



# ISCRR

Institute for Safety, Compensation,  
and Recovery Research

## **Futures studies:** its role in setting research agendas in compensation health

By

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For

**Institute of Work and Health**

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ACCIDENT  
COMMISSION





# ISCRR



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# Presentation outline



1. Progress in establishing ISCRR
2. Research plan 2010/11
3. Methodology for setting the 2011/14 research plan for ISCRR using futures studies methodologies
4. Case study of research agenda setting from the Centre for Military and Veterans' Health, 2008
5. ISCRR Think Tank
6. Opportunities for collaboration?

# Proposed Mission



Create a Centre of Excellence conducting research aligned with scheme issues and objectives



Facilitate the translation of research evidence into policy and practice that will lead to:

- Fewer and less severe occupational injuries and diseases
- Improved health, vocational and social outcomes

## Measures of success

### High Impact on Scheme Performance

- Impact on scheme outcomes (frequency and cost of incidents)
- Impact on injured person outcomes (health, vocational and social)
- Advances in scheme design (to meet community needs)

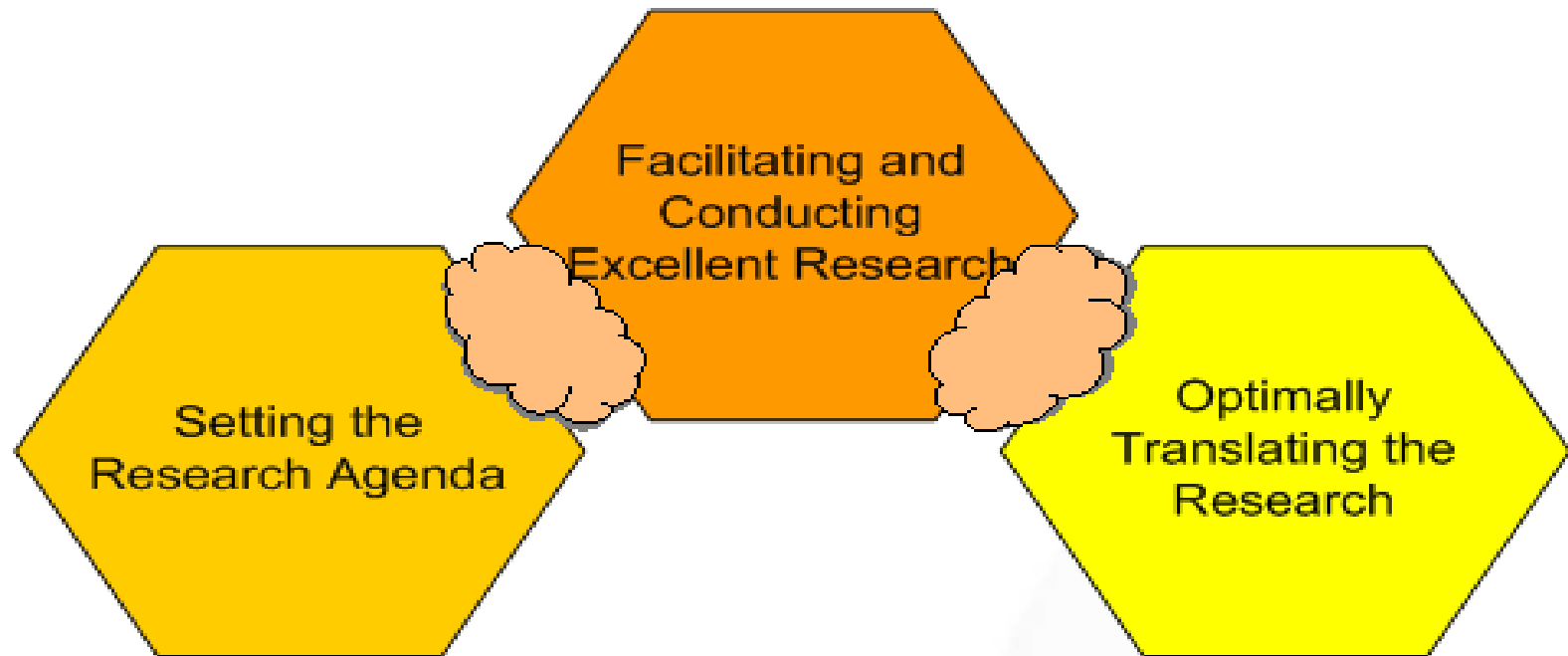
### Excellence in Industry Led Research

- Active engagement with industry stakeholders
- Success at attracting competitive research funding

### Leaders in Compensation Scheme Research

- Nature and extent of collaborations nationally and internationally
- Impact on national compensation scheme agendas.

# Strategic approach



Communications / Ongoing Stakeholder Engagement

Collaborations and Partnerships

# Research plan 2010/11

Focus Area	Setting the Research agenda	Facilitating and Conducting Research			Optimally Translating Research
Research Activity Area	Knowledge needs	Safety	Compensation	Recovery	Knowledge Transfer and exchange

***“The image of a new future, while emergent, is pulled down by the weight of an industrial era.”***

Sohail Inayatullah, 2008



*“OHS as a discipline is not fit for the 21<sup>st</sup> century. It is isolated and has a poor academic base, a limited remit, uneven provision, lack of good quality data, a poor image and is the servant of the employer.”*

Dame Carol Black,  
Ferguson-Glass Oration, March 21, 2010

# Futures studies - definition

*The systematic study of possible, probable and preferable futures including the worldviews and myths that underlie each future (Inayatullah 2002). Slaughter suggested that futures studies is grounded in human capacities and needs, it does not predict the future, but examines ideas about the future (Dator), while the future can not be predicated, preferred futures can and should be envisioned, invented, implemented, continuously evaluated, revised and re-envisioned (Dator 1996).*

*“Many future scenarios skate around the (empirical) surface but fail to deal in depth with the problematics of people, organisations, cultures in stress and transformation”*

