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Journal articles marked with an asterisk indicate an IWH scientist or adjunct scientist is included in the list of authors.

**\*Elsman EBM, Boers M, Terwee CB, Beaton D, Abma I, Aiyegbusi OL, et al. Systematic reviews of patient-reported outcome measures (PROMs): table templates for effective communication. *Quality of Life Research*. 2025; [epub ahead of print].**

<https://doi.org/10.1007/s11136-025-04058-y> [open access]

**Abstract:** PURPOSE: Systematic reviews of outcome measurement instruments (OMIs) are an important tool to guide the selection of OMIs for research and clinical practice. However, presenting the large amount of complex data pertaining both to the quality of each study (i.e., risk of bias) as well as the quality of the instrument (i.e., measurement properties), along with the underpinning certainty of evidence, is challenging. Here, we aim to provide guidance on optimizing data presentation in OMI systematic reviews, specifically focusing on patient-reported outcome measures (PROMs). METHODS: A multidisciplinary team of experts in OMI systematic reviews, research reporting, and data visualization built on existing table templates from OMERACT and the COSMIN initiative, to align with reporting items in a recently developed reporting guideline for systematic reviews of OMIs: PRISMA-COSMIN for OMIs 2024. To enhance clarity and usability, we applied data visualization principles by reducing non-essential elements and improving interpretability through structured layouts and concise explanatory text. RESULTS: We present eight templates for reporting PROM systematic review results: three pertain to PROM characteristics, two to studies' characteristics, two to the evaluation of measurement properties, and one to the summary of findings. We also provide recommendations on whether to include these templates in the review's main manuscript or in the supplementary materials. Word versions of these templates can be downloaded from [www.prisma-cosmin.ca](http://www.prisma-cosmin.ca) and [www.cosmin.nl](http://www.cosmin.nl). CONCLUSION: Templates complementing the PRISMA-COSMIN for OMIs 2024 reporting guidance can be used to standardize and enhance the clarity and usefulness of OMI

systematic reviews focusing on PROMs. They comprise a comprehensive set of tools to effectively report OMI systematic reviews, in service of end-users who are selecting OMIs

**\*Jensen JH, Madsen IEH, Flachs EM, Thorup AAE, Mehlum IS, Weil HM, and Gensby U. Working informal caregivers and risk of long-term sickness absence and unemployment: a Danish nationwide cohort study of effect modification by psychosocial working conditions. Journal of Public Health. 2025; [epub ahead of print].**

<https://doi.org/10.1007/s10389-025-02587-x> [open access]

**Abstract:** Aim Balancing work and informal-care responsibilities is burdensome. We examine the risk of long-term sickness absence (LTSA) and unemployment among working caregivers of children with versus without mental disorders. We tested modification by occupational emotional demands and influence. Subject and methods This register-based matched cohort-study used LTSA and unemployment data on 1,927,098 Danish caregiver-child pairs, tracking incidence of child mental disorders (2000–2018). Exposure to occupational emotional demands and influence at baseline were assigned by job-exposure matrices. Mental disorders were indicated by psychiatric hospital contact, drug use or treatment for substance abuse. Caregivers of children with and without mental disorders were matched 1:5 by age, sex (child/caregiver), occupation, working hours (caregiver), and baseline calendar-week. Cox models estimated hazard ratios (HR) of LTSA (= 4 weeks) or unemployment with 10-year follow-up. LTSA and unemployment were analyzed separately, stratified by caregiver sex. Analyses were adjusted for socio-demographics. We tested effect modification and estimated relative excess risk due to interaction (RERI). Results Caregivers of children with any mental disorder had higher risk of LTSA (females: HR = 1.96, 95% CI = 1.94;1.98, males: HR = 1.63, 95% CI = 1.60;1.65) and unemployment (females: HR = 1.14, 95% CI = 1.12;1.15, males: HR = 1.14, 95% CI = 1.12;1.16). The RERI for LTSA was elevated among caregivers exposed to high emotional demands (females: 0.34, 95% CI = 0.28;0.40, males: 0.06, 95% CI < 0.01;0.12) or low influence (females: HR = 0.19, 95% CI = 0.14;0.24, males: HR = 0.12, 95% CI = 0.07;0.18). Conclusion Working caregivers of children with mental disorders have increased risk of LTSA and unemployment. Societal and workplace initiatives, e.g., targeting working conditions, may help balance informal-care and work responsibilities.

