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February 8, 2019

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***Black O, Sim MR, Collie A, and Smith P. Differences over time in the prognostic effect of return to work self-efficacy on a sustained return to work. *Journal of Occupational Rehabilitation*. 2019; [epub ahead of print].**

<https://doi.org/10.1007/s10926-018-09824-z>

Abstract: Purpose This study investigated the association between return to work self-efficacy (RTW-SE) and sustained return to work (RTW) at two different time points, over a 12-month period. The primary objective of the study was to examine if the relationship between RTW-SE and a sustained RTW changed over the RTW timeline. Methods This study used survey responses from a longitudinal cohort of n = 410 workers' compensation claimants with either an upper-body musculoskeletal injury or a psychological injury. A path analysis tested the associations between RTW-SE and a sustained RTW at two time-points. A Wald chi(2) test compared nested models to determine if the association changed over time. Results RTW-SE measured at time-point 1 (T1) was associated with a sustained RTW at time-point two (T2) (beta = 0.24, P < 0.05) but no association was found between RTW-SE at T2 and a sustained RTW at time-point three (T3) (beta = 0.017, n.s.). Model comparisons revealed significant differences in the associations between RTW-SE and a sustained RTW, with the relationship being stronger in the early phase of RTW compared to the latter phase (chi(2) = 5.002, p = 0.03). Conclusions The results indicate that RTW-SE at 4-6 months post-injury is important for a sustained RTW 6-months later although RTW-SE at 10-12 months post-injury had a negligible association over the same duration. Further research should investigate whether these findings generalize to other populations and what factors other than RTW-SE are associated with RTW in the later stages of the RTW process

Aksnes SY. Engaging employers in vocational rehabilitation: understanding the new significance of knowledge brokers. Journal of Vocational Rehabilitation. 2019; 50(1):73-84.

<https://doi.org/10.3233/JVR-180989>

Andersen LL and Sundstrup E. Study protocol for SeniorWorkingLife: push and stay mechanisms for labour market participation among older workers. BMC Public Health. 2019; 19(1):133.

<https://doi.org/10.1186/s12889-019-6461-6> [open access]

Abstract: BACKGROUND: Due to demographic changes across Europe there are strong political interests in maintaining the labour force by prolonging working life, i.e. increasing retirement age. This may pose both challenges and opportunities for societies, workplaces, and individuals. The SeniorWorkingLife (Danish: SeniorArbejdsLiv) project investigates push and stay mechanisms for labour market participation - now and in the future - among older workers (>=50 years). METHODS: In July 2018, 30,000 Danes age 50 or older (18,000 employed, 7000 unemployed, 3000 voluntary early retirements, 2000 disability pensions) were invited to participate, of which 15,721 (52.4%) replied to the entire questionnaire and 17,885 (59.6%) replied at least in part. Baseline data collection was terminated in October 2018. The questionnaire covers 14 domains in relation to push and stay mechanisms for labour market participation: 1) basic information (demographics, employment status etc.), 2) multiple-choice question covering a wide range of push and stay mechanisms, 3) role of the workplace, 4) age-discrimination, 5) personal economy, 6) possibility for voluntary early retirement among employed and unemployed, 7) gradual retirement, 8) competencies and continued education, 9) return-to-work, 10) new technologies at the workplace, 11) job satisfaction and well-being, 12) working environment, 13) lifestyle, 14) health and functional capacity. The project aspires to repeat the survey as a prospective cohort every 2-3 years and to perform longitudinal follow-up in Danish high-quality registers about work and health. DISCUSSION: The SeniorWorkingLife project will provide important knowledge about push and stay mechanisms for labour market participation among older workers. Push refers to mechanisms that increase the risk of premature exit from the labour marker, e.g. due to poor health, poor working environment, age discrimination, and stay to mechanisms prolonging working life e.g. due to attractive working conditions and a good working environment. The project will also to some degree investigate stuck, pull and jump mechanisms. Collaboration and use of the data for scientific purposes by other researchers are encouraged. Interested researchers should contact the corresponding author. TRIAL REGISTRATION: Registered as cohort study in ClinicalTrials.gov Identifier NCT03634410 (August 16, 2018)

Bakker AB, Hetland J, Olsen OK, and Espevik R. Daily strengths use and employee well-being: the moderating role of personality. Journal of Occupational and Organizational Psychology. 2019; 92(1):144-168.