Richard Slaughter, 2002

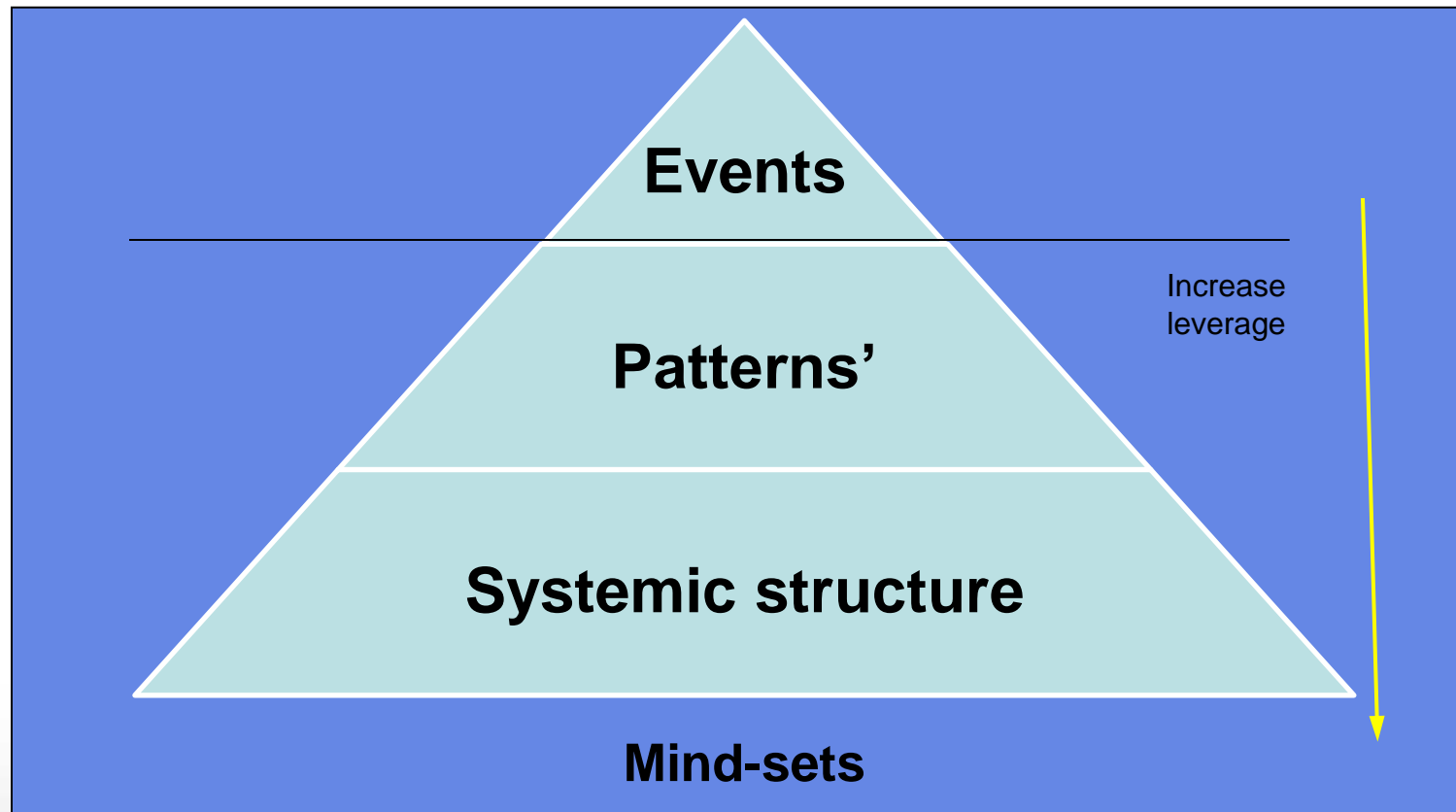
*“....most decision makers at all levels simply want information that can justify their pre-understandings of past, present and future ...”*

Sohail Inayatullah, 1990

*“....a futures method ...should not merely be seen as a predictive method; it can also be seen as a critical one...”*

Sohail Inayatullah, 1998

# Meadow's the leverage “iceberg”



# **Futures studies**

## **examples of methodologies**

- ▲ ***Causal layered analysis***
- ▲ ***Futures wheels***
- ▲ ***Delphi polls of experts***
- ▲ ***Scenarios***
- ▲ ***Trend exploration***
- ▲ ***Dynamic systems analysis and computer modelling***
- ▲ ***Simulation and games***
- ▲ ***Cross impact analysis***
- ▲ ***Technological forecasting***
- ▲ ***Technological impact assessment***
- ▲ ***Social impact assessment***
- ▲ ***Relevance trees***