**Bellam A and Curran T. Perfectionism and work performance: a meta-analysis. Journal of Occupational and Organizational Psychology. 2025; 98(3):e70050.**

<https://doi.org/10.1111/joop.70050> [open access]

**Abstract:** Perfectionism is often considered important for performance because it promotes extraordinary levels of motivation and engagement. However, existing research is inconclusive regarding the relationship between perfectionism and work performance, with some studies finding a positive correlation and others a negative correlation. This study attempted to reconcile these mixed findings by using meta-analysis to test whether: (a) perfectionism is correlated with hours worked and (b) perfectionism is correlated with work performance. Analyses are based on 28 samples, 77 effect sizes, and a total of 9560 participants across all included studies (57.62% female; Mage = 35.26). Results showed that perfectionistic strivings and perfectionistic concerns are positively correlated with the number of hours worked. However, only perfectionistic strivings had a positive relationship with performance at work. The total unique effects of strivings and concerns revealed that

perfectionism was positively correlated with both hours worked and performance. Results are discussed in terms of their theoretical and applied implications.

**Cao Z, Zhang L, Huang Y, and Sivertsen G. How does scientific research influence policymaking? A study of four types of citation pathways between research articles and AI policy documents. *Journal of the Association for Information Science and Technology*. 2025; 76(10):1340-1356.**

<https://doi.org/10.1002/asi.25006>

**Chizallet M, Lafeuillade AC, Le Guen E, Pena-Jimenez M, Prunier-Poulmaire S, Lemaire C, et al. Developing safe and sustainable work activities in the industries of the future in metal additive manufacturing. A literature review of methods and proposals. *Applied Ergonomics*. 2025; 129:104591.**

<https://doi.org/10.1016/j.apergo.2025.104591> [open access]

**Abstract:** The development of work and prevention practices in the metal additive manufacturing industry faces new challenges in relation to sustainable work, with the integration of the production process, from design to manufacturing, into a collaborative organisation. This article explores the relationship between the development of health in the workplace, based on work activities, mitigation of exposure situations, and sustainable work. An analysis of 11 articles pertaining to the reduction of occupational exposure is presented, in light of the observation that the criteria of the ergotoxicological approach are conducive to the advancement of sustainable work.

Recommendations for methods are made according to their relevance to the advancement of safe and sustainable work in the Industry of the Future, further to the discussions of a multidisciplinary working group (ergonomics, work psychology, industrial hygiene, process engineering, and organisation modelling). This work promotes reflection on the design of a transferable method for preventionists, ergonomists and companies. The originality of this article is that, by proposing related methods, it explicitly incorporates consideration of exposure to hazards into the concept of sustainable work

**Ehrlich-Jones LS, Crown DS, Tomazin SE, Wong J, Kallish N, Wafford QE, et al. Use and benefits of peer mentoring in support of employment for persons with physical disabilities: a systematic review. *Disability & Rehabilitation*. 2025; 47(19):4896-4903.**

<https://doi.org/10.1080/09638288.2025.2463616>

**Abstract:** **PURPOSE:** Describe the use and benefits of peer mentoring to inform development of a curriculum to train peer mentors on employment issues experienced by people with physical disabilities. **MATERIALS AND METHODS:** We conducted a systematic review by searching MEDLINE, the Cochrane Library, Embase, CINAHL, PsycINFO, Web of Science, and ProQuest dissertations and theses global. The PICO criteria were the population of adults with physical disabilities; interventions of employment-focused peer mentoring; comparison of usual care or no peer mentoring; and outcomes of employment, employment retention, and return to work. We assessed methodological quality using standardized checklists. **RESULTS:** We identified 3569 articles; eight met inclusion criteria. Three articles were randomized controlled trials. Five articles used quantitative design with standardized questionnaires, two studies were qualitative, and one article used mixed methods design. Three studies showed increased participation in school or work after peer mentoring. Four studies identified social and emotional benefits from peer mentoring. **CONCLUSIONS:** There are considerable research opportunities in peer mentoring focused on employment for adults with

physical disabilities. Best practices include a defined program utilizing a variety of delivery methods. Future research should focus on collecting data to develop a peer mentoring curriculum on employment for persons with physical disabilities