<https://doi.org/10.1111/joop.12243>

Abstract: This study combines strengths use and personality theories to develop a multilevel model of employee well-being. We hypothesized that individuals would experience higher well-being on the days they use their strengths. In addition, we predicted that Neuroticism, Extraversion, and their blend would bolster this main effect. A total of 87 Norwegian naval cadets filled out a general survey and then completed a diary questionnaire for 30 consecutive days (total N = 2610). Results of multilevel modelling showed that daily strengths use was positively related to daily positive affect and work engagement, after controlling for previous levels of the dependent variables. In addition, we found evidence for the predicted three-way interaction effects. These findings contribute to character strengths and personality theories by showing how blends of personality traits modify the effects of daily strengths use behaviours.

Bhave DP, Halldorsson F, Kim E, and Lefter AM. The differential impact of interactions outside the organization on employee well-being. *Journal of Occupational and Organizational Psychology*. 2019; 92(1):1-29.

<https://doi.org/10.1111/joop.12232> [open access]

Abstract: We examine two different perspectives of interactions outside the organization: the relational work design perspective and the emotional labour perspective. The relational work design perspective suggests that interactions outside the organization have favourable outcomes for employees, whereas the emotional labour perspective suggests that such interactions have adverse outcomes for employees. Our goal is to reconcile findings from these two research streams. In Study 1, using data from employees working in diverse occupations, we find that interactions outside the organization have a positive indirect effect on employee well-being via task significance, and a negative indirect effect on employee well-being via surface acting. In Study 2, using data collected across two time points, we replicate these findings. In Study 3, we further extend these results and illustrate that interactional autonomy and interactional complexity are influential moderators that shape the strength of the mediated relationships. Our results aid in reconciling and extending findings from two different research streams, and enhance our understanding of the role of interactions outside the organization.

Clark KA, Konrad M, and Test DW. UPGRADE your performance: Improving soft skills of students with disabilities. *Journal of Vocational Rehabilitation*. 2018; 49(3):351-365.

<https://doi.org/10.3233/JVR-180979>

Decuyper II, Van Gasse A, Faber MA, Mertens C, Elst J, Rihs HP, et al. Occupational cannabis exposure and allergy risks. *Occupational & Environmental Medicine*. 2019; 76(2):78-82.

<https://doi.org/10.1136/oemed-2018-105302>

Abstract: OBJECTIVES: Cannabis allergy has mainly been described following recreational use but some cases also point to cannabis sensitisation as a result

of occupational exposure. As a consequence, little is known on the prevalence and clinical phenotype of occupational cannabis allergy. Therefore, this study aims to explore the allergy-associated health risks of occupational cannabis exposure in Belgian police force personnel. **METHODS:** 81 participants, active in the police force, reporting regular occupational cannabis exposure during the past 12 months, were included. History was combined with a standardised questionnaire on allergies and cannabis exposure. Basophil activation tests (BATs) with a crude cannabis extract and rCan s 3 were performed. In addition, specific (s)IgE rCan s 3 as well as sIgE to house dust mite, six pollen and three mould allergens were quantified. **RESULTS:** Although 42% of the participants reported respiratory and/or cutaneous symptoms on occupational cannabis exposure, all cannabis diagnostics were entirely negative, except one symptomatic case demonstrating a borderline result. Furthermore, there is no significant difference between the groups with and without symptoms on cannabis exposure in terms of allergenic sensitisations. **CONCLUSIONS:** The origins of the reported respiratory and cutaneous symptoms during cannabis exposure remain elusive but are probably due to non-immune reactions. It should be noted that the study was volunteer-based possibly reflecting an excessive number of symptomatic individuals. Nevertheless, as only one participant reported using fully protective gear, much improvement is needed for reducing the number of symptoms reported on duty, independent of their origin

Delattre E, Moussa RK, and Sabatier M. Health condition and job status interactions: econometric evidence of causality from a French longitudinal survey. *Health Economics Review*. 2019; 9(1):3.

