and employment participation is required in a larger sample of Canadians living with different disabling conditions. Absent from existing research are insights into: 1) the relationships between communication/disclosure of disability and accommodations; 2) life course differences in accommodation needs and use among individuals of different ages and career stages; 3) a more in-depth understanding of work context factors and their relationship with communication and accommodation use (e.g., job sector; contract or part-time work; unionized employment; job type; managerial responsibilities; job control); and 4) experiences of workers without a disability, but who work with a disabled individual who requires accommodations.

### **Objectives:**

- To examine the role of formal job accommodations and informal work modifications in the employment participation of Canadians living with disabilities.
- To examine the role of workplace communication practices in the employment participation of Canadians living with disabilities and their association with perceived availability and utilization of job accommodations and work modifications.
- To examine the reported availability, perceived need for and use of formal job accommodations and informal work modifications, practices among Canadians who do not live with a disability, and their perceptions of accommodation and communication policies, including the use of accommodations by others with a disability.

**Researchers:** Monique Gignac, Julie Bowring, Arif Jetha

**Collaboration and Partnerships:** Canadian Disability Participation Project, UBC, McMaster, March of Dimes, Canadian Centre for Rehabilitation and Work, Neil Squire Society

**Potential Audiences and Significance:** Findings will offer a specific set of recommendations that employers and policy makers can use to support the work participation of Canadians living with disabilities. Audiences include policymakers, work disability managers, rehabilitation professionals, and human resource managers.

### **Project Targets for 2019/20:**

*First Quarter:* Complete descriptive and multivariable analyses.

*Second Quarter:* Write at least two manuscripts based on the data.

*Third Quarter:* Submit manuscripts for peer-review. Present findings at relevant conferences and IWH Speaker Series.

*Fourth Quarter:* Submit manuscripts for peer-review. Present findings at relevant conferences and IWH Speaker Series.

## Strengthening disability management in the Ontario municipal sector (2275)

**Project Period:** Ongoing, to be completed in Q3

**Introduction:** This initiative partnered six Ontario municipalities with the Institute for Work & Health to identify and implement innovative practices that have the potential to reduce the incidence of avoidable disability days. Avoidable disability days are defined as days of work absence that are due to delays in return-to-work planning and implementation and delays in establishing suitable accommodations and modified work. This project completed a first phase of work in 2017 to identify promising initiatives to be implemented with multi-year funding support from national research granting councils. The partner municipalities endorsed the following components: 1) an evaluation of the costs and the benefits of expedited access to 'work-linked' cognitive behavioral therapy among municipal employees on short term disability leave for a mental health condition, 2) the implementation of a brief interactive curriculum for front-line managers and supervisors to strengthen knowledge and skill in supervising and supporting a work accommodation and 3) the identification of opportunities to integrate information technology applications to support the work of ability management. In June 2018 the project team received notification that multi-year funding was not awarded. The workplan for 2019/20 will focus on completing activities initiated in the 2017-2018 period.

### **Objectives:**

- To support the implementation of quality improvement initiatives in six partner municipalities.
- To measure reductions in the incidence of avoidable disability days arising from the quality improvement initiatives.

**Researchers:** Cameron Mustard (Principal Investigator), Arif Jetha, Christopher McLeod, Lynda Robson, Emile Tompa, Basak Yanar

**Collaboration and Partnerships:** IWH is working with leading human resource professionals in six Ontario municipalities (employs 25,000+). The Partnership has also included non-profit professional service organizations (NIDMAR and PSHSA) and Morneau Shepell.

**Potential Audiences and Significance:** We expect that municipal employers and unions representing the municipal labour force across Canada will be the primary users of the knowledge arising from this research project. Additional groups who may be interested in the results of this research initiative include policy-makers in provincial workers' compensation authorities, disability benefit trusts and private sector disability insurance plans and representatives of organized labour in the public sector.

### **Project Targets for 2019/20:**

*First Quarter:* Complete analysis of disability episode incidence and duration in three partner municipalities.

*Second Quarter:* Complete final report for project funders. Prepare manuscripts for peer-review publication.

*Third Quarter:* No activity.

*Fourth Quarter:* No activity.

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

**Project Period:** Ongoing

**Introduction:** The unprecedented size of the baby boom generation (born 1946-1964) has created concerns about the greying of the workforce. One strategy to sustain labour force growth and personal financial security is to help individuals work longer. Yet apprehensions about older workers have been raised, including whether there are age-related changes in motivation to learn new skills (e.g., new technology), life course changes in responsibilities (e.g., caregiving), and changes in physical capacity (e.g., fatigue, physically demanding work). The extent to which these are problematic is unclear. Some studies find negative aging stereotypes are not supported by workplace data. But, whether due to negative stereotypes or actual work-personal life changes, emerging research suggests that older workers can be concerned about communicating their needs to others. This raises alarms that communication is a significant barrier to receiving supports, accommodations and training that could sustain work productivity and high job satisfaction. Ultimately, the absence of supports may impact work outcomes like absenteeism, productivity or even forgoing employment, which in turn, may fuel continued negative perceptions of older workers. Currently, there is little data examining how older workers make decisions about whether, to whom, what to say, and when to communicate their job needs. By understanding processes related to communication, we can inform workplace practices and policies and help older workers to sustain employment and take advantage of the financial, personal and social benefits of work.

### **Objectives:**

- Understand reasons older workers choose to communicate or not communicate personal needs for accommodation, support or training/development.
- Examine factors that relate to the content of communications, their timing and goals, and
- Examine the relationships between facets of communication (e.g., reasons; timing; recipients of disclosure), support and employment outcomes.

**Researchers:** Monique Gignac (Principal Investigator), Arif Jetha, Vicki Kristman, J Cameron (University of Toronto), A Kosny (Workplace Safety Insurance and Appeals Tribunal)

**Collaboration and Partnerships:** Not Applicable

**Potential Audiences and Significance:** Results of the research will be relevant to older workers, employers (e.g., supervisors, HR professionals), disability managers, occupational health professionals, insurers, government, and community organizations focused on aging, employment, disability or caregiving.

### **Project Targets for 2019/20:**

*First Quarter:* Continue coding qualitative data. Begin development of quantitative survey.

*Second Quarter:* Begin preparing qualitative paper. Quantitative survey launch and data collection.

*Third Quarter:* Continue with qualitative paper preparation. Data cleaning and initial analyses of quantitative survey.

*Fourth Quarter:* Finalize qualitative paper preparation. Continue data analyses and begin synthesizing survey findings for paper preparation.

**Accommodating and communicating about episodic disabilities (ACED): a partnership to deliver workplace tools and resources to sustain the employment of people with chronic, episodic conditions (2271)**

**Project Period:** Ongoing

**Introduction:** Many chronic physical and mental health diseases cause episodic disability and not continuous problems. People may have periods of well managed health punctuated by periods of more severe symptoms that limit activities, often unpredictable and invisible to others. As such, there may be misperceptions or stigma about a worker's abilities or motivation. Privacy legislation has shifted disability management away from disease diagnoses (which workers are not obligated to disclose) to a focus on activity limitations and restrictions as the means of guiding accommodations. This partnership aims to enhance the work sustainability of Canadians with chronic, 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 others in the workplace.

**Objectives:**

- Consolidate and enhance existing evidence for toolkit development.
- Develop new evidence-informed resources, including communication tools, job analysis and accommodation planning tools, and skills training 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 and build new workplace partnerships

**Researchers:** Monique Gignac (Principal Investigator), Dorcas Beaton, Curtis Breslin, Emma Irvin, Arif Jetha, Ron Saunders, Peter Smith, Emile Tompa, Dwayne Van Eerd, RL Franche (WorkSafeBC), J MacDermid (University of Western Ontario), A Thompson (University of Toronto), W Shaw (University of Connecticut Health Center)

**Collaboration and Partnerships:** Partners include The Arthritis Society, the Canadian Mental Health Association, Crohn's & Colitis Canada, the Great-West Life Centre for Mental Health in the Workplace, Mindful Employer Canada, the Multiple Sclerosis Society of Canada, the Ontario Ministry of Labour, Realize Canada, and the University of Toronto.

**Potential Audiences and Significance:** evidence-informed episodic disabilities toolkit that will help workers, supervisors, and disability managers prevent at-work disability and sustain employment.

**Project Targets for 2019/20:**

- First Quarter:* Complete data analysis of key informant papers and begin writing manuscript for peer-review. Develop job analysis and accommodation tool for pilot testing with researcher and partner input.
- Second Quarter:* Continue work on paper(s). Begin pilot testing of job analysis and accommodation tool; prepare for design of communication tools.
- Third Quarter:* Continue working paper(s). Continue testing and refinement of job analysis and accommodation tools; begin designing communication tools with input from researchers and partners. Enhance partnerships.
- Fourth Quarter:* Submit paper. Continue research with job analysis tools. Pilot test tools.



## **Work disability prevention for Millennial young adults with rheumatic disease (2310)**

**Project Period:** Ongoing

**Introduction:** Despite advances in clinical care, rheumatic disease (RD) remains one of the most commonly reported causes of work disability, which includes difficulties finding employment and remaining productive at work. Millennial young adults (born 1982-1999) represent a growing share of the workforce. When compared to previous generations, Millennials report greater levels of education but are less likely to find full-time work. Millennial young adults with RD may have added challenges as they transition into employment, and greater workplace support needs. A small amount of research suggests that workplace policies and practices play an important role in supporting the employment of people with RD, even after accounting for disease management. Existing studies have been primarily conducted on older adults with RD and indicate that formal accommodations (e.g., modified hours), work modifications (e.g., rearranging tasks), or extended health benefits (e.g., access to drug benefits) are effective strategies for the prevention and management of work disability. It is unclear if Millennial young adults, beginning their career with RD, have workplace support needs that differ from their older counterparts. Our study is one of the first to examine the needs of Millennials with RD within the workplace.