**Fernando WDA. Negotiating fit into host country work settings: understanding the interplay between the past and the present in the accounts of skilled refugees. *Human Relations*. 2025; 78(9):1192-1222.**

<https://doi.org/10.1177/00187267241284970> [open access]

Abstract: How do marginalised cultural outsiders negotiate fit into new work settings? I draw on a discursive (re)positioning lens to examine qualitative interview accounts of a group of skilled refugees in Britain and provide insights into three temporal moves they make to portray themselves as unconstrained by a lack of host country cultural know-how, able to swiftly address gaps in knowledge and skills, and able to blend in. I theorise newcomer self-socialisation as a temporal (re)positioning dynamic that involves retrospectively defining oneself as a particular kind of person who has the potential to fit. I argue that temporal (re)positioning enables newcomers to maintain worth, secure external validation and impact on their contexts. I propose that the simultaneous foregrounding and minimising of the past is an important mechanism for skilled refugees to negotiate an ambivalent sense of fit into new work settings

**Gash V and Blom N. Workplace violence and fear of violence: an assessment of prevalence across industrial sectors and its mental health effects. *Scandinavian Journal of Work, Environment & Health*. 2025; 51(5):370-379.**

<https://doi.org/10.5271/sjweh.4230> [open access]

Abstract: OBJECTIVES: This study aimed to (i) examine variance in the prevalence of workplace violence and fear of violence in the United Kingdom by industrial sector and (ii) determine the mental health effects thereof using longitudinal data. METHODS: We used the United Kingdom Household Panel Study (UKHLS), a nationally representative survey with mental health indicators collected annually allowing us to determine common mental disorders (CMD) at baseline, one year prior and one year later. Using weighted logistic regression and lagged dependent variable regression, we examined prevalence of violence and fear of violence by sector and the effect of violence on CMD risk. We supplemented our analyses with the views of those with lived experience. RESULTS: Workers employed in public administration and facilities had the highest risks of workplace violence, with predicted probabilities (PP) of 0.138 [95% confidence interval (CI) 0.116-0.160], and these were not statistically different from the second highest sector of health, residential care, and social work (PP 0.118, 95% CI 0.103-0.133). Workplace violence increased CMD risk [adjusted odds ratio (ORadj) 1.400, 95% CI 1.182-1.658] as did fear of violence at work (ORadj 2.103, 95% CI 1.779-2.487), adjusting for prior CMD. Moreover, the effect of violence and fear of violence on CMD remained when we investigated CMD one year later. CONCLUSIONS: A high prevalence of workplace violence and fear of workplace violence was found in multiple different industrial sectors - >1 in 10 workers were exposed to violence in the last 12 months in 30% of sectors and >1 in 20 workers were exposed in 70% of sectors. Both violence and fear of violence were associated with enhanced CMD risk at baseline and one year later

**Harper I, Broom A, and Kenny K. Chronic concealment and awareness in the affective worlds of young people living with chronic illness. *Qualitative Health Research*. 2025; 35(12):1283-1296.**

<https://doi.org/10.1177/10497323241304571> [open access]

Abstract: From the onset of chronic illness, a variety of challenges emerge—challenges that both persist and evolve as life progresses. For young adults living with chronic illness, the age-specific difficulties of becoming ill while young form a foundation that shapes their experience of illness in enduring ways. This paper draws on a series of in-depth qualitative interviews with 33 young adults (aged 19–29 years old) living with a range of chronic illnesses, including fatigue syndromes, auto-immune diseases, and neurological conditions. Participants demonstrated an emergent chronic consciousness of how others perceived their health, which created a series of fraught affective tussles centered on relational recognition and feared judgment. This article explores the difficulties and concerns participants had when communicating the nature and realities of illness; the emotional toll of attempting to avoid attention and judgment from others regarding their conditions; and the ways in which others could productively and sensitively acknowledge participants' illness experiences. We demonstrate that the process of learning how to navigate these issues was one important way that participants began to integrate their illness (and its implications) into their emerging sense of self and adult life.