# Inayatullah's six pillars of futures studies

## Mapping



*past, present and future*

## Anticipating the future (disturbing the map)



*Emerging issue analysis*



*Futures wheel*

## Timing the future



*Exploring historical patterns to identify what will happen*

## Deepening the future (unpacking worldviews, assumptions)



*Causal layered analysis*



*Four quadrant analysis*

## Creating alternatives to the present scenarios



*Scenarios*



*Nuts and bolts*

## Transforming the present and creating the future



*Visualisation*



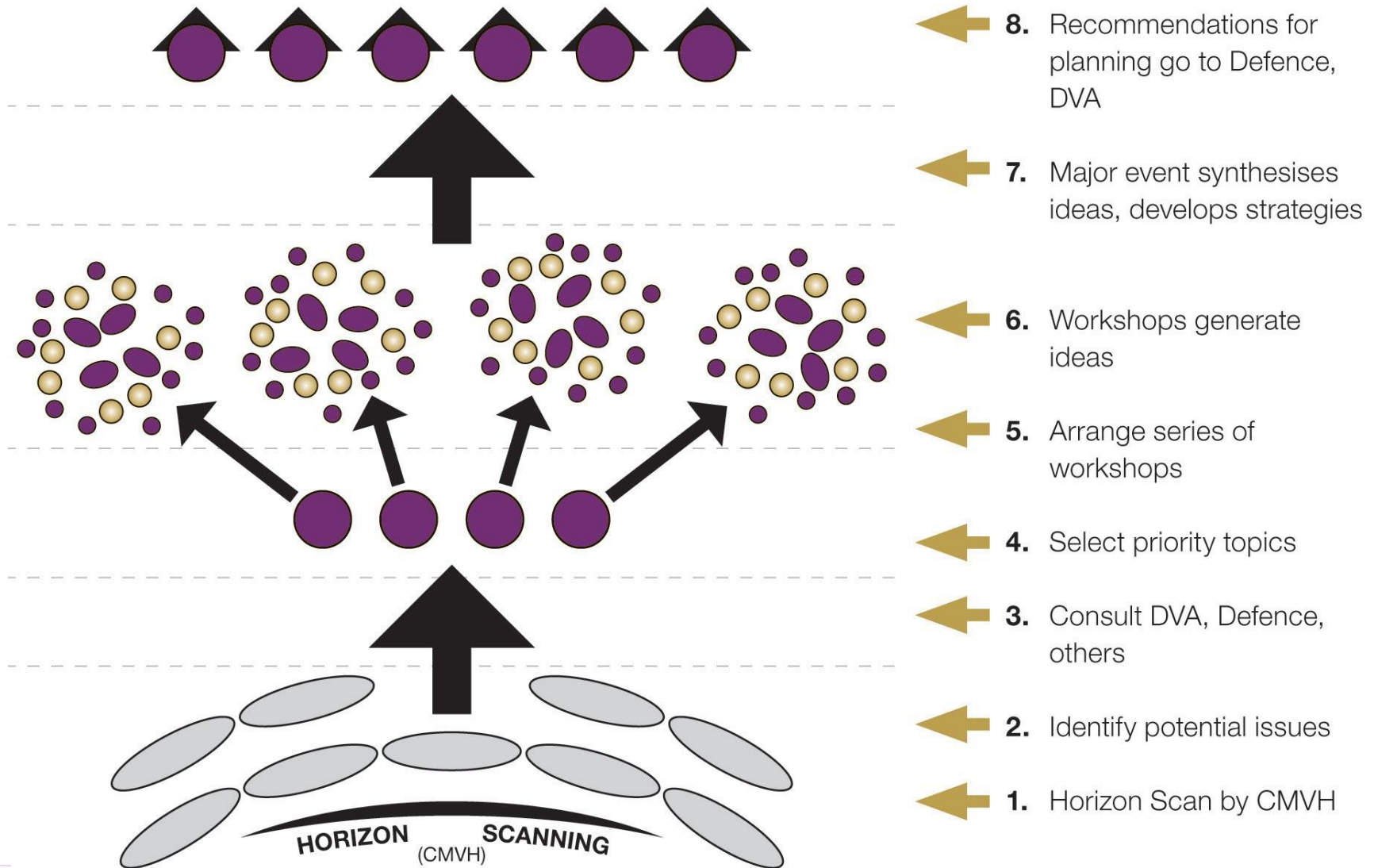
*Backcasting*

# Case study – Centre for Military and Veterans' Health 2008

## Objectives

1. Describe the likely future 2020 environments in which military and veterans' health services delivery will occur
2. Describe military and veterans' health services in 2020
3. Determine impacts on research and skills enhancement needs
4. Establish a mechanism for ongoing horizon scanning

# Case study – Centre for Military and Veterans' Health 2008

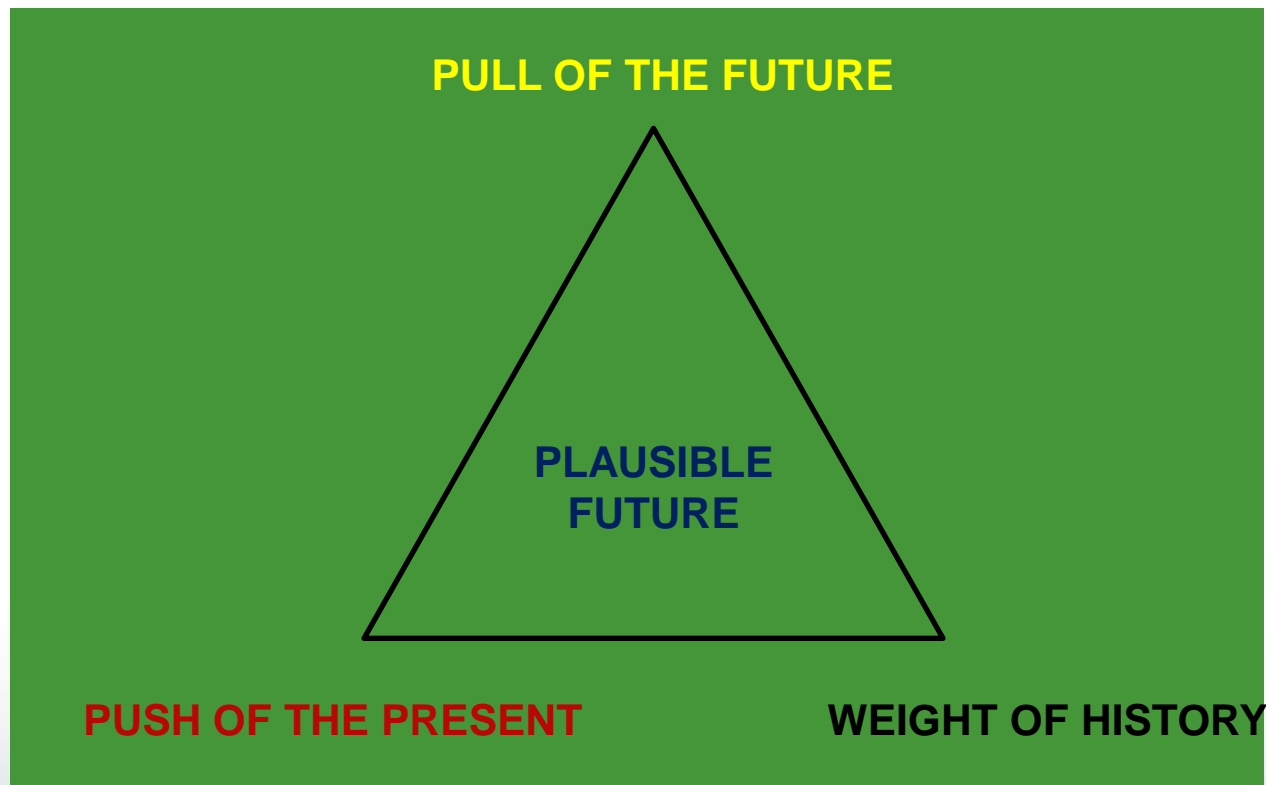


*Futures studies process used in CMVH Think Tank 2008*



# Case study – Centre for Military and Veterans' Health 2008

## Push Weight Pull Triangle



# Case study – Centre for Military and Veterans' Health 2008

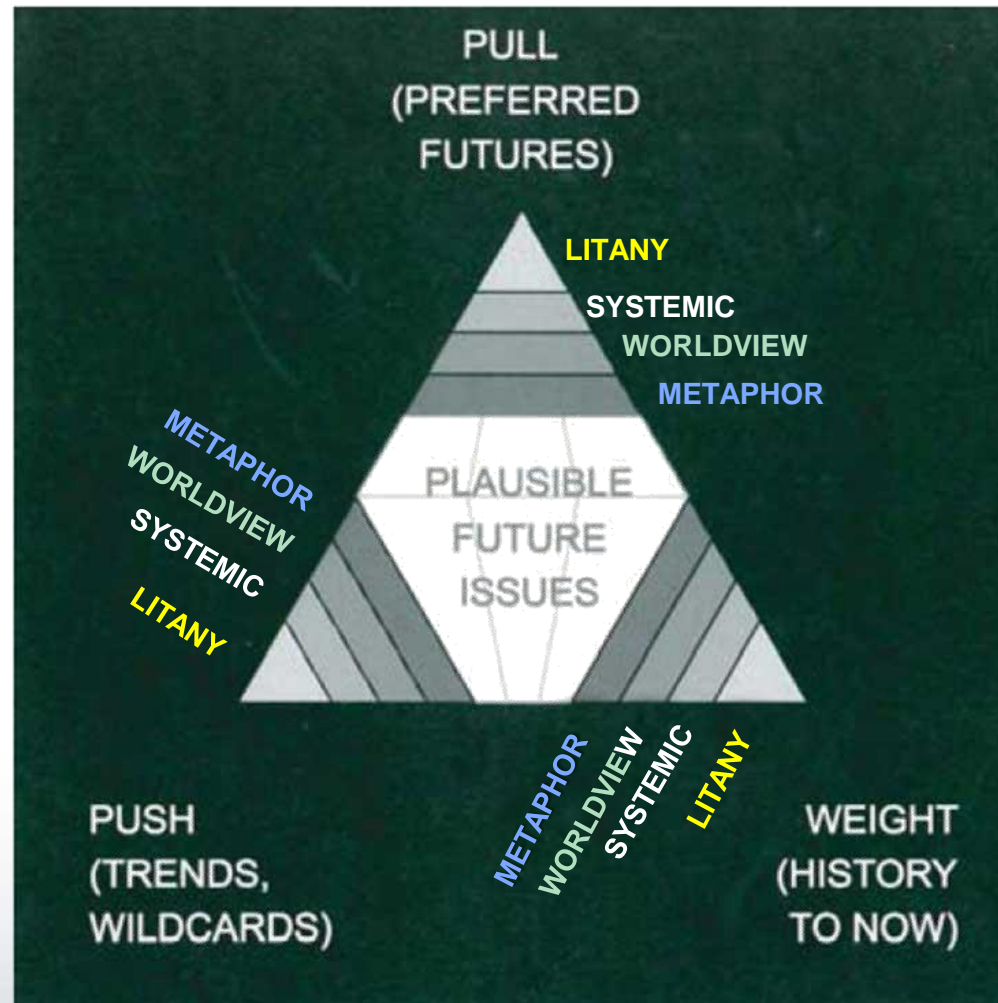
- ▲ Push – global future trends (STEEP), health futures, military futures and veterans' futures
- ▲ Weight – current position in health, military and veterans' issues
- ▲ Pull – preferred futures in health, military and veterans' issues