### **Objectives:**

- Identify the workplace supports needed by Millennial young adults with RD, and to what extent are they available and used.
- Examine characteristics of Millennial young adults with RD and how their work conditions relate to unmet workplace support needs.
- Review findings to assess if those that report greater unmet workplace support needs are more likely to indicate difficulties with employment.
- Examine whether or not work conditions impact the relationship between unmet workplace support needs and difficulties with employment?

**Researchers:** Arif Jetha, Julie Bowring

**Collaboration and Partnerships:** Canadian Arthritis Patient Alliance, The Arthritis Society, University of British Columbia (Catherine Backman and Lori Tucker), Lakehead University (Vicki Kristman)

**Potential Audiences and Significance:** We will offer concrete messages and strategies that can be used by workplaces to encourage the employment participation of Millennial young adults with RD. Findings will also inform recommendations delivered to adolescents with RD who are preparing to enter the labour market. Interventions that support early involvement in employment not only promote economic activity but will also benefit the health and quality of life of Millennials with RD. Audiences include Millennials with RD, employers, clinicians and rehabilitation professionals

### **Project Targets for 2019/20:**

*First Quarter:* Complete recruitment of baseline sample. Conduct descriptive sample analyses.

*Second Quarter:* Prepare for time 2 data collection. Submit baseline findings as an abstract to the American College of Rheumatology conference.

*Third Quarter:* Conduct time 2 data collection.

*Fourth Quarter:* Conduct time 2 data collection. Prepare for time 3 data collection.

## **Return-to-work communication in healthcare (2315)**

**Project Period:** New

**Introduction:** Communication between work disability parties and an injured worker is an important aspect of organizational work disability prevention and management policies and procedures. Studies indicate that work disability parties who effectively deliver messages regarding RTW to an injured worker are more likely to encourage work reintegration. To date, there exists little guidance or applied tools that can assist work disability parties on what they should say to an injured worker and how they should deliver information regarding RTW.

**Objectives:**

- Identify how workplace parties responsible for disability management effectively communicate RTW messages to workers with an occupational injury.
- Examine how the delivery of RTW messages influence RTW perceptions by injured workers.
- Explore insights from work disability parties and workers who have experienced an occupational injury
- Identify how insights can be integrated into the development of an evidence-based toolkit to guide RTW communication practices?

**Researchers:** Arif Jetha, Monique Gignac, Cameron Mustard, Catherine Backman (University of British Columbia)

**Collaboration and Partnerships:** WorkSafeBC, BC Interior Health Authority, BC Northern Health Authority, Back in Motion, BC Nurses Union

**Potential Audiences and Significance:** Disability managers, direct supervisors, WorkSafeBC disability managers

**Project Targets for 2019/20:**

- First Quarter:* Submit REB to U of T, Interior Health and Northern Health.
- Second Quarter:* Prepare for fieldwork at Interior Health and Northern Health Authorities.
- Third Quarter:* Conduct field work. Transcribe data. Begin data analysis.
- Fourth Quarter:* Complete data analysis. Write manuscripts. Present findings.

## **Income security and labour-market engagement: envisioning the future of disability policy in Canada (2195)**

**Project Period:** Ongoing

**Introduction:** A significant current context of work disability policy is the changing nature of work, workers, and injuries. By work disability policy, we mean policy related to any federal or provincial Canadian program that shapes income security and labour-market engagement for work-disabled individuals. We also include employers in the disability policy system as they play an important role. In the past, efforts to revamp the Canadian work disability policy system have been piecemeal, uncoordinated, and have failed to address core changes to workplaces and the labour-markets. Our 7-year initiative is a transdisciplinary inquiry into the future of work disability policy and labour-market engagement.

### **Objectives:**

- To provide a forum for within- and cross-provincial and national dialogue on challenges and opportunities for improving the work disability policy system for working age individuals.
- To identify problems and challenges associated with program coordination and complexity.
- To identify relevant and favourable alternative approaches to system design or service provision.
- To build capacity for research and knowledge mobilization on the topic of work disability policy.

**Researchers:** Emile Tompa (Principal Investigator), Curtis Breslin (Co-investigator), Ron Saunders (Co-investigator), Arif Jetha (Collaborator), plus over 50 academics and over 50 partners from across the country.

**Collaboration and Partnerships:** Stakeholders( disability communities and program provider representatives.

**Potential Audiences and Significance:** stakeholders in the Canadian work disability policy system, which includes injured worker and disability communities, employers, policymakers, disability program administrators, and service providers.

### **Project Targets for 2019:**

- First Quarter:* Hold quarterly executive meeting; host monthly webinar sessions  
Hold student/new researcher capacity building committee meeting  
Complete and submit partner contributions roll up  
Disability and Work in Canada 2019 Conference materials uploaded to website  
Complete first Phase of the DWC draft strategy consultations  
Host DWC consultation meetings in CRWDP clusters  
Host DWC federal-provincial policy round table
- Second Quarter:* Hold quarterly executive meeting; host monthly webinar sessions  
Prepare and release spring/summer issue of CRWDP e-alert  
Ongoing analysis of DWC consultation feedback and revisions to the draft strategy  
Ongoing planning for DWC 2019 conference
- Third Quarter:* Hold quarterly executive meeting; host monthly webinar sessions  
Release fall/winter CRWDP e-alert  
Complete revisions to DWC strategy  
Host DWC 2019 conference in December 2019
- Fourth Quarter:* Hold quarterly executive meeting; host monthly webinar sessions  
Hold student/new researcher capacity building committee

## Assessment of the human and economic burden of workplace cancer (2205)

**Project Period:** Ongoing

**Introduction:** There is an increasing awareness of how occupational exposures can give rise to cancer, despite long latency that has historically prevented attribution of the cancer to work. In particular, there is a growing interest in better understanding the extent of occupational cancers and their economic burden to society. Yet assessing the economic burden of occupational cancer has rarely been performed. One of the challenges is methodological. There is little standardization of methods and some uncertainty related to conceptual issues. Data availability is another challenge. It is difficult to identify sources with the range of data needs. The objective of this study is to estimate the economic burden of occupational cancer in Canada. Morbidity and mortality burden will be estimated separately before aggregation. Both types of cases will include lifetime costs associated with medical expenses, market productivity losses, and losses in health related quality of life.

**Objectives:**

- To estimate the direct costs of hospitalization, physician care, treatment costs.
- To estimate the indirect and health-related quality-of-life costs such as lost output in the paid labour force, activity loss in non-paid roles, and the intrinsic value of health.

**Researchers:** Emile Tompa (Principal Investigator), Young Jung, Amir Mofidi, Martin Lebeau (IRSST), C McLeod (University of British Columbia).

**Collaboration and Partnerships:** We will communicate findings by: integrating the Canadian Cancer Society (CCS) as a research partner; engaging in multiple communication strategies with CCS's collaboration; and having a knowledge broker from CCS who will help the team build relationships with stakeholders, especially policymakers, who can use the findings to help inform policy change. CAREX Canada will also disseminate study findings via their communications program.

**Potential Audiences and Significance:** Information on the economic burden is extremely useful for government and industry decision making on the benefits of investing in prevention-related efforts. Key audiences are policy makers, workers, employers and physicians.

**Project Targets for 2019/20:**

- First Quarter:* Complete analysis of breast cancer.  
Complete methods manuscript based on multi-exposure work-related lung cancer.
- Second Quarter:* Submit breast cancer and methods manuscripts to journals.
- Third Quarter:* Present breast cancer study at an international conference  
Revisions of two manuscripts as per peer review.
- Fourth Quarter:* Revisions of manuscripts as per peer review.

## **Financial incentives to promote employment of people with disabilities: when and how do they work best? (2295)**

**Project Period:** Ongoing, to be completed in Q3

**Introduction:** Financial incentives are widely used to support employers to hire/retain workers with health conditions and disabilities. Financial incentives can take different forms, including providing a wage subsidy, and covering some or all the costs of accommodation. Stakeholders (including employers, disability advocates, people with disabilities, and service providers) have opposing perspectives on the merits of financial incentives for the recruitment and retention of workers with disabilities. The issue is not about whether wage subsidies work, but under what conditions they work well or do not work. Therefore, a greater understanding of the impact of financial incentives for workers with disabilities is needed to develop guidelines for their use. This issue is particularly relevant for people with disabilities and employers in Ontario. Specifically, we will take stock of existing knowledge and evidence, explore the perspectives of key stakeholders, and develop case examples showcasing opportunities, challenges, risks and benefits of financial incentives to encourage hiring and retaining workers with disabilities. This project will respond to an urgent need to understand the effectiveness of financial incentives, and outline guidelines for how they should or should not be used to increase employment opportunities for people with disabilities.

### **Objectives:**

- To conduct a quantitative and qualitative analysis to determine what is known about the use of financial incentives that are designed to encourage or motivate employers to hire and provide accommodation to workers disabilities.

**Researchers:** Emma Irvin (Principal Investigator), Quenby Mahood, Kathy Padkapayeva, Emile Tompa, M Haan (Canadian Council on Rehabilitation and Work), R Gewurtz (McMaster University).

**Collaboration and Partnerships:** We will be draw on relationships we have established in various policy circles to help guide the development of the scoping review parameters (e.g. Employment and Social Development Canada).

**Potential Audiences and Significance:** This study is of relevance to injured worker and disability communities, employers, policymakers, disability program administrators, and service providers.

### **Project Targets for 2019:**

*First Quarter:* Administrative data exploration.  
Key informant consultations.  
Qualitative data analysis and administrative data descriptive analysis.  
Administrative data statistical modeling.  
Synthesize and write-up of qualitative and quantitative findings.  
Submit interim update form to stakeholders.