**Januario LB, Heiden M, Mathiassen SE, Bergstrom G, and Hallman DM. The impact of telework allowance and utilization on physiological and perceived stress among Swedish white-collar workers. *Scandinavian Journal of Work, Environment & Health*. 2025; 51(5):404-412.**

<https://doi.org/10.5271/sjweh.4234> [open access]

Abstract: **OBJECTIVE:** We aimed to assess the impact of telework conditions on stress levels among 294 Swedish white-collar workers. **METHODS:** Telework during the COVID-19 pandemic was evaluated in terms of the allowance to telework (ie, the degree to which the employee could decide whether to telework), and the utilization of that allowance, using self-reported questions with answers dichotomized into 'high' and 'low'. Perceived stress was measured using the Single Item Stress Question and physiological stress was measured using parameters of heart rate variability (HRV) continuously for three days [root mean square of successive differences (RMSSD) and standard deviation of the interbeat intervals of normal heart beats (SDNN)]. Multilevel linear mixed models examined the effects of telework allowance and utilization on perceived stress and HRV during work, leisure and sleep. **RESULTS:** High allowance was associated with higher HRV (lower stress), while a high utilization of telework was associated with higher perceived stress and lower HRV (more stress). After adjusting for age, sex, body mass index, and objectively measured physical activity, these associations became smaller and/or non-significant, with exception of high allowance still being positively associated with higher RMSSD. **CONCLUSIONS:** Our findings indicate that allowing employees more autonomy in telework decisions (ie, a high allowance in this study) is associated with reduced physiological stress. These results can be used by organizations to improve telework conditions (how, where and how much), while being observant that white-collar workers do not utilize increased autonomy to work extensively and for long hours outside work. Further verification, preferably using prospective designs, is needed to confirm our results.

**Kitano N, Jindo T, Yoshiba K, Yamaguchi D, Fujii Y, Wakaba K, et al. Effectiveness of short active breaks for reducing sedentary behavior and increasing physical activity among Japanese office workers: one-year quasi-experimental study. *Scandinavian Journal of Work, Environment & Health*. 2025; 51(4):312-322.**

<https://doi.org/10.5271/sjweh.4224> [open access]

**Abstract:** OBJECTIVES: We examined the effects of a one-year multicomponent workplace intervention that introduced short active breaks from prolonged sitting on occupational movement behaviors and health among Japanese office workers. METHODS: This quasi-experimental study was conducted in Tokyo, Japan (2019-2020). In the intervention group (N=172), activity breaks from sitting were introduced to the work schedule (approximately 10 minutes/working hour) together with support strategies to encourage participation (eg, social support, provision of information). Workers in the control group (N=323), who worked at the same company group as those in the intervention group, did not receive any intervention. We evaluated accelerometer-measured sedentary behavior and physical activity during working hours as primary outcomes, and mental health and subjective job performance as secondary outcomes. Propensity score weighting using overlap weights was performed to examine between-group differences in outcomes at one year. RESULTS: At the one-year follow-up assessment, sedentary behaviors during working hours in the intervention group decreased by 24.4 minutes (95% confidence interval 31.6-17.3), with physical activity increasing by a comparable amount (P for group difference <0.05). However, at the one-year follow-up, psychological distress had worsened and work engagement had declined in the intervention group relative to baseline (P for group difference <0.05). CONCLUSIONS: Our findings suggest that this program is a feasible approach to reducing sedentary behavior and promoting physical activity during work hours among office workers. However, methodological limitations prevent the definitive attribution of the effects to the intervention. Further rigorous research is needed to assess its effectiveness and external validity before broad implementation