<https://doi.org/10.1186/s13561-019-0220-3>

Abstract: This article investigates the causal links between health and employment status. To disentangle correlation from causality effects, the authors leverage a French panel survey to estimate a bivariate dynamic probit model that can account for the persistence effect, initial conditions, and unobserved heterogeneity. The results highlight the crucial role of all three components and reveal strong dual causality between health and employment status. The findings clearly support demands for better coordination between employment and health public policies

Fernando D and Kenny E. Navigating panethnic categorization in the workplace: a study of British Sri Lankan employees. *Journal of Occupational and Organizational Psychology*. 2018; 91(4):769-797.

<https://doi.org/10.1111/joop.12224>

Abstract: A wide range of ethnic groups make up labour markets in most advanced economies. However, we lack a nuanced understanding of how specific groups experience minority ethnic identity within the workplace. This article addresses how an under-represented minority ethnic group, British Sri Lankans, experience being assigned a broad Asian panethnic identity in their workplace, which is both positively and negatively stereotyped. Drawing on

theories of social identity-based impression management and self-stereotyping, we highlight how individuals responded to panethnic stereotypes imposed on them by both claiming and rejecting a broader Asian identity, and at the same time attempting to carve out a more distinctive British Sri Lankan identity. We advance knowledge of the multi-level nature of ethnic identity, demonstrating ways in which movement between superordinate and subordinate levels of ethnic identity can occur. Counter-intuitively, we suggest that individuals' positive self-stereotyping efforts may, over time, contribute to a more constricted career path that may leave them less prepared for senior management positions. Practitioner points To help facilitate the development of genuinely inclusive organizations and maximize the use of available talent, practitioners need to be vigilant about the prevalence of ethnic group stereotypes in contemporary work settings. Practitioners should not discourage conversations around ethnicity and culture at work, but they should make it clear that the aim is not to encourage the proliferation of group stereotypes. Proliferation of group stereotypes may contribute to unconscious bias

Henke RM, Head MA, Kent KB, Goetzel RZ, Roemer EC, and McCleary K. Improvements in an organization's culture of health reduces workers' health risk profile and health care utilization. Journal of Occupational and Environmental Medicine. 2019; 61(2):96-101.

<https://doi.org/10.1097/JOM.0000000000001479>

Abstract: OBJECTIVE: To examine changes in internal and external cultures of health scores and relate those changes to employees' health risks, health care utilization, and costs for 21 large employers (N = 641,901). METHODS: We measured the relationship between changes in internal and external culture of health scores and changes in employee health risks, health care utilization, and costs. RESULTS: Improvements in a company's internal culture of health predicted lower levels of obesity, poor diet, and tobacco use but higher stress for employees reporting high baseline risk. For those not at high baseline risk, health improved for depression, alcohol consumption, and diet. Improvements in internal culture of health also led to lower prescription drug utilization. CONCLUSION: Investments in internal culture of health predict improvements in some employee health risks and health care utilization

Hwang UJ, Kwon OY, Jung SH, Ahn SH, and Kim HA. Predictors of pain intensity and Oswestry Disability Index in prolonged standing service workers with nonspecific chronic low back pain subclassified as active extension pattern. Musculoskeletal Science & Practice. 2019; 40:58-64.

<https://doi.org/10.1016/j.msksp.2019.01.014>

Abstract: BACKGROUND: Because patients with nonspecific chronic low back pain (NSCLBP) are heterogeneous, subgrouping patients with NSCLBP might clarify the research findings. NSCLBP in the direction of extension movement, namely active extension pattern (AEP), is common during prolonged standing. OBJECTIVE: Predictors of pain intensity and dysfunction were determined in