## Causal layered analysis

- ▲ Quantitative trends, lists of reported 'facts' – **LITANY**
- ▲ Structures and systems which generate the above – **SYSTEMIC**
- ▲ Culture, politics, worldview – **WORLDVIEW**
- ▲ Deeply held archetypes and myths - **METAPHOR**

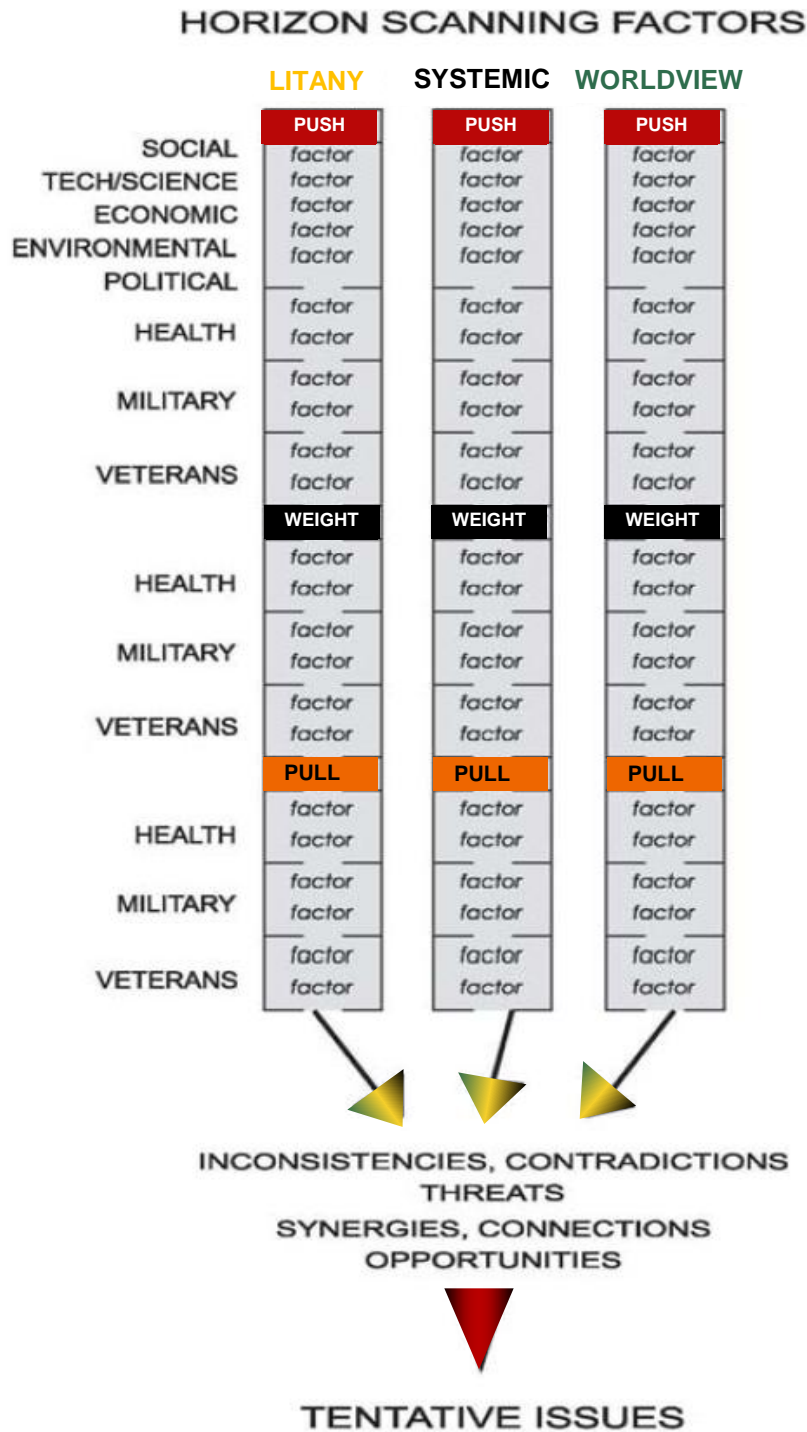
# Case study – Centre for Military and Veterans' Health 2008