*Second Quarter:* Submit Reapplication Form (Impact Projects only).  
Host in-person meetings with advisory committee, Co-PIs, Project Coordinator.  
Incorporate feedback from advisory committee.

*Third Quarter:* Plan and execute dissemination strategy and write final report.  
Submit Final Update Form and Project Report (20-30 pages).  
Submit Research Briefs (two-page template).

*Fourth Quarter:* No activity.

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

**Project Period:** Ongoing

**Introduction:** Little is known about the specific factors contributing to injured workers' poor outcomes and the possible reasons for their increase. 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. For example, in Ontario the current benefits system is based on loss-of-earnings capacity (Bill 99, LOE program introduced in 1998) with only a subset of individuals with permanent impairments receiving long-term disability benefits. Other changes introduced with Bill 99 include a reduction in wage-replacement rates from 90% to 85%, and an approach of self-reliance that encourages employers and workers to work together to facilitate return to work. Key policy domains have also changed during the LOE time period. For example, vocational rehabilitation services were farmed out to external providers during the early years of the program but were brought in-house with the introduction of the New Service Delivery Model in 2008-2009. There have also been changes in the determination of permanent impairments, around 2010, particularly with regards to the treatment of pre-existing conditions. Some researchers have also pointed to the eroding social safety net for injured workers and people with disabilities in Canada. This study aims to better understand the factors associated with good and poor labour-market and earnings outcomes of claimants, both over the short- and long-term.

### **Objectives:**

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

**Researchers:** Emile Tompa (Principal Investigator), Qing Liao, Cameron Mustard, Ron Saunders.

**Collaboration and Partnerships:** NA

**Potential Audiences and Significance:** Frequent consultations with WSIB policymakers and worker representatives to ensure that the analyses undertaken and results obtained are framed appropriately and address relevant issues.

### **Project Targets for 2019/20:**

- First Quarter:* Hold second advisory committee meeting to discuss regression model findings. Undertaken incremental analysis and comparisons with earlier cohorts.
- Second Quarter:* Recruit students to undertake independent study on long term outcomes. Continue analysis of comparison of outcomes across different cohorts. Hold policy discussions with senior WSIB policymakers.
- Third Quarter:* Ongoing work of students and core analyses. Hold third advisory committee meeting to discuss comparative analyses. Prepare and submit manuscripts for publication.
- Fourth Quarter:* Complete analyses, undertake KTE activities, report back to funder.

## The cost of exclusion of persons with disability in Canada (2265)

**Project Status:** Ongoing

**Introduction:** Exclusion of people with disabilities from paid work is widely documented in the literature but has not been quantified in monetary terms. In Canada it is estimated that 795,000 people with disabilities are unemployed despite being able and willing to work. Many different barriers prevent these people from working, including discrimination and bias, employers' concerns about cost and productivity, and a lack of knowledge on how to appropriately accommodate different abilities. Not counted are the underemployed—individuals with skill levels higher than their job demands who are unable to secure appropriate work due to their disability. This study will develop a conceptual framework and methods for costing the exclusion of people with disabilities and apply it to the Canadian context. It will draw on the cost of illness/ economic burden methodology and extend it into the sociological domain based on concepts of the disablement process.

### **Objectives:**

- To develop a counterfactual framework of a more inclusive society for application in Canada context.
- To synthesize theoretical and methodological literature on a more inclusive counterfactual scenario.
- To develop a grounded counterfactual scenario for application in a cost of exclusion study based on the literature synthesis and to identify measures available to operationalize the scenario.
- To estimate the magnitude of key components of exclusion, e.g., labour-market output/ productivity costs, exclusion from social role engagement, expenses for support provision by social programs.
- To identify the distribution of costs of exclusion across stakeholders.

**Researchers:** Emile Tompa (Principal Investigator), Amir Mofidi, Kathy Padkapayeva

**Collaboration and Partnerships:** We will be draw on relationships we have established in various policy circles to help guide the development of methods and their execution in the Canadian context. Possible contacts for collaboration and partnership includes representatives from Employment and Social Development Canada, the Public Health Agency of Canada, the World Health Organization and the International Labour Organization.

**Potential Audiences and Significance:** This study is of relevance to injured worker and disability communities, employers, policymakers, disability program administrators, and service providers. The methodology to be developed for this study will be of interest to international stakeholders in work disability arena, including the World Health Organization and the International Labour Organization.

### **Project Targets for 2019/20:**

- First Quarter:* Ongoing analysis of cost of exclusion in Canada.  
Connect with researchers to identify contributions for special issue journal.  
Develop a conceptual piece on cost of exclusion.
- Second Quarter:* Complete methodology plan on cost of exclusion.  
Continue work on conceptual piece on cost of exclusion.  
Virtual meeting with international researchers to discuss special issue journal edition.
- Third Quarter:* Prepare manuscript on cost of exclusion in Canada.  
Prepare manuscript on conceptual issues related to cost of exclusion.
- Fourth Quarter:* Continued work on special issue of a journal.

## Ontario injured workers outcome study (2320)

**Project Period:** New

**Introduction:** The purpose of this study is to describe the long-term outcomes affecting people with work related injuries or illnesses after they are no longer engaged with the Ontario workers' compensation system. The study will compare health and labour market outcomes 18 months following a work-related injury or illness among three groups of claimants: those with relatively quick resolution of their claim, claimants with longer time to resolution, and claimants with prolonged claim activity. Second, we will compare health and labour market outcomes of the three groups of workers' compensation lost-time claimants to two similar cohorts of injured workers (a historic one from Ontario and a more contemporaneous one from another jurisdiction) and to a cohort of Ontario workers with similar occupational and demographic characteristics who have not recently experienced a work-related injury or illness. The aim of this study will be to identify factors associated with positive and negative labour market and health recovery outcomes and to determine if there are particular groups of workers who are at most risk for poor labour-market and health recovery outcomes.

### Objectives:

- To design and pilot test an interviewer-administered questionnaire to collect information in the following domains: (1) Return to work 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 the claimant, their workplace 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. Followed by linking survey responses to WSIB administrative records
- To conduct descriptive and regression analyses to identify the modifiable and non-modifiable factors within the OIWOS cohort 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.

**Researchers:** Cameron Mustard (Principal Investigator), Colette Severin (Project Coordinator), Peter Smith, Emile Tompa.

**Collaboration and Partnerships:** The Institute for Work & Health has a long history of successful collaboration with the WSIB in support of program and service delivery evaluation, reform and improvement. We have high expectations that the Ontario Injured Workers Outcome Study will return important benefits to the design and administration of WSIB claimant services.

**Potential Audiences and Significance:** The findings from this project will be of interest to representatives of injured workers and administrators of work disability insurance programs in Canada.

### Project Targets for 2019/20:

- First Quarter:* Complete questionnaire development and subject recruitment protocol. Initiate study subject recruitment and interview administration.
- Second Quarter:* Continue study subject recruitment and interview administration.
- Third Quarter:* Continue study subject recruitment and interview administration.
- Fourth Quarter:* Continue study subject recruitment and interview administration.



## What is the extent and nature of claim suppression in British Columbia (2325)

**Project Period:** New

**Introduction:** Claim suppression undermines confidence in the workers compensation system. For workers who lose out on benefits, claim suppression is plainly unfair. Claim suppression by a small minority of employers confers an unfair competitive advantage and penalizes the vast majority of employers that fulfill their legal responsibilities. Claim suppression also distorts experience rating by corroding the empirical basis for rate determination. It is therefore important to the integrity of a public compensation system that claim suppression be identified and curtailed. There are, however, no data on the incidence of claim suppression in British Columbia, nor are there data to guide enforcement measures. This project, a collaboration between the Institute for Work and Prism Economics, will aim to address this gap.

**Objectives:**

- To estimate the nature and approximate extent of claim suppression in the B.C. workers' compensation system.

**Researchers:** Ron Saunders, John O'Grady (Prism Economics), Cameron Mustard

**Collaboration and Partnerships:** Prism Economics, Ipsos (survey administration)

**Potential Audiences and Significance:** The main potential user is WorkSafeBC, the results of the research may be useful in determining whether any policy changes may be warranted regarding claim suppression. The results would likely be of interest to stakeholders involved in workers' compensation issues in British Columbia, including employers, employer associations, unions, and injured workers groups. We will work with WorkSafeBC to identify knowledge users with whom results would be shared.

**Project Targets for 2019/20:**

Note: The project (which received funding in December 2018) will begin in January 2019, with the preparation of an ethics submission, design of injured workers' survey, development of a template for the analysis of claims to identify risk of claim suppression, and training of WorkSafeBC staff on use of the template.

<i>First Quarter:</i>	Administration of worker survey. Review of claims (by WorkSafeBC) per risk analytics template. Analysis of claims review data.
<i>Second Quarter:</i>	Follow-up survey of workers whose claims were judged to be at risk. Analysis of follow-up survey data.
<i>Third Quarter:</i>	Survey of employers and analysis of survey data. Begin draft of final report.
<i>Fourth Quarter:</i>	Complete draft of final report. Presentation of findings to WorkSafeBC. Revise and finalize report. KTE activities.

## **Employment needs and experiences of workers with arthritis and diabetes: keeping the boomers in the labour market (2230)**

**Project Period:** Ongoing

**Introduction:** The large size of the Canadian baby boomer generation (born 1946 to 1964) has created concerns for older workers. A loss of skills in the labour market as older workers retire has meant the need for strategies to keep individuals working and delay retirement. To date, we don't have information about how characteristics of many chronic health conditions that arise with age may create unique challenges for workers, including conditions like arthritis and diabetes that do not have a continuous impact but result in episodes of disability, unpredictable symptoms, and stress related to working and disclosing health problems to colleagues. This proposal focuses on women and men 50-67 years of age who work with arthritis and/or diabetes compared to workers with no disabling health conditions. This study forms an important step in understanding the interplay of health and work and will provide information to help sustain employment.