prolonged standing service workers (PSSWs) with NSCLBP subclassified as AEP in the motor impairment subgroup. METHODS: Variables were measured using questionnaires including a visual analog scale (VAS), the Oswestry Disability Index (ODI), Borg Rating of Perceived Exertion (RPE) Scale, and Korean Occupational Stress Scale (KOSS). Postural assessment was performed by measuring pelvic anterior tilting angle (PATA). The smart KEMA measurement system was used to evaluate hip flexion, hip extension (HE), and knee flexion range of motion (ROM), as well as hip extensor strength, hip abductor strength (HArS), hip external rotator strength (HERrS), hip internal rotator strength, knee extensor strength, and knee flexor strength, and lumbopelvic stability (LS) in 78 PSSWs with NSCLBP subclassified as AEP. RESULTS: In prediction models, HArS, LS, PATA, KOSS and HE ROM accounted for 40.1% of the variance in the VAS ($p < 0.05$); predictors of dysfunction included the HERrS and age, which accounted for 11.9% of the variance in the ODI ($p < 0.05$) in multiple regression models when using a stepwise selection procedure. CONCLUSIONS: The present results indicate that HArS and HERrS, LS, PATA, KOSS, HE ROM and age should be considered for evaluating and predicting NSCLBP subclassified as AEP in PSSWs, and when designing interventions

Johnston V, Gane EM, Brown W, Vicenzino B, Healy GN, Gilson N, et al. Feasibility and impact of sit-stand workstations with and without exercise in office workers at risk of low back pain: a pilot comparative effectiveness trial. *Applied Ergonomics*. 2019; 76:82-89.

<https://doi.org/10.1016/j.apergo.2018.12.006>

Abstract: The aim of this study was to compare the feasibility and impact of sit-stand workstations plus advice, with or without exercise, on back pain and sitting time in office workers at risk of low back pain (LBP). Eligible participants ($n=29/169$; 17% overall) were randomized to receive a sit-stand workstation and advice with ($n=16$) or without ($n=13$) progressive resistance exercise training for 4-weeks. Feasibility (recruitment, acceptability, adherence) and impact (LBP severity during a standardized standing task, workplace-sitting time) were assessed. Intervention acceptability (87.5% very satisfied) was good and adherence (60% completed all 12 exercise sessions) was satisfactory. Maximum LBP severity (mean difference of -1.3 (-2.0, -0.6) and workplace sitting time (82.7-99.3min/8-hr workday reduction) were similarly reduced in both groups. The introduction of a sit-stand workstation with advice was feasible and achieved similar outcomes for LBP and workplace sitting time when administered with or without exercise

Jones AM, Finkelstein R, and Koehoorn M. Disability and workplace harassment and discrimination among Canadian federal public service employees. *Canadian Journal of Public Health*. 2018; 109(1):79-88.

<https://doi.org/10.17269/s41997-018-0022-0>

Abstract: OBJECTIVES: Policy and legislation that prohibits workplace harassment and discrimination, including that which is disability related, has been

in place in Canada for many years. The study objective was to examine associations between disability and workplace harassment and discrimination in the current Canadian context, as well as the intersection of disability with age, gender, and ethnicity. **METHODS:** Cross-sectional data from the 2014 Canadian Public Service Employee Survey was analyzed (n = 175,742) using logistic regression to investigate the relationship between self-reported disability and workplace harassment and discrimination in the last 2 years. Age, gender, and ethnicity were included as potential confounders and effect modifiers. Additive and multiplicative effect modifications were examined using linear binomial and logistic regression, respectively. **RESULTS:** Overall, 18 and 8% of the sample of Canadian public service employees reported workplace harassment and discrimination, respectively. The prevalence was higher for workers with disability (37 and 26%). Disability was significantly associated with an increased odds of harassment (odds ratio (OR) = 2.80; 95% confidence interval (CI), 2.68-2.92) and discrimination (OR = 4.97; 95% CI, 4.72-5.23) in models adjusted for confounders. Significant positive additive effect modification was observed for (1) age in the harassment and discrimination models and (2) ethnicity in the discrimination model. **CONCLUSION:** Findings from a 2014 census of the Canadian federal public service suggest that additional efforts are needed to address workplace harassment and discrimination beyond those already in place. Consideration should be given to workers with disability, as well as the intersectional impacts for older workers, visible minorities, and Aboriginal peoples

Lentz L, Randall JR, Gross DP, Senthilselvan A, and Voaklander D. The relationship between physical fitness and occupational injury in emergency responders: a systematic review. American Journal of Industrial Medicine. 2019; 62(1):3-13.