Push Weight Pull  
triangle & causal  
layered analysis



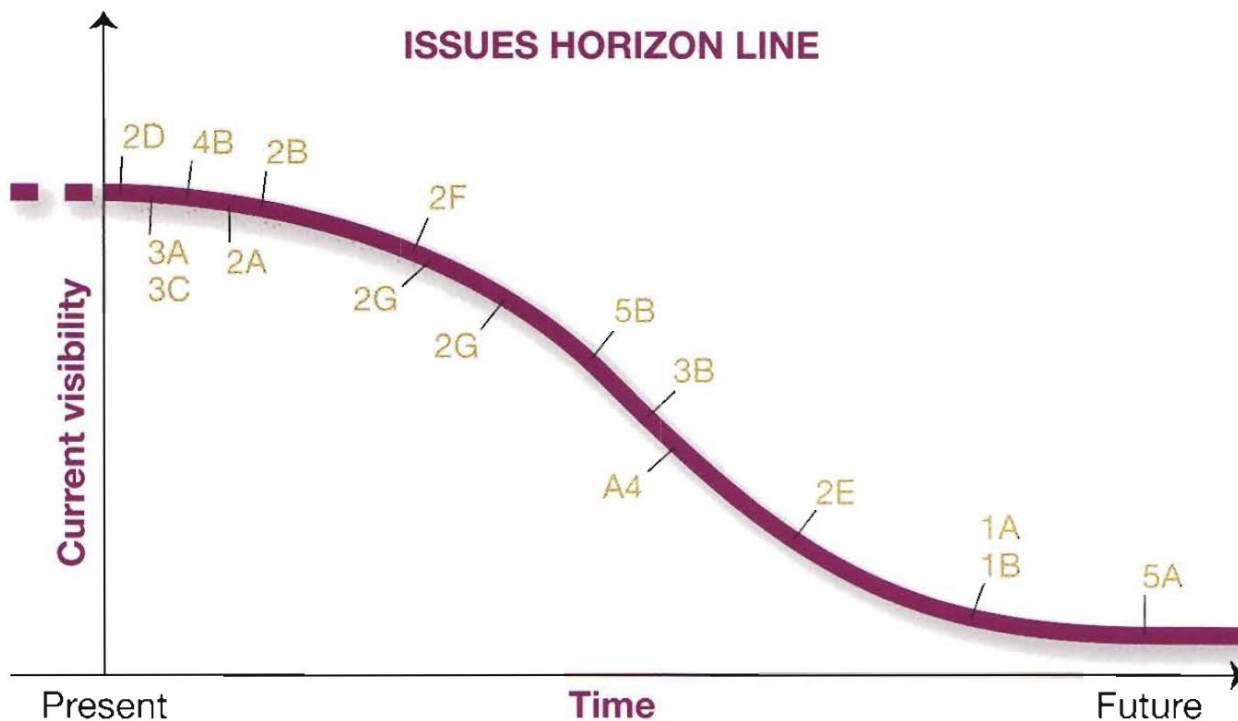
# Centre for Military and Veterans' Health 2008

Case study –



# Case study – Centre for Military and Veterans' Health 2008

## 16 issues of importance in military and veterans' health futures



### KEY

- 1A Designing out threats to health, designing in prevention
- 1B Future technology literacy
- 2A Coordination and collaboration with other agencies
- 2B Quality
- 2C Communication and information
- 2D Funding - 'More bang for the buck'
- 2E New health roles
- 2F Consumer focus, consumer responsibility
- 2G Mandated health choices & standards
- 3A Recruitment shortages
- 3B Training (for interoperability new technologies, roles. environments)
- 3C Retention (morale, team-building. employment conditions)
- 4A Surveillance, hazard profiling and early intervention
- 4B Support at home (social/family /community)
- 5A Global resource shortages and infrastructure shut-downs
- 5B International interoperability

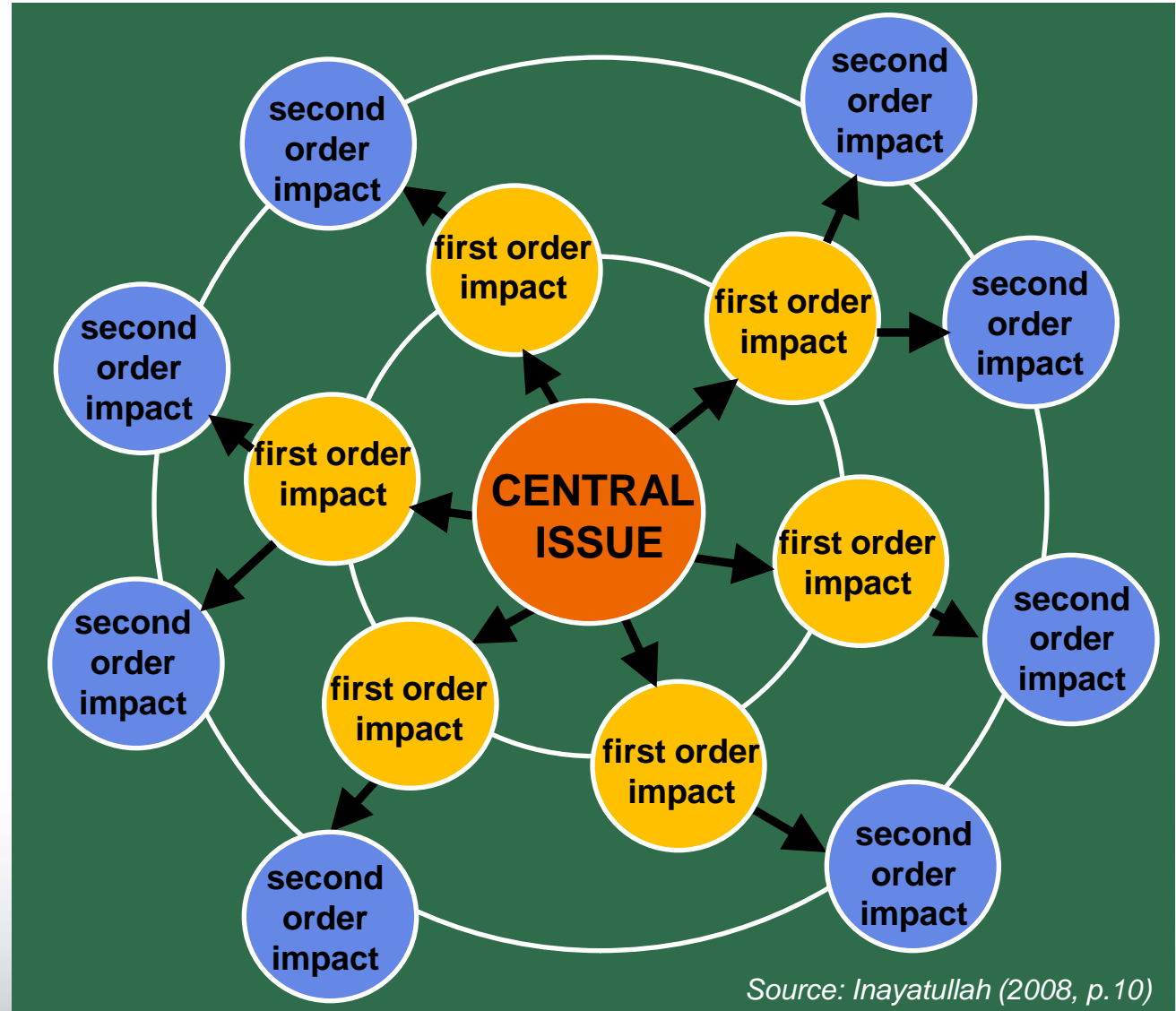
# Case study – Centre for Military and Veterans' Health 2008

## **Priorities identified through consultation with Departments of Defence and Veterans' Affairs:**

- ★ Health workforce shortages
- ★ Consumer empowerment in health
- ★ Technology and how to cope with the pace of its development
- ★ Interoperability
- ★ Improving mental health responses for Defence personnel and veterans