### **Objectives:**

- To describe extent to which remaining employed is a priority among baby boomers as they age
- To examine the experiences and perceived impact of working with an episodic health condition, as well as factors that act as barriers or facilitate working
- To examine characteristics of episodic health conditions (e.g., symptom unpredictability, invisibility) and their association with work outcomes (e.g., job disruptions, absenteeism)

**Researchers:** Monique Gignac (Principal Investigator), Dorcas Beaton, Vicki Kristman, Cameron Mustard, Peter Smith, E Badley (Toronto Western Research Institute)

**Collaboration and Partnerships:** The IWH networks of educationally influential practitioners in ergonomics, occupational therapy and physiotherapy, as well as disability management professionals.

**Potential Audiences and Significance:** Data from this research will provide insight into the experiences, needs, and expectations of working baby boomers. It will enable a comparison of healthy baby boomers and those who may experience difficulties working related to a chronic disease. It can also provide concrete information and potential strategies to inform and enhance policies, practices and interventions to help older workers sustain their employment. Results of this research will be relevant for older workers and especially those living with chronic. It will also be relevant to employers, disability managers, human resource professionals, occupational health professionals, insurers, and consumer/patient organizations.

### **Project Targets for 2019/20:**

*First Quarter:* Three papers are completed (2 published; 1 in press). No grant funds remain available. The data have been given to Vicki Kristman for work on two new potential papers. Access to the data have also been given to Andrea Portt who is Peter Smith's student for new analyses that may result in another paper.

*Second Quarter:* See above. Potential new papers are underway.

*Third Quarter:* See above. Potential new papers are underway.

*Fourth Quarter:* See above. Potential new papers are underway.

## Development and testing of the DASH outcome measure: DASH instrument (0425)

**Project Period:** Ongoing

**Introduction:** This multi-year project involves the development and ongoing testing of the DASH, a 30-item self completed questionnaire designed to measure disability and symptoms in any or multiple disorders of the upper limb. The DASH Outcome Measure was jointly developed by the Institute for Work & Health (IWH) and the American Academy of Orthopaedic Surgeons (AAOS). It is internationally used having been completed on 32 language translations and 16 languages currently in progress. In 2003, the 11-item QuickDASH was released. In 2011, we published a paper that outlined benchmarking scores for the DASH. In 2012, the 3rd edition of the DASH/QuickDASH User's Manual was loaded onto our website. Several tools to assist users with the calculation of DASH/QuickDASH scores have been developed within the Institute (e.g., QuickDASH scoring e-tool, DASH Outcome Measure app). In 2012, we developed the DASH Outcome Measure application for use on the iPad (allows for real-time administration, scoring and longitudinal tracking of DASH outcomes) available from the Apple App Store. Ongoing work with the DASH includes creating new evidence and standards as well as creating ways to make the growing body of evidence on the DASH accessible to our key stakeholders.

### Objectives:

- To continue work with the DASH and review of measurement properties.
- To revise the scoring system for the DASH based on the findings of repeated factor analysis.
- To pro-actively address issues related to the DASH – ie, the debate over the need for joint specific measures over the DASH (region), response to articles in literature.

**Researchers:** Dorcas Beaton (Institute Coordinator), Claire Bombardier, , Sheilah Hogg-Johnson, Selahadin Ibrahim, Quenby Mahood, Michael Swift, K Cullen (Memorial University), C Kennedy-Yee (Health Quality Ontario).

**Collaboration and Partnerships:** Consultation with clients, clinicians, educators, professional organizations, regulatory bodies and other researchers have and will continue to occur throughout the development and fulfillment of these projects.

**Potential Audiences and Significance:** Professional organizations such as the Canadian Physiotherapy Association (CPA), American Academy of Orthopaedic Surgeons (AAOS) and regulatory colleges have demonstrated their support through use of the DASH, as has the Workplace Safety & Insurance Board (the QuickDASH is the outcome used in the shoulder program of care).

### Project Targets for 2019/20:

- First Quarter:* Review of evidence of the DASH for thumb, shoulder and wrist disorders.  
Report on the opportunities for developing a database of the measurement property studies of the DASH.  
Continue to explore use of DASH in injured workers – validating.
- Second Quarter:* Complete screening of literature on the DASH Measurement performance.  
Support the co-calibration of the DASH with the PROMIS database's UE Function instrument.
- Third Quarter:* Review training opportunities using the DASH data.  
Conduct review of the performance of the QuickDASH in shoulder fracture patients.  
Explore online learning platforms to build modules on use of the DASH.
- Fourth Quarter:* KT activities to promote best use of the DASH Outcome Measure.

## Foundation Programs

The Institute's Foundation program is composed of several activities within the Research Program whose scope of activities may cross cut all the research we undertake at the Institute. These activities include Data and Information Systems, Measurement of Health and Function and Systematic Reviews. These programs provide expertise to all relevant research projects in the Institute, hence the term foundation programs.

One of the foundation programs at the Institute is Data and Information Systems. The success of Institute research, including the productivity of our scientists, rests to no small extent on expertise provided by the staff of this program. This team of statisticians and programmers/analysts provides statistical consulting and information technology solutions to all the other research programs.

Our data sources include current administrative data from the Workplace Safety and Insurance Board (WSIB). Data and Information Systems staff are constantly refining the Institute's ability to use this resource to its maximum capacity. They also develop and maintain our repository of historical WSIB databases as a potential resource for future research projects. Our access to WSIB administrative data provides scientists with some unique opportunities.

Data and Information Systems Program staff are very responsive to the needs of other Institute researchers, and as a result, is highly regarded by our scientists and staff. Besides being a source of methodological expertise and data management, program staff have also taken the lead in other areas. These include the exploration, development and implementation of research methodologies, along with new approaches to accessing, collecting, analyzing, interpreting, storing and maintaining the security of our data.

This team also provides continuity and training across the organization in maintaining issues of privacy, confidentiality and data security. Projects listed below are a small part of the portfolio of this group as program staff are primarily involved in support of projects described elsewhere.

The Scientists in the Measurement of Health and Function foundation program focus on providing reliable measurement methods and rigorous analytic approaches which are vital to research excellence. Among other things, they help scientists clarify the relationship between exposures and outcomes in epidemiologic studies.

Another foundation program at the Institute is the systematic review program. Systematic reviews provide an overview of the evidence from higher quality studies on a specific research question. IWH has developed in-house expertise in systematic reviews of work-health research. Institute researchers and scientists are now conducting reviews of research into economic and other non-clinical aspects of occupational health and safety, especially in the area of prevention. This program which encompasses all types of reviews, encourages cross-disciplinary collaboration and the consistent use of systematic review methods across the Institute.

This program was initiated in part as a response to a growing demand among stakeholders for usable, evidence-based information regarding the prevention of workplace injury and illnesses.



### **C. Foundation Programs**

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## Measurement methodology studies (0925)

**Project Period:** Ongoing

**Introduction:** This is a group of studies with a primary focus on measurement issues in the development and use of measurement instruments as indicators and outcomes of health and safety efforts. The data for much of this work comes from projects initiated for other research objectives within this theme but in this particular application are focusing on the measurement issues.

### Objectives:

- To determine/advance best methods for cross cultural adaptation of self-report outcome measures.
- To evaluate approaches used to determine the validity and reliability of different indicators/measures and generate best evidence syntheses processes.
- To produce models of recovery based on qualitative and quantitative findings.
- To advance evidence-based approaches to selection of outcome measurement instruments.

**Researchers:** Dorcas Beaton (Institute Coordinator), Claire Bombardier, Cynthia Chen, Sheilah Hogg-Johnson, Emma Irvin, Peter Smith, Michael Swift, Dwayne Van Eerd, R Buchbinder (Monash University, Australia), K Cullen (Memorial University), F Guillemin (University of Nancy, France), J Katz (Brigham and Women's Hospital, Harvard University), M Kita (University of Toronto), Z Touma (University of Toronto), P Tugwell (University of Ottawa), G Wells (Ottawa Hospital Research Foundation).

**Collaboration and Partnerships:** Partners in this project include clinicians, researchers, trainees, and students, as well as organizations collaborating in our activities, including OMERACT, COSMIN, COMET, IMMPACT, and EnRICH.

**Potential Audiences and Significance:** The results of this project will be relevant to users of indicators and measures in health and work research. Researchers in measurement sciences, epidemiologists, health and safety organizations, clinical community at large will also be interested in this work.

### Project Targets for 2019/20:

- First Quarter:* Submit paper on review and relationships between quality appraisal systems for measurement studies.  
Lead technical advisory group in exploration of standards for assessing performance of instruments in clinical trials (discrimination).  
Teach in measurement courses University of Toronto: Clinical epidemiology and the Advanced Care Practice course.  
Submit grant on validation of critical appraisal tools for measurement studies.
- Second Quarter:* Submit abstracts to ISOQOL, ACR on methods approach to instrument selection.  
Support graduate trainee in concept of recovery (Pinsker) aiming to defend in 2019  
Continue with active collaborations internationally and locally to advance processes for instrument validation.
- Third Quarter:* Attend ACR and ISOQOL Meetings for setting standards in instrument selection.  
Create modules for teaching instrument selection, pilot at IWH internally, gain feedback for external use.  
Mentor students for literature reviews, methodological studies in measurement.
- Fourth Quarter:* Promote model of recovery from Pinsker thesis and literature, create dissemination plan and implications for measuring health outcomes.