**Liang Y and Park Y. A spectrum of bystander actions: latent profile analysis of sexual harassment intervention behavior at work. *Journal of Applied Psychology*. 2025; 110(9):1198-1224.**

<https://doi.org/10.1037/apl0001280>

**Abstract:** Sexual harassment bystander intervention (SHBI) has been deemed critical to addressing persistent incidents in the workplace, yet scholarly knowledge of this behavior remains sporadic and limited. To move this field of research forward, the present study departs from the traditional variable-centered approach and instead adopts a latent profile approach to answer three key questions: (1) Which combinations (profiles) of actions do bystanders take to intervene? (2) When do bystanders intervene with specific profiles of SHBI? and (3) What happens when bystanders intervene with different behavioral combinations? We first developed and validated a scale to measure five distinct SHBI behaviors (i.e., confronting, distracting, supporting, reporting, and discussing) with two scenario-based pilot studies. Then, using this scale and latent profile analysis, we identified three distinctive profiles (i.e., active intervention, low-risk intervention, and no/limited intervention) in a field survey study (N1 = 381). In two additional field survey studies (N2 = 312; N3 = 326), by integrating social cognitive theory with the moral lens, we not only replicated the three similar profiles but also examined antecedents (i.e., organizational norms about sexual harassment and gender, and bystanders' anger, empathy, and harassment-curbing expectancy) and outcomes of the profile memberships (i.e., aggression from the harasser, target gratitude, third-party elevation, and



bystander guilt and pride). Overall, this research provides new insights into the nature of SHBI, its distinct patterns in the workplace, and potential organizational practices related to SHBI profiles. (PsycInfo Database Record (c) 2025 APA, all rights reserved).

**Mesiha MS, Obst SJ, Randall S, Rebar AL, Dittman CK, and Heales LJ. Exploring the beliefs, perceptions, and experiences of individuals with tendinopathy: a systematic review and meta-ethnography of qualitative studies. *Physical Therapy*. 2025; 105(7):pzaf060.**

<https://doi.org/10.1093/ptj/pzaf060> [open access]

**Abstract:** Importance: This study systematically examines the effects of tendinopathy on patients' quality of life and investigates their experiences with rehabilitation. Objective: This study aimed to synthesize qualitative research exploring the beliefs, perceptions, and experiences of individuals living with tendinopathy by employing a systematic review with meta-ethnography. Data sources: Studies were identified from 4 databases (CINAHL, EMBASE, Scopus, and ProQuest One Academic). Study selection: Studies were included if they utilized qualitative methods to investigate beliefs, perceptions, and/or experiences of participants with clinically diagnosed tendinopathy. Data extraction and synthesis: Data synthesis was completed using the 7 phases of meta-ethnography and reported using the meta-ethnography reporting guidelines. Risk of bias was assessed using the Joanna Briggs Checklist for Qualitative Studies. Confidence in the findings was assessed using the Grading of Recommendations Assessment, Development, and Evaluation Confidence in the Evidence from Reviews of Qualitative research (GRADE-CERQual). Main outcome(s) and measure(s): Twenty-three studies were included (rotator cuff [n = 12]; Achilles [n = 6]; gluteal [n = 2]; lateral elbow [n = 2]; and mixed tendinopathies [n = 1]). Methodological quality of included studies varied. Moderate confidence in review findings 1 and 2 and high confidence in review finding 3. Results: Qualitative synthesis identified 3 themes: (1) I need to understand why my tendon hurts (participants wanted clarity regarding the cause of symptoms); (2) I want to fix my tendon, but I don't know how (participants had varied beliefs regarding optimal management and how to reduce their pain); and (3) I am uncertain whether my lifestyle will return to normal (participants felt frustrated with the negative impact that tendinopathy had on their life). Conclusion and relevance: This review provides insights into the lived experiences of individuals with tendinopathy. The review advocates for clearer communication and education regarding causes and optimal management of tendinopathy. Participants' varied beliefs and uncertainties about treatment efficacy suggest that health care providers consider individualized evidence-based guidance to improve patient outcomes.