# Case study – Centre for Military and Veterans' Health 2008

**The Future Wheel:**  
*Each primary effect has  
secondary impacts  
and so on ...*





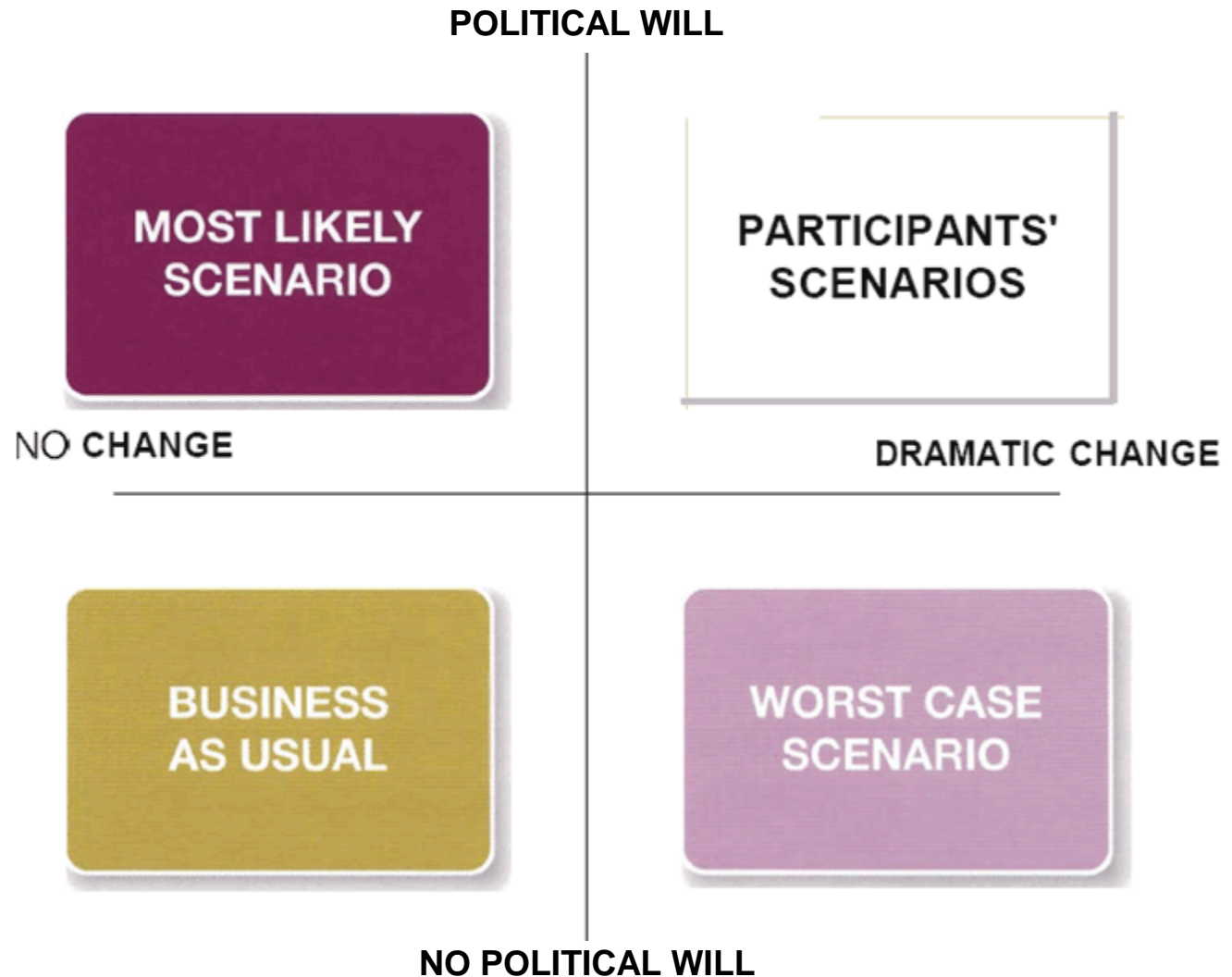
# Case study – Centre for Military and Veterans' Health 2008