## Methodological developments in systematic reviews (0951)

**Project Period:** Ongoing

**Introduction:** IWH is committed to continuously improving the field of systematic review methodology. In 2019, we propose to initiate, undertake, and advance the following methods projects:

A. Advance Review Methods: 1) Comparison of Cochrane vs. non-Cochrane reviews; 2) Comparison of Evidence synthesis methods; 3) Realist and Rapid Review project; 4) Review classification project; and 5) Reviews of Complications.

B. Publish exemplar paper for prognosis reviews.

### **Objectives:**

- To update Cochrane reviews and develop a database of prognosis reviews.
- To write a paper on adapting the established SR methodology to non-clinical literature.
- To develop a process for conducting realist and rapid reviews and classifying review typologies.
- To recommend a methodology for conducting reviews of complications.

**Researchers:** Emma Irvin (Institute Coordinator), Dwayne Van Eerd (Institute Coordinator), Ben Amick, Nancy Carnide, Andrea Furlan, Joanna Liu, Quenby Mahood, J Hayden (Dalhousie University), J Jordan (Keele University), R Parker (Dalhousie University), M Van Tulder (VU, Amsterdam), G Wells (University of Ottawa)

**Collaboration and Partnerships:** Partners in this project include external researchers, the Ontario Workplace Safety and Insurance Board, clinicians, and policy-makers.

**Potential Audiences and Significance:** The results of this project will be relevant to methods groups of the Cochrane Colloquium and other researchers conducting systematic reviews, and those interested in incorporating stakeholders in the process.

### **Project Targets for 2019/20:**

**First Quarter:** Run UofT course on Systematic Review methods.  
Update algorithm.

**Second Quarter:** Run UofT course on Systematic Reviews.  
Update Cochrane paper.  
Initiate update of Irvin 2010 methods piece.  
Initiate methods paper comparing ROB and best evidence synthesis.  
Publish Prognosis paper.

**Third Quarter:** Complete update of Cochrane review.  
Initiate updating of SR stakeholders' paper.

**Fourth Quarter:** Complete Irvin 2010 methods paper and paper comparing ROB and best evidence synthesis.

## **Supporting the employment participation of Canadian disabled young adults: a systematic review (3210)**

**Project Period:** Ongoing, to be completed in Q3

**Introduction:** Employment experiences during the young adult life phase are critical to determining a person's career trajectory. During this life phase, young adults report a number of vocational transitions including graduating from school and finding and sustaining paid work. Challenges with employment during young adulthood can have long-term consequences including the risk of future unemployment or underemployment, reduced earnings, or a deterioration of skills. To-date, a majority of research on the employment of disabled young adults has focused on the impact of health factors (e.g., disability type, disease severity, and activity limitations), demographic characteristics (e.g., education, gender) and psychosocial perceptions (e.g., perceived social support, autonomy). It is unclear to what extent studies have examined the role of organizational conditions (e.g., availability of workplace accommodations, modifications, and supports), training needs (e.g., skills building, vocational readiness), disability services (e.g., vocational rehabilitation) and policy-level factors (e.g., incentives to hire disabled young adults, enforcement of duty to accommodate legislation) that may be influential in facilitating the employment participation of young adults living with disabilities.

### **Objectives:**

- To examine the *work-focused* policies and programs that support the transition into labour market of young adults living with disabling health conditions in OECD countries.

**Researchers:** Arif Jetha

**Collaboration and Partnerships:** Canadian Disability Participation Project, University of British Columbia Okanagan, Queens University, Guelph University Disability Services

**Potential Audiences and Significance:** Employers, young adults with disabilities and their families, clinicians and rehabilitation professional, policy makers. Findings from this study will provide an evidence-base on policies and practices that support the labour market engagement of young adults with disabilities and inform the design of policies and programs.

### **Project Targets for 2019/20:**

*First Quarter:* Complete the publication of the manuscript. I just completed the revisions.

*Second Quarter:* Present findings at scientific conference.

*Third Quarter:* Project completed

*Fourth Quarter:* N/A

## **Do work exposures differ for men and women? Do similar exposures result in different work-related health outcomes for men and women? (3230)**

**Project Period:** New

**Introduction:** Male and female differences in the area of work and health can manifest in two different ways: (1) there can be differences across gender/sex groups in the incidence and prevalence of work exposures or work-related health outcomes (e.g. men are exposed to greater noise exposures at work than women, women have higher rates of upper body repetitive movement injuries than men); or (2) the relationship between work exposures and outcomes can differ for men and women (e.g. the relationship between low job control and hypertension is stronger for men than for women; the relationship between shift work and work injury is stronger for women than for men). In turn, the policy responses to research in these two areas will differ. Where men or women have different levels or work exposures or health outcomes, prevention approaches should focus on reducing gender/sex inequalities. However, where the relationship between exposure and outcome differ the prevention approaches need to be gender- or sex-specific. As policy makers become increasingly interested in taking gender/sex differences into account in primary prevention approaches there is a need to summarise the existing research evidence concerning where inequalities in exposures and health outcomes exist between men and women; and where there is research.

### **Objectives:**

- Conduct a systematic review (using narrative and best-evidence syntheses methods) of existing evidence regarding sex and gender differences in exposures to workplace hazards and work-related health outcomes.
- Provide knowledge users and stakeholders with a database of all the material found in this review and a synthesis report; and
- Identify gaps, inconsistencies in areas related to working conditions and their health impacts where male and female differences exist to guide research and primary prevention activities.

**Researchers:** Aviroop Biswas (Principal Investigator), Emma Irvin, Peter Smith, Mieke Koehoorn (University of British Columbia)

**Collaboration and Partnerships:** CIHR Institute for Gender and Health, UNIFOR.

**Potential Audiences and Significance:** Key audiences of this research include labour organizations and employer associations, governmental agencies, e.g. ministries of labour and workers' compensation and workplace parties as well as groups with interest in gender and sex issues. This project will provide knowledge-users with comprehensive information on the contexts in which gender/sex inequalities to work exposures and health outcomes arise; and where gender-specific approaches to the prevention of work injury and illness may (and may not) be required.

### **Project Targets for 2019/20:**

<i>First Quarter:</i>	Search strategies will be refined and defined with stakeholder input. Begin screening article titles/abstracts.
<i>Second Quarter:</i>	Complete screening of titles/abstracts; data extraction.
<i>Third Quarter:</i>	Data analysis and synthesis will be undertaken.
<i>Fourth Quarter:</i>	Complete data synthesis. Host stakeholder meeting to discuss findings. Complete final project report.

## Developing recommendations for an integrated workplace health protection and health promotion approach (3270)

**Project Period:** New

**Introduction:** Workplace health promotion (WHP) programs that also emphasize correcting workplace hazards through occupational health and safety (OHS) activities have greater worker participation rates and reduced injury rates than those that focus on OHS or individual behaviour change alone, while coordinating OHS and WHP efforts rather than competition for resources provides good resource stewardship, benefiting the broader organization. In 2011, various international agencies endorsed an integrated approach (an example is the US National Institute for Occupational Safety and Health's Total Worker Health® approach). Yet there is little guidance for employers on how an integrated strategy can be implemented. Instead, available guidance considers OHS and WHP activities as separate entities. We propose that this can be done by better integration of OHS and WHP practices in ways that more proactively and comprehensively address worker health and safety activities.

### Objectives:

- Conduct a scoping review of existing peer-reviewed and non-academic literature, documenting existing approaches to the integration of OHS and WHP policies and practices.
- Identify challenges, successes and outcomes of integrated approaches.
- Integrate feedback and insight from researchers and partners to identify key processes and guiding principles that need to be addressed by workplaces to integrate OHS and WHP activities.

**Researchers:** Aviroop Biswas (Principal Investigator), Momtaz Begum, Monique Gignac, Peter Smith, Dwayne Van Eerd.

**Collaboration and Partnerships:** Graham Lowe Group, Alberta Health Services, Energy Safety Canada. Additional partners are being sought.

**Potential Audiences and Significance:** This research will provide implementable guidance that employers can use to enhance the safety and well-being of workers and sustain high-levels of productivity through an integrated worker health approach. Our partners represent a sizable proportion of industry stakeholders important to Alberta's economic future. The recommendations can indicate areas of strength and improvement along the continuum toward full integration and serve as a stimulus for priority setting and decision-making. Findings will inform future project phases to develop assessment tools, recommend strategies for low performing workplaces to improve practices, and evaluate the impact of practices on worker health.

### Project Targets for 2019/20:

<i>First Quarter:</i>	Complete scoping review. Host an advisory committee meeting to review results. Begin preparations for Alberta workshop meeting logistics.
<i>Second Quarter:</i>	Complete qualitative analysis of Alberta workshop. Consensus development phase underway.
<i>Third Quarter:</i>	Consensus development complete and stakeholders consulted.
<i>Fourth Quarter:</i>	Project guidebook developed. Final report submitted to funder.

## **Musculoskeletal injury prevention: a practical implementation guide for Newfoundland and Labrador (3385)**

**Project Period:** New

**Introduction:** Musculoskeletal injuries (MSIs) are a substantial burden for workers, workplaces and workers compensation systems. MSIs account for 68% of all claims involving lost time from work in Newfoundland and Labrador (NL) from 2012 to 2016. MSIs are estimated to cost \$87 million in annual claim costs. While the burden of MSI is similar in other jurisdictions (in Canada and worldwide), the prevention solutions required may be more context specific. This project will conduct a comprehensive synthesis of current MSI prevention practices including important details about contextual factors that are particular to the province of NL (jurisdiction, sector, job tasks, etc.). In addition, an easy to use, evidence-based, practical guide to aid NL workplaces in implementing the best MSI prevention practices will be produced. The guide will include information about effective MSI prevention practices and how to implement them in the context of NL workplaces. Most importantly, the guide will be created with stakeholder consultations to ensure it has value and application for NL workplaces. The overall purpose of the proposed project is to reduce the burden of MSI in NL by improving MSI prevention practices.