**van Oudenhoven B, Demerouti E, Basten R, and Van de Calseyde P. Preparing for predictive maintenance: employee perspectives on job demands and resources before and after its implementation. *Applied Ergonomics*. 2025; 129:104561.**

<https://doi.org/10.1016/j.apergo.2025.104561> [open access]

**Abstract:** Predictive maintenance (PdM) technologies promise to be valuable resources for maintenance employees. However, employees often view these technologies with skepticism. We conducted 35 interviews with maintenance employees at three different organizations to gauge their perspectives on PdM implementation. Using Job Demands-Resources theory and Carayon's Work System model as frameworks, we explored per work domain which demands (hindering work characteristics) and resources (facilitating work characteristics) employees experience under their current, non-PdM working procedures and what they expect to experience under PdM. The results

show that employees currently view their decision-support system and organization as demands; however, they expect both to become resources under PdM. Nevertheless, employees express concerns that PdM may undermine their job autonomy and expertise, and they warn of the potential negative effects of false alarms generated by PdM technologies. Organizations can use these insights to (re)design PdM systems, thereby improving the acceptance and effectiveness of PdM technologies

**Pan KY, Almroth M, Nevriana A, Hemmingsson T, Kjellberg K, and Falkstedt D. Person-related work and the risk of cardiovascular disease: a Swedish register-based cohort study. *European Journal of Public Health*. 2025; 35(4):657-664.**

<https://doi.org/10.1093/eurpub/ckaf080> [open access]

Abstract: Person-related work requires interaction with individuals not employed at the workplace, such as clients and patients, and can result in emotional labour, emotional demands, and confrontation. These stressors may increase workers' risk of cardiovascular disease (CVD), including coronary heart disease (CHD) and stroke, whereas colleagues' support may help buffer their impact. We aimed to examine the association between person-related work and the risk of CVD, and effect modification of social support at work. The study included around two million CVD-free workers aged 40-60 years in Sweden in 2006. Three dimensions of person-related work, including general contact with people, emotional demands, and confrontation, and job control and social support were respectively assessed using job exposure matrices. CVDs in 2007-20 were recorded in patient and death registers. Multivariable Cox regression models were used. A total of 114 404 individuals developed CVD (65 857 CHD and 48 547 stroke). High exposures to the three dimensions were associated with 4%-12% increased risks of CVD (7%-20% for CHD and 2%-7% for stroke) in women and 2%-8% (2%-7% for CHD and 3%-10% for stroke) in men. Adjusting for job control attenuated the associations for general contact with people in women. The increased risks related to emotional demands and confrontation in women and general contact with people and confrontation in men were not present in those more likely to receive high social support. In conclusion, person-related work is associated with an increased risk of CVD, and social support at work seems to modify the magnitude of this association.

**Roche N, Darzins S, Oakman J, and Stuckey R. Occupational health and safety system factors influencing the experiences of emergency management volunteers exposed to dying and death. *Applied Ergonomics*. 2025; 129:104563.**

<https://doi.org/10.1016/j.apergo.2025.104563>

Abstract: Governments and communities worldwide rely on volunteers to support emergency services. Emergency management volunteers (EMVs) are often required to perform physically and emotionally demanding tasks with potential exposure to distressing critical incidents involving dying and death of community members. This qualitative research explored the Occupational Health and Safety (OHS) system factors that influence the experiences of EMVs exposed to dying and death. Australian EMVs from the Victorian State Emergency Service and Country Fire Authority (n = 32) participated in semi-structured interviews which were thematically analysed. A system model was identified from the five themes: 1. Personal characteristics, 2. Individual experiences, 3. Local context, 4. Organisational context and 5. Emergency services context. This study found that EMV OHS experiences exist within a complex system of individual, local and organisational contexts and



regulatory contexts, all of which influence how EMVs develop self-management strategies to mitigate the influences of their job demands.