<https://doi.org/10.1002/ajim.22929>

Abstract: **BACKGROUND:** Emergency responders have jobs with physical demands that put them at risk of musculoskeletal injuries. **OBJECTIVES:** This paper systematically reviews existing literature examining the relationship between fitness and occupational injury in this group. **METHODS:** Comprehensive electronic searches were conducted using key words relating to musculoskeletal injury, fitness, and emergency responders. **RESULTS:** Eleven articles included in the review provided limited evidence for the relationship between physical fitness test scores and injury risk. There appears to be a correlation between better aerobic fitness and decreased risk of injury. **CONCLUSIONS:** Evidence of the relationship between aspects of physical fitness and occupational injury in emergency responders is extremely limited. More research is required to expand the knowledge in this area and to draw more definitive conclusions

Lopes B, Kamau C, and Jaspal R. The roles of socioeconomic status, occupational health and job rank on the epidemiology of different psychiatric symptoms in a sample of UK workers. Community Mental

Health Journal. 2019; 55(2):336-349.

<https://doi.org/10.1007/s10597-018-0259-3>

Abstract: There is a considerable gap in epidemiological literature about community mental health showing how psychiatric symptoms are associated with job rank, socioeconomic status, and occupational health. We examine data from 4596 employees collected in the United Kingdom's Psychiatric Morbidity among Adults Living in Private Households Survey. There were 939 workers in managerial jobs, 739 in supervisory jobs and 2918 employees in lower ranking jobs. Of the 4596 workers, 2463 had depressive symptoms and 2133 no depressive symptoms. Job rank, household gross income, social class, personal gross income and socio-economic group were significantly associated with general health, occupational health and depressive and avoidant symptoms. Job rank, occupational and physical health also explained the variance in paranoid and avoidant symptoms among the employees. This study shows that severe psychopathology is related to workers' job rank

Nykanen M, Sund R, and Vuori J. Enhancing safety competencies of young adults: a randomized field trial (RCT). Journal of Safety Research. 2018; 67:45-56.

<https://doi.org/10.1016/j.jsr.2018.09.012>

Abstract: INTRODUCTION: Young workers are exposed to various occupational hazards, often with limited experience and skills. In this study, we investigated the effects of the Attitude to Work Program on the safety competencies of young workers. Based on the social cognitive theory, the intervention was developed to help young people adopt an active role in preventing occupational hazards and overcoming barriers to safe work. METHOD: The program was implemented in eight upper secondary-level vocational schools in Finland during 2015. A total of 464 students participated in the cluster randomized field trial. Those in the intervention group (n=229) participated in the Attitude to Work Program. During the program, students identified and practiced behavioral strategies to prevent occupational hazards. Students in the control condition (n=235) received written material about the same safety-related topics. RESULTS: The short-term follow-up showed that the intervention significantly increased safety preparedness and the internal safety locus of control among the students in the intervention condition in comparison to those in the control condition. Students in the intervention condition also showed reduced risk-taking attitudes relative to those in the control condition. Furthermore, those who benefited most from the program were high conscientiousness students. The sensation-seeking level or vocational track did not moderate any of the intervention effects. CONCLUSION: The results demonstrated that safety competencies can be modified by intervention techniques based on a social-cognitive framework. PRACTICAL IMPLICATIONS: This study provides tools for school-based safety training and future intervention development. Further research is needed to study the relationships between cognitive factors, safety behavior, and accidents

Oakman J, Macdonald W, and Kinsman N. Barriers to more effective prevention of work-related musculoskeletal and mental health disorders. *Applied Ergonomics*. 2019; 75:184-192.

<https://doi.org/10.1016/j.apergo.2018.10.007>

Abstract: Work-related psychosocial hazards have substantial effects on risks of both musculoskeletal and mental health disorders (MSDs, MHDs). Recent Australian research on workplace risk management practices in 19 work organisations found that risks from work-related psychosocial hazards were poorly managed. This study identified factors impeding better management of MSD and MHD risks within those organisations. METHOD: Interviews were conducted with staff from residential aged care and logistics/transport organisations in Australia. Transcripts were analysed using a worker-centred systems framework. RESULTS AND CONCLUSIONS: Many barriers to more effective risk management were identified. Most fundamentally, few people knew of the need to manage MSD risk arising from work-related psychosocial hazards, and OHS-related skills of key managers were often reported as inadequate, particularly concerning management of risk from psychosocial hazards. Also, funding and staffing levels were often reported as problematic, and OHS issues were seen as lower priority than accreditation and commercial requirements

OECD. Ageing and employment policies: United States 2018: working better with age and fighting unequal ageing, ageing and employment policies. Paris: OECD Publishing; 2018.