### **Objectives:**

- To collect and synthesize current MSI practices along with evidence from the scientific literature.
- To create a practical guide to support the implementation of effective and innovative MSI prevention programs in Newfoundland and Labrador.

**Researchers:** Dwayne Van Eerd, Emma Irvin (Co-Investigator), Siobhan Cardoso, Quenby Mahood

**Collaboration and Partnerships:** Service Newfoundland

**Potential Audiences and Significance:** Workplaces from all sectors who require strategies to prevent and accommodate MSIs in the workplace

### **Project Targets for 2019/20:**

<i>First Quarter:</i>	Develop survey and interview/focus group instruments/protocols. Prepare recruitment materials with stakeholder input. Search and update relevant literature. Prepare and submit ethics application.
<i>Second Quarter:</i>	Distribute and monitor online survey. Track preliminary survey results for potential additions to interviews/focus group questions. Conduct interviews and focus groups.
<i>Third Quarter:</i>	Quantitative analysis of survey results (counts and level of agreement). Qualitative approach determining themes from data collection. Hold stakeholder meeting to develop implementation guide. Synthesize findings from literature along with qualitative and survey data. Develop implementation guide.
<i>Fourth Quarter:</i>	Share findings according to the stakeholder decisions in the development meeting. Hold meeting for feedback on implementation guide. Incorporate feedback for guide improvements and suggested dissemination activities Complete and disseminate implementation guide and write report.

## XXII World Congress on Safety and Health at Work (2020)

**Project Period:** New

**Introduction:** The World Congress on Safety and Health at Work is the world's largest global forum for occupational health and safety professionals. In October 2020, Canada will host the 22nd gathering of the Congress in Toronto. More than 4,000 international delegates are expected to attend. The Congress provides a forum for exchange of knowledge, practices and experience in order to promote safe and healthy work for all, strengthens connections, networks and alliances while laying the groundwork for cooperation and strengthening relationships among all concerned and provides a platform for knowledge, innovation, and strategic and practical ideas that can be immediately put into use. The motto for the 2020 World Congress is 'Prevention in the Connected Age: Global solutions to achieve safe and healthy work for all.

**Objectives:**

- To progress planning and preparations for the October 2020 gathering of the World Congress on Safety and Health at Work

**Researchers:** Cameron Mustard, Fareena Kahn, Mary Cicinelli

**Collaboration and Partnerships:** The World Congress is sponsored by the International Labour Organization (ILO) and the International Social Security Association (ISSA). Canadian hosts for the 2020 World Congress are the Institute for Work and Health (IWH) and the Canadian Centre for Occupational Health & Safety (CCOHS). The Canadian hosts are supported by a National Advisory Committee.

**Potential Audiences and Significance:** Participants attending the 2020 World Congress will include high-level government officials and decision-makers in the public and private sectors, labour leaders, and CEOs, occupational Safety & Health professionals such as safety engineers, safety technicians, occupational hygienists, scientists, occupational physicians and others dealing with occupational medicine, regulators, labour inspectors, and safety and health inspectors, trade unions, workers and their representatives, social security institutions and researchers, instructors, trainers and teachers in the field of OSH education

**Project Targets for 2019/20:**

*First Quarter:* Launch of first program announcement  
Website registration opens

*Second Quarter:* Selection of organizations to plan and prepare the program content for symposia to be coordinated by the Canadian hosts  
Call for abstracts opens

*Third Quarter:* Review of abstracts  
Complete recruitment of financial contributions

*Fourth Quarter:* Finalize program content  
Launch second program announcement



## Knowledge Transfer & Exchange

The Institute considers Knowledge Transfer & Exchange (KTE) to be a process by which relevant research information is made available and accessible through interactive engagement with stakeholders for practice, planning and policy-making. KTE at IWH is integrated into the research process. Stakeholders are involved in helping us to identify research priorities and frame research questions. They also help us communicate findings in ways and through channels that are useful for policy and practice and support the harmonization of activities in order to improve the efficiency of occupational health and safety initiatives.

The target audiences for the Institute's research include policy-makers (provincial and federal ministries, workers' compensation agencies such as the Workplace Safety and Insurance Board), health and safety associations (HSAs), workplace parties (labour and employers), clinicians and other occupational health and safety and disability management professionals.

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 our quarterly newsletter and monthly e-bulletin, the IWH website, social media, media relations, special events and the marketing of specific products such as evidence guides and workshops.

In addition, KTE actively works to build capacity in our audiences to understand and use research evidence. This activity comes in the form of specific events and workshops, as well as being embedded in all communication and stakeholder engagement initiatives.

All 2019/20 KTE projects are listed in this KTE section of the plan.

The work of IWH's KTE department is focused on goals of building and maintaining excellence in three areas:

- 1. Relationships:** Strengthening stakeholder networks and relationships to enhance the applicability and uptake of IWH research. KTE creates formal and informal networks of stakeholders and works with intermediary organizations (health and safety associations, professional organizations, employer associations and labour groups) to allow us to link with stakeholders over time with different research messages. We attend a variety of conferences and events to present IWH research findings and to raise awareness about IWH, developing new connections with a wide variety OHS professionals and other stakeholders.
- 2. Reach:** Expanding our audiences and supporting their access to and use of research evidence. KTE continues to explore creative and effective ways to expand evidence dissemination and facilitate knowledge exchange using new and current technologies and techniques. The website continues as a major source of outreach along with the publication of our quarterly newsletter At Work and our monthly e-bulletin, IWH News. We will continue to pursue coverage in trade media and are using social media both as another dissemination vehicle and to follow issues raised by our stakeholders. We will continue to provide tailored workshops and briefings focused on understanding research evidence and its application.
- 3. Products:** Developing evidence-based information products including guides, tools and lay-friendly communications that support efforts to improve the safety and health of working people. KTE works with our scientists and stakeholders to develop a wide range of products (tools, guides, Issue Briefings, newsletter articles, videos) to communicate and apply research findings.





## **D. Knowledge Transfer & Exchange**

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## Issue briefings (0611)

**Introduction:** Research findings of the Institute for Work & Health often have implications for decision makers in government, the WSIB, and the HSAs, and for employers, labour groups, and clinicians. In this project, Institute researchers identify findings that ought to be of particular interest to policy-makers in government and at the WSIB and prepare an Issue Briefing—a brief document that outlines the research findings and their implications, in plain language.

**Audience:** The main target audience is policy officials at ministries of labour and workers' compensation boards in Canada. The topic of an Issue Briefing will often be of interest to the wider stakeholder community, including businesses and employer associations, workers and labour groups, injured worker organizations, and OHS professionals.

### Objectives:

- To publish at least one Issue Briefing each year that briefly summarizes, in plain language, research findings on topics of interest to the policy community.
- To identify implications of the research findings for decision-makers.
- To help foster a continuing conversation on the issues examined and consult key stakeholders on future Issue Briefing topics.
- To broaden the distribution of notices about newly published Issue Briefings.

**Team:** Monica Bienefeld (Project Leader), Kristina Buccat, Cindy Moser, Cameron Mustard

**Collaboration and Partnerships:** An Issue Briefing is sent out in two stages. First, it goes as an email attachment to deputy ministers of labour, chairs and CEOs of workers' compensation boards, and to the policy and OHS committees of the Canadian Association of Administrators of Labour Legislation. About two weeks later, we post the Issue Briefing on our website and send a notice with a link to all who have subscribed to the Issue Briefing series. The Issue Briefing is then included as an item in the next IWH News. All are invited to post the link to the Issue Briefing on their organizations' websites and bulletins.

### Project Targets for 2019/20:

<i>First Quarter:</i>	Review possible topics for 2019/20 and select next Issue Briefing topic. Begin work on Issue Briefing.
<i>Second Quarter:</i>	Complete drafting of Issue Briefing; begin review and editing. Select second (further) Issue Briefing topic(s), if applicable.
<i>Third Quarter:</i>	Publish and distribute finalized Issue Briefing. Begin work on second Issue Briefing. Identify possible topics for 2020.
<i>Fourth Quarter:</i>	Review possible topics for 2020 and select next Issue Briefing topic. Complete and publish second Issue Briefing.

## Educationally influential networks (0617)

**Introduction:** Many health practitioner groups deliver services to populations of interest to IWH (e.g. workers with musculoskeletal disorders). We have targeted five specific groups as potential audiences for Institute research messages: physiotherapists, kinesiologists, occupational therapists, chiropractors and ergonomists. These are practitioners who may work within, or in close association with, workplaces in primary/secondary prevention roles and/or in return to work (RTW), treatment delivery and/or disability management. Many IWH research messages are relevant to these groups and equally, these groups possess a practice expertise and knowledge that is useful and relevant to IWH. Professional bodies who represent or regulate these disciplines have assisted in identifying individuals across the province who are informal opinion leaders—those identified by their peers as “educationally influential” (EI). Each of the EI networks has been convened to seek their cooperation in an ongoing role as “knowledge broker”. It is a two-way exchange: stakeholder information and opinion into IWH (to support our research and KTE); research knowledge out to EIs and, via EIs, to their peers to ultimately assist evidence-based practice. EIs may be asked to participate in research projects as advisors or to assist with participant recruitment. Since 2016, we have replaced discipline-specific annual meetings with an all-group meeting format—an EI summit—to facilitate cross-disciplinary networking. In late 2017 we began communicating specific research findings to EI network members in a “single-item e-alert” format: IWH News Worth Sharing. In 2019/20, we aim to increase the number of e-alerts we develop and share with our EI networks.

**Audience:** Physiotherapists, kinesiologists, occupational therapists, chiropractors and ergonomists. Relevant findings are disseminated to EI groups with the expectation that members further disseminate the findings within their own networks. EIs may be involved with specific research projects as partner or co-investigator or assisting with study recruitment.