**Ryu GW and Choi M. Factors affecting the mental health of police officers based on the PRECEDE model: a cross-sectional study. Archives of Environmental & Occupational Health. 2025; 80(5-6):101-111.**

<https://doi.org/10.1080/19338244.2025.2510634>

Abstract: Police officers' mental health issues can impair their ability to perform duties safely and increase the required medical care for public health and police organizations. This study investigated police officers' mental health status, identified related factors, and analyzed their paths using the PRECEDE (Predisposing, Reinforcing, and Enabling Constructs in Educational Diagnosis and Evaluation) model. The results showed that 63.02% of the participants were in the potential stress group for mental health. Police officers' mental health was associated with resilience, social support, resource availability, health behaviors, job stress, and traumatic experiences. The path analysis showed that higher health behaviors and lower job stress were positively associated with better mental health. This study and model can guide the creation of health policies and intervention strategies aimed at enhancing the mental well-being of police officers

**Sim A, McNeilage AG, Rebbeck T, and Ashton-James CE. Claimant and clinician perspectives on sources of claimant distress in interactions with Australian compensation schemes: a qualitative study. Disability & Rehabilitation. 2025; 47(13):3323-3333.**

<https://doi.org/10.1080/09638288.2024.2419448> [open access]

Abstract: PURPOSE: Recovering from compensable injuries can be influenced by a variety of factors including the claimant's experience of distress during the claims process. In order to develop cross-scheme, nation-wide strategies to improve claimants' interactions with the compensation system, reduce claimant distress, and improve claimant outcomes, it is important to understand sources of claims-related distress from the perspective of both claimants and clinicians. METHODS: An exploratory qualitative design was undertaken using semi-structured interviews with 13 claimants and 26 clinicians from four injury compensation schemes in five Australian states. A collaborative and reflexive thematic analysis was undertaken with an inductive approach to coding, and themes were constructed for claimants and clinicians across compensation schemes. RESULTS: Claimants and clinicians interviews revealed four main sources of distress, including (1) complexity and delays in administrative processes, (2) interruptions to recovery caused by treatment delays, (3) non-individualised approaches to care, and (4) a lack of support for navigating the claims process. CONCLUSION: Sources of claims-related distress identified by claimants and clinicians in the present study point to the urgent need for nationwide systems level changes to reduce claimant distress in the pursuit of better claimant outcomes

**Undem K, Leinonen T, Falkstedt D, Johansson G, Pedersen J, Viikari-Juntura E, et al. Occupational differences in working life expectancy and working years lost in Nordic countries. Scandinavian Journal of Work, Environment & Health. 2025; 51(5):423-432.**

<https://doi.org/10.5271/sjweh.4239> [open access]

Abstract: OBJECTIVE: Risk of exit from work is both occupation- and country-specific. This study investigated occupational differences in working life expectancy (WLE) and reasons for working years lost (WYL) among employed workers in three Nordic countries. METHODS: We utilized registry-based



cohorts of the employed population in Denmark (N=2 383 657), Finland (N=1 266 705) and Norway (N=1 761 166) to estimate WLE for ages 30-65 using the Sullivan method with 2015 data. We further estimated WYL due to sickness absence, unemployment, disability retirement, old-age retirement and other reasons. The analyses were stratified by gender and major occupational group (1st digit in the ISCO-88 code). RESULTS: Occupational differences in WLE and WYL were observed in all countries. The overall pattern across the countries showed that legislators, senior officials and managers and professionals generally had high WLE, while service and sales workers and employees in manual occupations tended to have lower WLE, with employees in elementary occupations performing the worst. Reasons for WYL varied with country. In general, disability retirement was a significant factor in Denmark, unemployment in Finland, and sickness absence in Norway. CONCLUSION: A similar occupational pattern in WLE was observed across the countries, with some occupational groups consistently showing high or low WLE. However, the magnitude of occupational differences in WLE and the reasons for WYL varied across the countries

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