<https://doi.org/10.1787/9789264190115-en>

Senthanar S. Work-related musculoskeletal risk among refugees: recommendations for improvement to promote health and well-being. *Canadian Journal of Public Health*. 2018; 109(4):459-463.

<https://doi.org/10.17269/s41997-018-0122-x>

Abstract: Refugees fall under the umbrella term of immigrants. Whereas immigrants chose to leave their host country for positive reasons, refugees are pushed out due to war and fear of persecution. The work they pursue does not align with their education and experience and oftentimes leaves them vulnerable to increased health and safety hazards causing musculoskeletal disorders (MSDs). Current publicly available resources and guidelines ignore their unique psychosocial profiles and homogenize refugees with all other workers. The resultant consequences are not only of concern to refugees but to healthcare providers, employers, and insurance companies as well as policymakers alike. A focus on the complex ways in which MSDs interact with refugee resettlement should be reflected in future MSD prevention guidelines to promote refugee health and well-being and advance Canada's mandate to provide a safe, secure, and humane refugee program

Weinberg A, Hudson JH, Pearson A, and Chowdhury SB. Organizational uptake of NICE guidance in promoting employees' psychological health. *Occupational Medicine*. 2019; 69(1):47-53.

<https://doi.org/10.1093/occmed/kqy148>

Abstract: Background: Annual costs to organizations of poor mental health are estimated to be between pound33 billion and pound42 billion. The UK's National Institute for Clinical Excellence (NICE) has produced evidence-based guidance on improving employees' psychological health, designed to encourage organizations to take preventative steps in tackling this high toll. However, the extent of implementation is not known outside the National Health Service. Aims: To assess the awareness and implementation of NICE guidance on workplace psychological health. Methods: A total of 163 organizations participated in a survey of UK-based private, public and third sector organizations employing an accumulated minimum of 322 033 workers. Results: Seventy-seven per cent of organizations were aware of the NICE guidance for improving mental well-being in the workplace, but only 37% were familiar with its recommendations. Less than half were aware of systems in place for monitoring employees' mental well-being and only 12% confirmed that this NICE guidance had been implemented in their workplace. Where employee health and well-being featured as a regular board agenda item, awareness and implementation of NICE guidance were more likely. Significant associations were found between organizational sector and size and uptake of many specific features of NICE guidance. Conclusions: The majority of organizations are aware of NICE guidance in general, but there is a wide gap between this and possession of detailed knowledge and implementation. The role of sector and size of organization is relevant to uptake of some features of NICE guidance, although organizational leadership is important where raised awareness and implementation are concerned

Wong IS, Popkin S, and Folkard S. Working Time Society consensus statements: a multi-level approach to managing occupational sleep-related fatigue. Industrial Health. 2019; [epub ahead of print].

<https://doi.org/10.2486/indhealth.SW-6> [open access]

Abstract: A substantial body of literature indicates that shift workers have a significantly higher risk of workplace accidents and injuries, compared to workers in regular daytime schedules. This can be attributed to work during nights which require workers to stay awake during normal sleeping hours and sleep during natural waking hours, leading to circadian desynchronization, sleep disruption and cognitive impairment. A fatigue-risk trajectory model developed by Dawson and McCulloch has been used to describe the series of events which may precede fatigue-related incidents. This includes insufficient sleep opportunities, impaired sleep, fatigue-behavioral symptoms, and fatigue-related errors. The purpose of this paper is to provide examples of control measures along each level of the fatigue-risk trajectory, which include: (i) work scheduling strategies to include breaks for adequate sleep opportunities; (ii) training and educational programs to help workers make best use of recovery times for quality sleep; (iii) fatigue-detection devices to alert workers and safety managers of fatigue-related behaviors and errors. A brief introduction to Fatigue-Risk Management systems is also included as a long-term sustainable strategy to maintain shift worker

health and safety. The key statements in this paper represent a consensus among the Working Time Society regarding a multi-level approach to managing occupational sleep-related fatigue