### Objectives:

- To facilitate knowledge exchange among IWH researchers and EI network members through the planning and hosting of annual EI meetings and other forums.
- To disseminate research findings to the community of health practitioners who practice in work-related primary/secondary prevention, RTW, and/or disability management roles.
- To increase participation in IWH research projects and IWH events (e.g. workshops, seminars).
- To support KTE in research projects with messages for clinical/practitioner audiences.

**Team:** Monica Bienefeld (Project Leader), Siobhan Cardoso (Co-Lead), Sara Macdonald (Co-Lead), Kristina Buccat, Cindy Moser, Uyen Vu

**Collaboration and Partnerships:** Clinicians/practitioners, professional bodies (associations/regulatory colleges)

### Project Targets for 2019/20:

<i>All Quarters:</i>	Disseminate at least one relevant, easily shared, single-item e-alert each quarter.
<i>First Quarter:</i>	EI summit planning: determine summit objectives and goals. Identify specific communication and engagement activity opportunities.
<i>Second Quarter:</i>	EI summit planning: create agenda, recruit presentations and discussion topics. Plan and implement selected communication strategies and engagement activities.
<i>Third Quarter:</i>	Host and evaluate EI summit, including survey of EI groups. Determine group membership renewal and recruitment strategies.
<i>Fourth Quarter:</i>	Review EI summit format and determine approach for 2020 meeting. Implement renewal and recruitment strategies.

## Tracking KTE and evaluation (0629)

**Introduction:** Consistent with the IWH Five-Year Strategic Plan, KTE has identified activities and indicators to be measured. In 2019/20, KTE will continue to track stakeholder engagement in IWH projects and networks. We will complete five new case studies of the impact of IWH research. We will continue to track KTE activities associated with each research project and tools resulting from those projects. In addition, we will continue to focus on how our KTE tracking can be integrated with other Institute tracking systems in order to streamline the process across the organization.

**Audience:** IWH staff, IWH Board of Directors, external stakeholders, and KTE researchers.

### Objectives:

- To maintain and enhance an indicator system to monitor and manage the performance of IWH KTE activities and outcomes including tracking and reporting strategic indicators of success.
- To monitor stakeholder engagement and other KTE activities in networks, projects and systematic reviews.
- To document indicators of research use, e.g., downloads, media mentions, testimonials.
- To document research impact through case studies.
- To identify and assess new potential indicators of KTE performance.

**Team:** Monica Bienefeld (Project Leader), Siobhan Cardoso (Co-Lead), Sara Macdonald (Co-Lead), Cindy Moser (Co-Lead), Kristina Buccat, Emma Irvin, Dwayne Van Eerd

**Collaboration and Partnerships:** KTE systematic review stakeholders, project stakeholders, senior policy officials.

### Project Targets for 2019/20:

- All Quarters:* Track stakeholder engagement activity, e.g. participation in advisory meetings.  
Track dissemination of research results and uptake of findings, tools and other information products, e.g. downloads and testimonials.  
Track communications metrics (website, subscribers, social media and media); compile in quarterly report to BoD.  
Identify candidates for new case studies, research and complete at least one new research impact case study each quarter.  
Assess tracked information and use to set/adjust action priorities.
- First Quarter:* Review current KTE indicators and tracking methods.  
Identify and begin work on at least two new research impact case studies.
- Second Quarter:* Assess and discuss current methods for tracking and how they can be improved.  
Seek input from Institute staff on potential new indicators and methods.
- Third Quarter:* Determine feasibility of implementing new tracking methods and/or KTE indicators and implement new indicators and methods as appropriate.  
Identify and begin work on new case studies to ensure at least five are completed in 2019/20.
- Fourth Quarter:* Finalize work on 2019/20 case studies.

## **Disability managers and OHS professional networks (0638)**

**Introduction:** IWH established a network of disability management (DM) professionals in 2012 and a network of OHS professionals in 2015. The groups are currently composed of 50 and 55 members, respectively. Meetings are held annually at the IWH to facilitate knowledge exchange: network members provide information and opinions to IWH to support our research and KTE activities; IWH shares research findings with the members, who are encouraged to share with their peers. LinkedIn groups for the networks were created at the request of members as a forum for discussing research findings and gaps and for networking with peers. All members receive the monthly IWH News and quarterly At Work newsletters via email as well as updates on relevant research including “IWH News Worth Sharing”, a single-item e-alert formatted for members to easily forward to their contacts. Members are also often approached to participate in research projects and/or for assistance with study participant recruitment.

**Audience:** Members of the network include professionals from workplaces, insurers, and clinical care settings/organizations.

### **Objectives:**

- To facilitate knowledge exchange among IWH researchers and individuals who are involved in the practice of disability prevention and management and OHS in Ontario.
- To disseminate research findings to the community of disability management and OHS practitioners in Ontario.
- To increase participation in IWH research projects or IWH events (e.g. workshops, seminars).
- To support KTE in research projects with messages for RTW and prevention audiences.

**Team:** Sara Macdonald (Project Leader), Monica Bienefeld, Kristina Buccat, Siobhan Cardoso

**Collaboration and Partnerships:** Disability managers; workplace parties; health care, vocational rehabilitation and nursing organizations; labour unions; health & safety consultants; workplace OHS professionals (coordinators, managers and directors); and OHS consultants within HSAs.

### **Project Targets for 2019/20:**

- All Quarters:* Disseminate at least one relevant, easily shared, single-item e-alert each quarter. Reach out to members to participate in research as opportunities arise.
- First Quarter:* Host DM and OHS professionals’ networks annual meetings.
- Second Quarter:* Review OHS professionals network membership and welcome new members.
- Third Quarter:* Review DM professionals network membership and welcome new members.
- Fourth Quarter:* Plan DM and OHS professionals’ networks annual meetings.

## Prevention partners networks (0640)

**Introduction:** KTE will continue to collaborate with the prevention partner community to enable greater harmonization of occupational health and safety and prevention initiatives through vehicles like the Prevention Knowledge Exchange Group (PKEG). Organizations participating in PKEG include: the six Ontario health and safety associations (HSAs), the three Centres of Research Excellence (CREs), the Centre for Research in Occupational Safety and Health (CROSH) at Laurentian, the Prevention Office and the Policy and Operations divisions of the Ontario Ministry of Labour (MOL), and the Workplace Safety and Insurance Board (WSIB). Capacity building in the use of evidence in programming and planning will continue through the review of evidence from the research organizations and key projects of the other participants. PKEG is also a vehicle for dialogue about how to improve knowledge exchange, both among the members of the committee, their organizations and with workplace parties. IWH will continue to participate as a member of prevention system committees, such as the communications group and the Ergonomist Integrated Planning Action Committee (EIPAC), and at events such as the annual Partners in Prevention conference.

**Audience:** For PKEG and EIPAC: Health and safety associations (HSAs), Ministry of Labour (MOL), Centres for Research Expertise (CREs), CROSH and Workplace Safety and Insurance Board (WSIB). For the Partners in Prevention Conference: workplace parties and OHS professionals.

### Objectives:

- To collaborate with prevention partners to harmonize research activities and the application of research evidence in Ontario workplaces and to explore new research ideas.
- To continue to develop opportunities for our prevention partners to participate in the research process and review their experience with this participation.
- To foster dialogue and prevention system networks for strengthening knowledge exchange.
- To coordinate an IWH display, presentations and posters for the Prevention Partners Conference.

**Team:** Monica Bienefeld (Project Leader), Sara Macdonald (Co-Lead), Kristina Buccat, Siobhan Cardoso, Cindy Moser and Uyen Vu

**Collaboration and Partnerships:** HSA Community (6 HSAs), MOL, WSIB, OCRC, CRE-MSD, CRE-OD, CROSH, IWH researchers.

### Project Targets for 2019/20:

- All Quarters:* Host quarterly PKEG meeting.  
Participate in EIPAC and prevention system communications meetings.
- First Quarter:* Coordinate activities for Partners in Prevention Conference and Trade Show, i.e., IWH corporate booth, panels' content and display materials.  
Lead review and discussion of PKEG ToR, goals and agenda topics.
- Second Quarter:* Assist in planning of activities related to global ergonomics month.
- Third Quarter:* Submit presentation abstracts for Partners in Prevention Conference.  
Participate in global ergonomics month.
- Fourth Quarter:* Plan booth and poster submissions for the Partners in Prevention conference.



## Outreach (0650)

**Introduction:** The Institute continues to engage in opportunities and activities to increase its visibility provincially, nationally and internationally as well as to increase the potential uptake and application of its research evidence. Throughout the year, the Institute participates in key events and conferences where targeted information can be made available to stakeholder groups, raising awareness and the profile of IWH, as well as being opportunities to market the Institute's information products to stakeholders. As workplace parties are priority audiences for IWH research, this project also explores ways to reach employers and organized labour. In 2013, we launched knowledge exchange forums with OHS leaders from the employer and labour communities. Since then, we continue to meet with these parties at least once a year. We also reach workers and employers through intermediaries (organizations with members or subscribers with an interest in work and health) and direct communication. In 2013, the KTE program also began to identify and interview "influential knowledge users (IKUs)", many of whom work for one of Ontario's health and safety associations, about ways to improve knowledge exchange and discuss emerging topics within the prevention system. A formal IKU network was launched in 2015. Meetings with this network will continue. In 2016, we developed an academic outreach plan to reach instructors and students. Yearly efforts to review how we can engage and connect more students with our research and products/tools will continue

**Audience:** All stakeholder groups, with particular attention to workers, unions, employers, employer associations, and academics (instructors and students).