Kylie

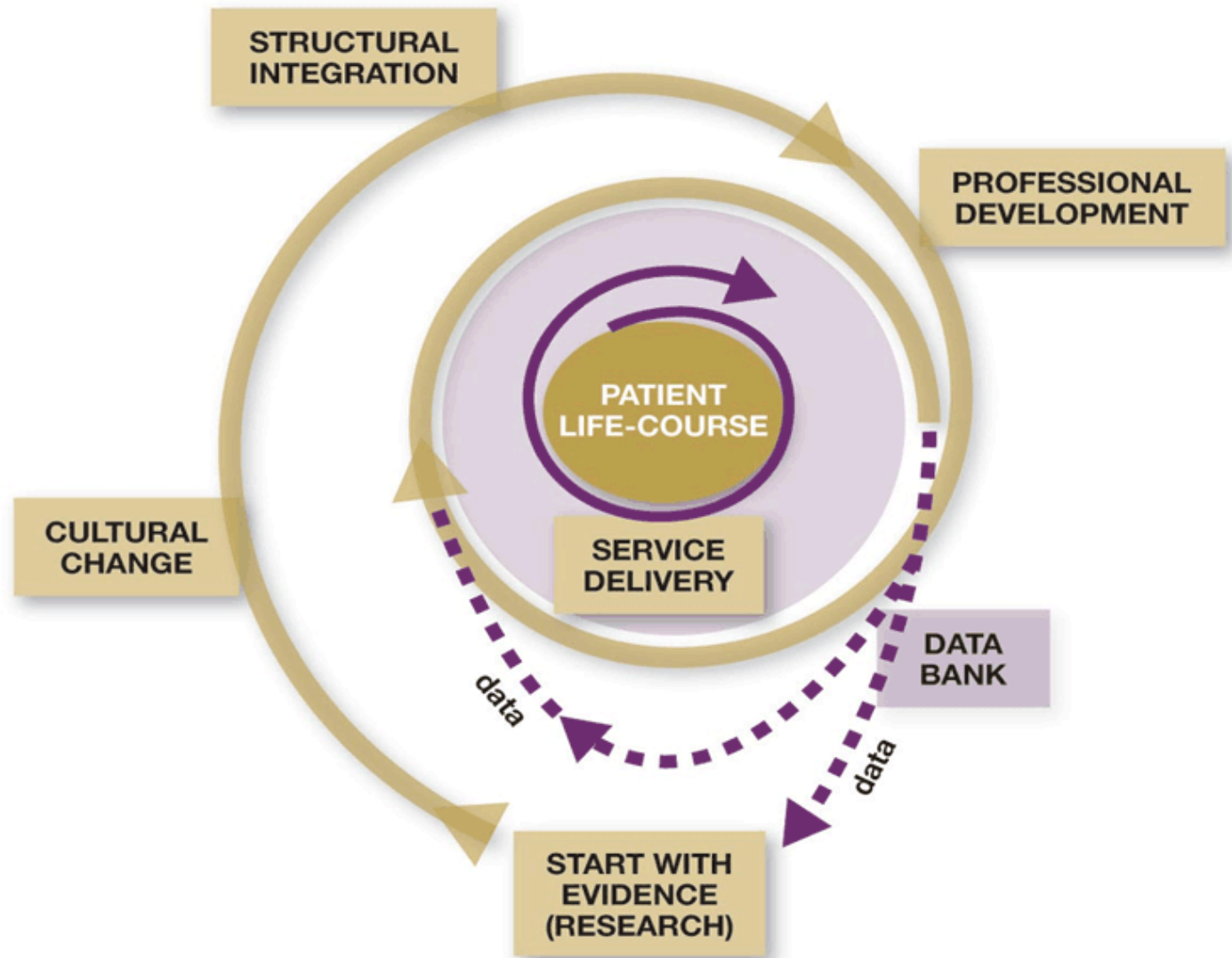


# Case study – Centre for Military and Veterans' Health 2008

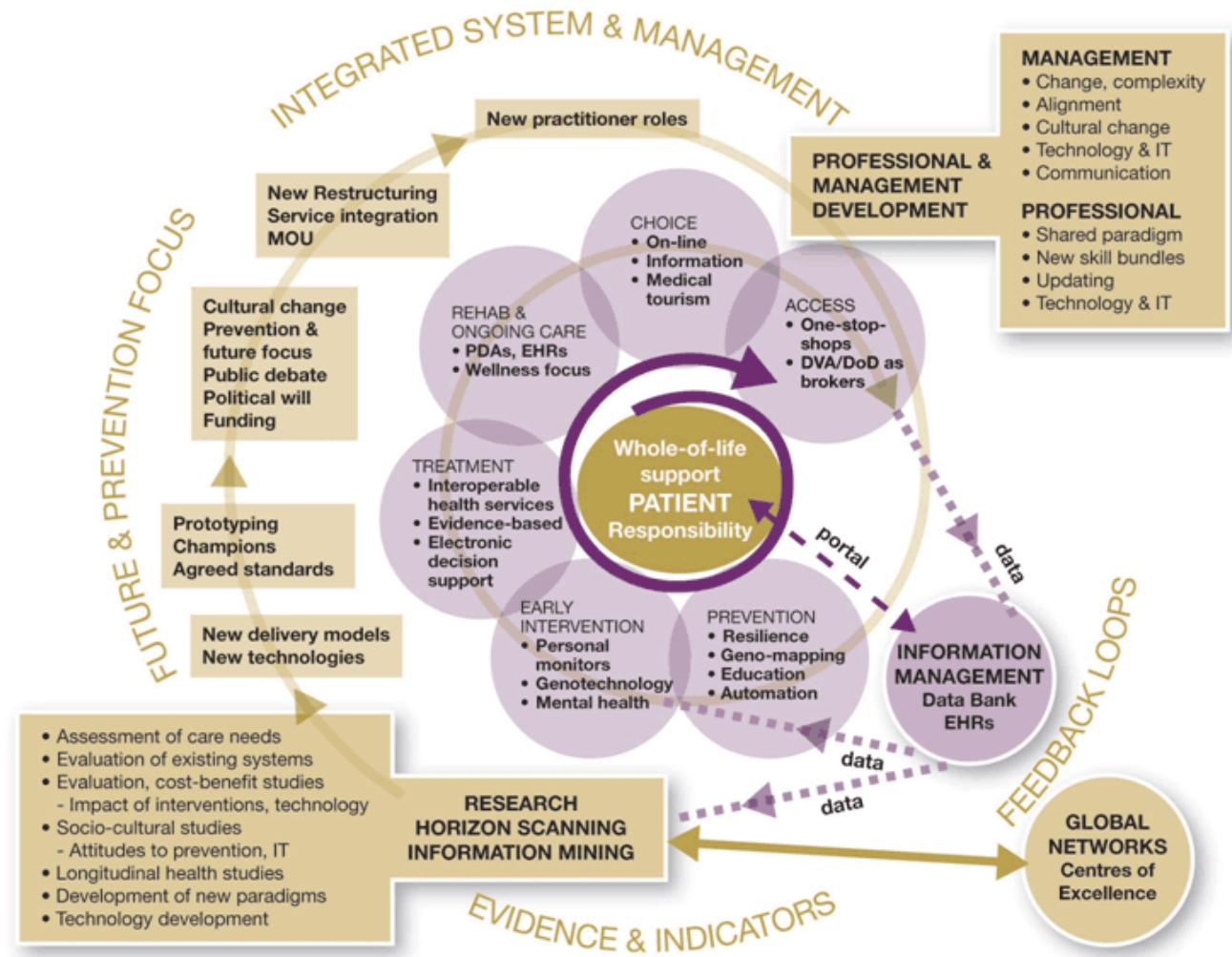
Scenario types  
plotted against  
'political will' and  
'extent of change'