Wood N, Charlwood G, Zecchin C, Hansen V, Douglas M, and Pit SW. Qualitative exploration of the impact of employment and volunteering upon the health and wellbeing of African refugees settled in regional Australia: a refugee perspective. BMC Public Health. 2019; 19(1):143.

<https://doi.org/10.1186/s12889-018-6328-2> [open access]

Abstract: BACKGROUND: People from refugee backgrounds face various challenges after moving to a new country. Successfully securing employment has been linked to positive health outcomes in refugee populations; there is less research into the impact of volunteering on health outcomes in refugees, or the role of employment and volunteering in regional or rural communities. This study aims to explore how employment and volunteering influences the health and wellbeing of refugees settled in regional Australia, and identify areas for appropriate service provision. METHODS: Nine adults of refugee background in regional Australia were purposively sampled through community organisations using word-of-mouth referrals for semi-structured interviews. Interviews were transcribed. Thematic analysis was used to uncover emergent themes and identify relationships between themes. A strengths-based theoretical framework was adopted to inform further analysis. RESULTS: Paid work and volunteering engenders a sense of self-fulfillment and sense of belonging, facilitating successful integration into a new community. Employment further allows maintenance of an adequate standard of living, thus improving healthcare access and promoting healthy lifestyle behaviours. Adverse effects from employment include difficulties managing work-life balance, disconnect with family and loss of traditional heritage, but these were significantly outweighed by the positive effects. Volunteering provides no financial incentive, but similarly promotes community connections and positive self-worth, preparing refugees for the workforce. Both employment and volunteering held direct positive benefits for their physical and mental health, improved healthcare access and promoted cultural and social integration. These factors enabled successful settlement and subsequently improved overall wellbeing of participants. A strengths-based approach demonstrated how participants used employment as a tool for seeking purpose and ongoing self-development. CONCLUSION: Unique experiences with employment and volunteering in a regional area amongst a refugee community were explored. Our results describe various ways in which meaningful employment and volunteering can facilitate positive health and wellbeing outcomes of refugees, and thus reinforces the importance of providing such opportunities to ensure successful settlement. The benefits of volunteering in this community have not been previously explored. Additionally, concerns expressed and recommendations suggested by participants could be used to inform future research, policy, interventions and health and employment service provision for refugee populations

Zhu Z, Kuykendall L, and Zhang X. The impact of within-day work breaks on daily recovery processes: an event-based pre-/post-experience sampling study. Journal of Occupational and Organizational Psychology. 2019; 92(1):191-211.

<https://doi.org/10.1111/joop.12246>

Abstract: Research on recovery from work stress has emphasized the importance of within-day work breaks. However, prior research has not been designed and analysed in a way that fully aligns with the processes described by the underlying theoretical framework (i.e., the effort-recovery model). The current paper examines the effects of within-day work breaks on recovery using an event-based pre-/post (EBPP)-design, in a way that more fully captures the recovery process as described by the effort-recovery model. We also included designs used in previous studies (i.e., an interval-based design and an event-based design without pre-break strain measures) to demonstrate the differences between the EBPP design and previous designs. The results of the EBPP model using a sample of Chinese white-collar employees showed that within-day work breaks are significantly associated with reduced fatigue and negative affect and increased positive affect, supporting the predicted recovery effects of within-day work breaks. However, mixed results were found in the interval-based design, and non-significant results were found in the event-based design without pre-break measurements. We discuss methodological implications and explain how the EBPP design could be applied to study other episodic phenomena.

Practitioner points An event-based pre-/post-design (EBPP) can be used to study recovery and other momentary, episodic events at work. Within-day work breaks can help employees reduce fatigue and negative affect and increase positive affect. Relaxation break activities, nutrition-intake activities, social activities, and cognitive activities help recovery

***IWH authored publication**