### Objectives:

- To continue knowledge exchange with leaders from the employer and labour communities and with influential knowledge users.
- To continue to seek unique opportunities to reach out to stakeholders at non-academic conferences and events.
- To continue to work with intermediaries to reach their members/clients.
- To continue to implement an academic outreach plan.
- To continue to present key research initiatives at non-academic events where appropriate.
- To use these opportunities to profile the Institute as a credible resource of evidenced-based information and tools for improving the health of workers.
- To assist IWH researchers in linking with workplace parties and other stakeholders.

**Team:** Monica Bienefeld (Project Leader), Kristina Buccat, Siobhan Cardoso, Sara Macdonald, Cindy Moser

**Collaboration and Partnerships:** Employer associations, unions, health and safety associations

### Project Targets for 2019/20:

- All Quarters:* Seek opportunities to present research to intermediaries and other stakeholders. Host meetings of Employer, Labour forums; Influential Knowledge Users network.
- First Quarter:* Host IWH booth at Partners in Prevention conference.
- Second Quarter:* Update and implement academic outreach plan to share IWH tools and resources with students.  
Review conferences to attend/exhibit at with value-for-money lens.
- Third Quarter:* Develop and plan for conference attendance and exhibiting for coming year.
- Fourth Quarter:* Explore opportunities for establishing regular, annual contact with key individuals with organizations where IWH has had productive, ad hoc engagements/partnerships.

## Workshops (0643)

**Introduction:** IWH has considerable expertise in conducting systematic reviews to support evidence-based practice. Many researchers and students at the Institute are involved with the Cochrane Collaboration and the Institute's Systematic Review Program. The Institute has many requests to share its expertise and to contribute to the education and training of educators, researchers, clinicians and students. Since 2001, Institute personnel and colleagues have been offering a series of Systematic Review Workshops that range from two hours to three days; these are planned to continue through 2020. Systematic Review Workshops are designed to provide participants with tools and knowledge to identify measures that can provide the best estimate of a given concept in their clinical work or research.

**Audience:** The Systematic Review Workshop is of particular interest to health care professionals, students, educators, clinicians, researchers, insurers and policy makers.

### Objectives:

- To build capacity in our audiences to understand, use and conduct research.
- To evaluate and determine lessons learned.

**Team:** Emma Irvin (Lead), Monica Bienefeld, Siobhan Cardoso, Andrea Furlan, Quenby Mahood, Lyudmila Mansurova, Dwayne Van Eerd

**Collaboration and Partnerships:** Participants in the workshops will provide an evaluation which will be used for further development of the existing workshop. In addition, some of our prevention partners may be interviewed so that we can develop a workshop to suit their unique requirements.

### Project Targets for 2019/20:

*First Quarter:* Prepare for spring (May) Systematic Review Workshop.

*Second Quarter:* Hold Systematic Review Workshop in Toronto (May)  
Evaluate workshop and consider fine-tuning the design.

*Third Quarter:* Prepare for fall (November) Systematic Review Workshop.

*Fourth Quarter:* Hold Systematic Review Workshop in Toronto (November)

## Tool development and dissemination (0636)

**Introduction:** Research in knowledge transfer has shown the advantages of having evidence-based tools. IWH has developed several tools and guides for assisting stakeholders to incorporate research evidence into their occupational health and safety (OHS), return-to-work (RTW), rehabilitation and treatment programs: e.g., eOfficeErgo, the Disabilities of the Arm, Shoulder and Hand (DASH) Outcome Measure, the Prevention is the Best Medicine toolkit (PBM), the Participatory Ergonomics (PE) Guide, Red Flags/Green Lights (a RTW guide), the Health & Safety Smart Planner, and the Seven Principles of Return to Work. In 2018, we posted two new guides: the Evidence-Informed Guide to Supporting People with Depression in the Workplace, and Essential Skills and OHS Training. We also began updating the PBM toolkit to incorporate legislative changes and user feedback; the updated toolkit will be available in 2019 as the Safe Work for Newcomers toolkit. In 2019/20, we will continue to disseminate these tools to a wider audience, and develop new resources informed by IWH research results appropriate for this use.

**Audience:** All IWH stakeholders.

### Objectives:

- To create new, practical tools, guides or other resources from IWH research to assist workplace parties, prevention partners and health professionals in improving worker health and safety.
- To work with IWH scientists to plan tool development in research funding applications, where applicable, and to develop business cases for the development of tools.
- To engage stakeholders in the planning, development and testing of tools.
- To disseminate tools to stakeholders and monitor uptake.
- To renew tools with new IWH research findings, as appropriate.
- To administer and coordinate all procedures related to translations of the DASH and QuickDASH and maintain related database.
- To monitor and maintain database of requests for commercial and non-commercial use of DASH.

**Team:** Monica Bienefeld (Project Leader), Siobhan Cardoso (Co-Lead), Jocelyn Dollack (Co-Lead), Sara Macdonald (Co-Lead), Cindy Moser (Co-Lead), Uyen Vu (Co-Lead), Kristina Buccat, Jan Dvorak

**Collaboration and Partnerships:** Partners involved in this project include the OHS and disability prevention communities, workplace parties, clinicians, labour and workplace parties from Ontario and other provinces, and other stakeholders, as appropriate.

### Project Targets for 2019/20:

<i>All Quarters:</i>	Identify tool development opportunities; proceed as appropriate/as resources allow. Disseminate existing tools/guides with emphasis on those recently produced. Maintain DASH website, translation process and database, guidelines/protocols, non-commercial and commercial requests and licenses database, as appropriate. Monitor DASH app uptake and document revenue. Promote the DASH scoring system. Monitor uptake of tools and guides, including tracking downloads of IWH tools.
<i>First Quarter:</i>	Finalize, post and disseminate new tools developed in 2018/19. Continue work on the DASH literature review and restructuring the FAQ. Finalize and post French translation of eOfficeErgo.
<i>Second Quarter:</i>	Complete work on the DASH literature review and restructuring the FAQ.
<i>Third Quarter:</i>	Begin review of current tools for accuracy, applicability and design. Promote reviews of DASH measurement properties.
<i>Fourth Quarter:</i>	Continue review of all current tools for their accuracy, applicability and design.

## Corporate communications (0690)

**Introduction:** Corporate Communications works with IWH's scientists and KTE professionals to raise the visibility and credibility of the Institute, and to "push" IWH research so that stakeholders know about, consider and use evidence-based practices that protect workers from injury, illness and disability, as well as take part in research studies, where applicable. It seeks to reach these audiences more broadly by preparing materials in plain language and using mass communication tools and tactics – such as videos, newsletters, websites, media releases, articles and mentions in trade and general media, social media and external events. Corporate Communications also aims to keep Institute staff informed of the research, projects and events going on within IWH in order to improve working relationships and camaraderie, and to assist in meeting our corporate goal of "being a model of a healthy workplace."

**Audience:** External audiences include workplace parties, worker and employer representatives, policy-makers, occupational health and safety professionals, disability management professionals, researchers, funders and the intermediaries of all of the above. Internal audiences include all IWH staff.

### Objectives:

- To extend reach/audience for IWH research through website, e-mail, social media, slidecasts, videos and print products, as well as through external media and stakeholder events/publications.
- To ensure IWH information remains relevant and accessible to external stakeholders in order to help them protect the health and safety of workers.
- To ensure IWH comes to mind among people looking for best evidence in OHS and return to work.
- To support the building and maintenance of strong and active stakeholder relationships
- To support organizational excellence through strong internal communications.

**Team:** Cindy Moser (Project Leader), Monica Bienefeld, Kristina Buccat, Siobhan Cardoso, Jan Dvorak, Lyudmila Mansurova, Sara Macdonald, Uyen Vu

**Collaboration and Partnerships:** As required.

### Project Targets for 2019/20:

*All Quarters:* Write lay out, e-mail and post *At Work* quarterly and IWH News monthly.  
Write and post Research Highlights and Sharing Best Evidence of new and previous research.  
Keep website content and functionality current and user-friendly.  
Write research-based media releases as relevant research findings are published.  
Write articles for stakeholder publications and The Conversation Canada.  
Tweet daily, post weekly on LinkedIn and populate YouTube channel, as needed.  
Produce and post plenary slidecasts.  
Produce and disseminate video cards or videos.  
Write and post impact case studies.  
Develop and disseminate tools, guides and resources as needed (project-specific).  
Edit, oversee design, publish and distribute 2018 annual report.  
Publicize and support hosting of Nachemson lecture.  
Develop materials for, exhibit at and attend stakeholder conferences, as required.  
On a regular basis, produce, distribute and post internal newsletter *thisweek@iwh*.  
Keep IWH wiki-based intranet communications content current and encourage its use.  
Continue to increase number of e-alert sign-ups.  
Support researchers as needed (e.g. editing, writing, disseminating research findings).  
Attend H&S Partners Communication Forum and PKEG to continue building relations with system partners.  
Track communications metrics through quarterly reports to the Board of Directors.



## **Corporate Services**

Corporate Services plays a crucial role in providing facilities, human resources management, finance and accounting capacity and oversees the purchase and maintenance of equipment and supplies. The administrative infrastructure and human resource function supports the diversity and complexity of Institute work. It also provides liaison and support to the Institute's Board of Directors.

In 2019/20, the department will continue work on our human resources policies. Corporate Services will also ensure compliance with the Ontario government directive concerning travel, meal and hospitality expenses.

Work continues to ensure that staff are aware of new and revised policies as a result of the work done by the Policy Review Committee, including an annual review of the Policy and Procedures Manual.

The Joint Health & Safety Committee (JHSC) will work with members of the executive committee to address recommendations on health and wellness based on staff suggestions. The committee will continue to align their activities to reflect recommendations that emerged from the most recent staff survey (conducted in November 2018). This survey is conducted on a bi-annual basis to measure staff wellness and identify problem areas. It is used to assist the Institute in creating a healthy workplace and optimal working conditions. The results provide useful input to Institute management and are shared with staff and our Board of Directors.