# Case study – Centre for Military and Veterans' Health 2008



# Case study – Centre for Military and Veterans' Health 2008



# Case study – Centre for Military and Veterans' Health 2008

## Research priority areas 2008

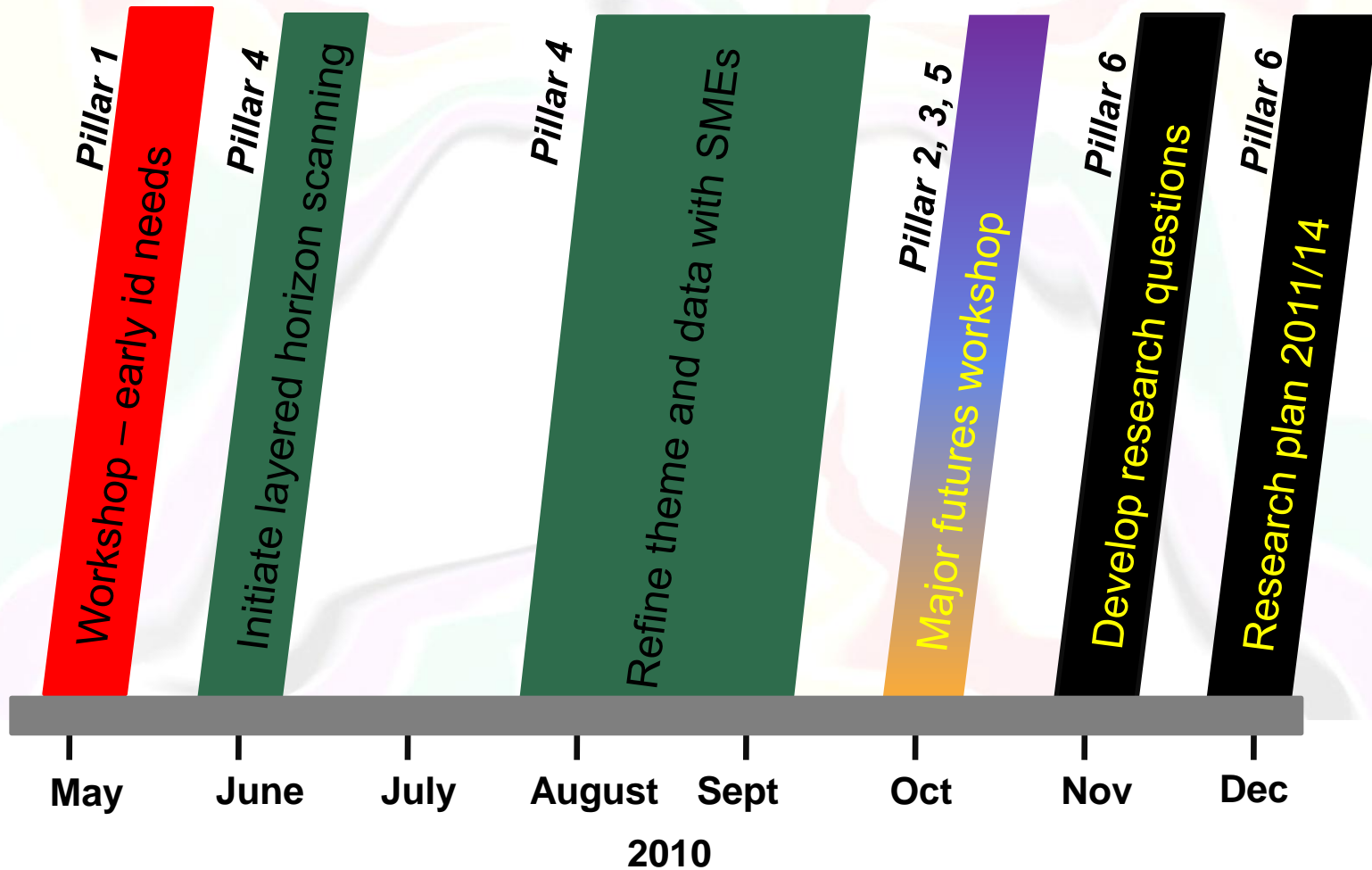
- Attitudinal research to support organisational change of health services delivery
- Health workforce research
- Health services research and evaluation
- Horizon scanning and evaluation of new technology - genomic developments and AI for environmental and biological monitoring of exposure

# Case study – Centre for Military and Veterans' Health 2008

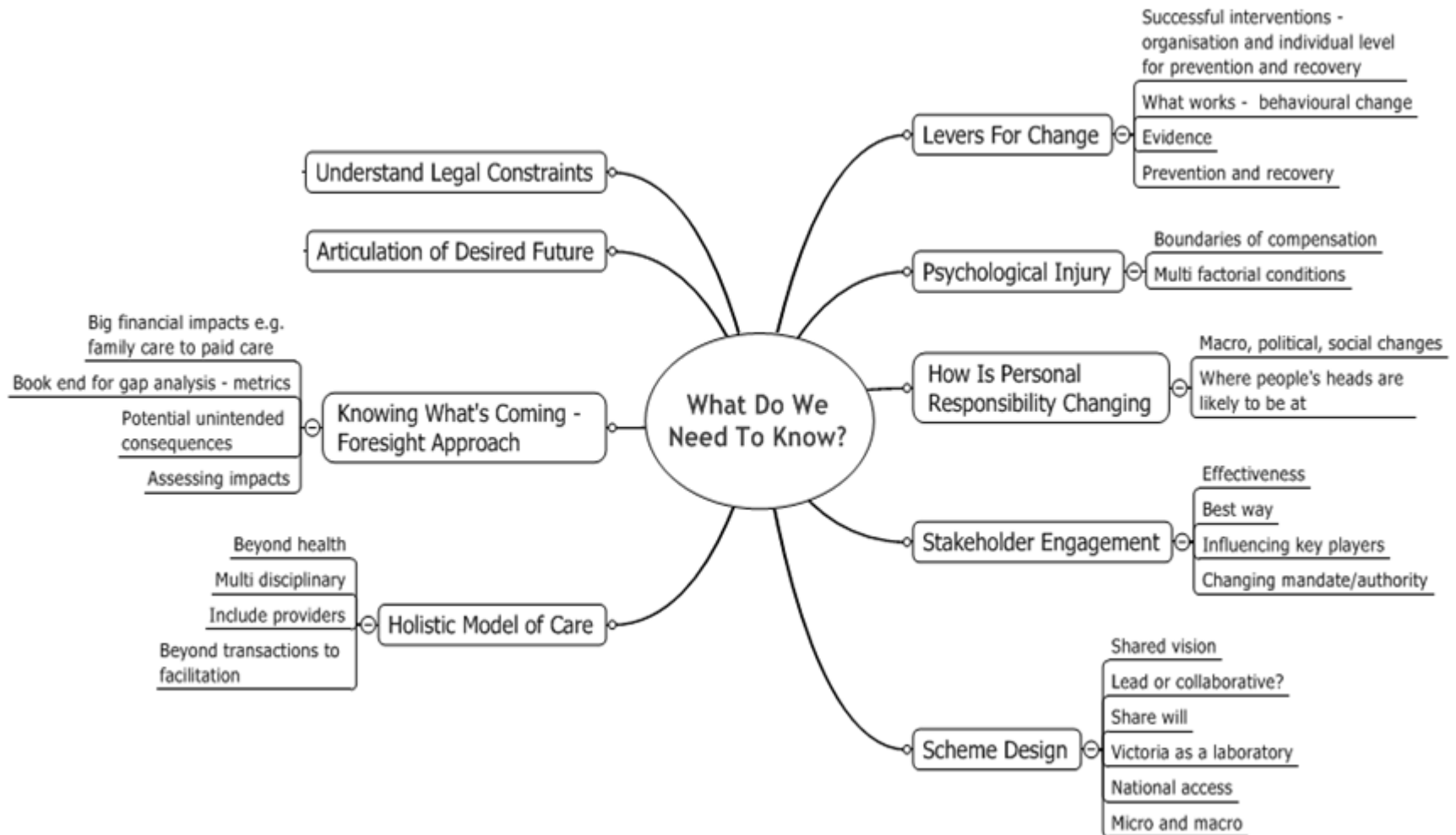
## ★ Professional development priorities

- Management: health innovation and leadership
- Skills upgrading: improving provider knowledge of military and veterans health
- Consumer education: self-management, health literacy

# Using futures studies to develop 2011/14 research plan












# Early indications of user knowledge needs





# Developing a system for layered horizon scanning

## Aim: to develop an automated system to support Layered Horizon Scanning

-  Determine a set of query terms (push, pull, context, safety, compensation and recovery)
-  Down load the entire literature
-  Divide the literature into pull, push, context and other through text analysis
-  Cluster the literature into major themes and isolate literature not central to the area, using bibliometric data and regression techniques
-  Identify exemplar papers for each cluster
-  Review by users (ISCRR) to identify appropriate papers
-  Feed that information back through a learning system to refine analysis
-  Iterative process continues which terminates when academic users satisfied
-  Seeking a partnership with Google

# Think Tank



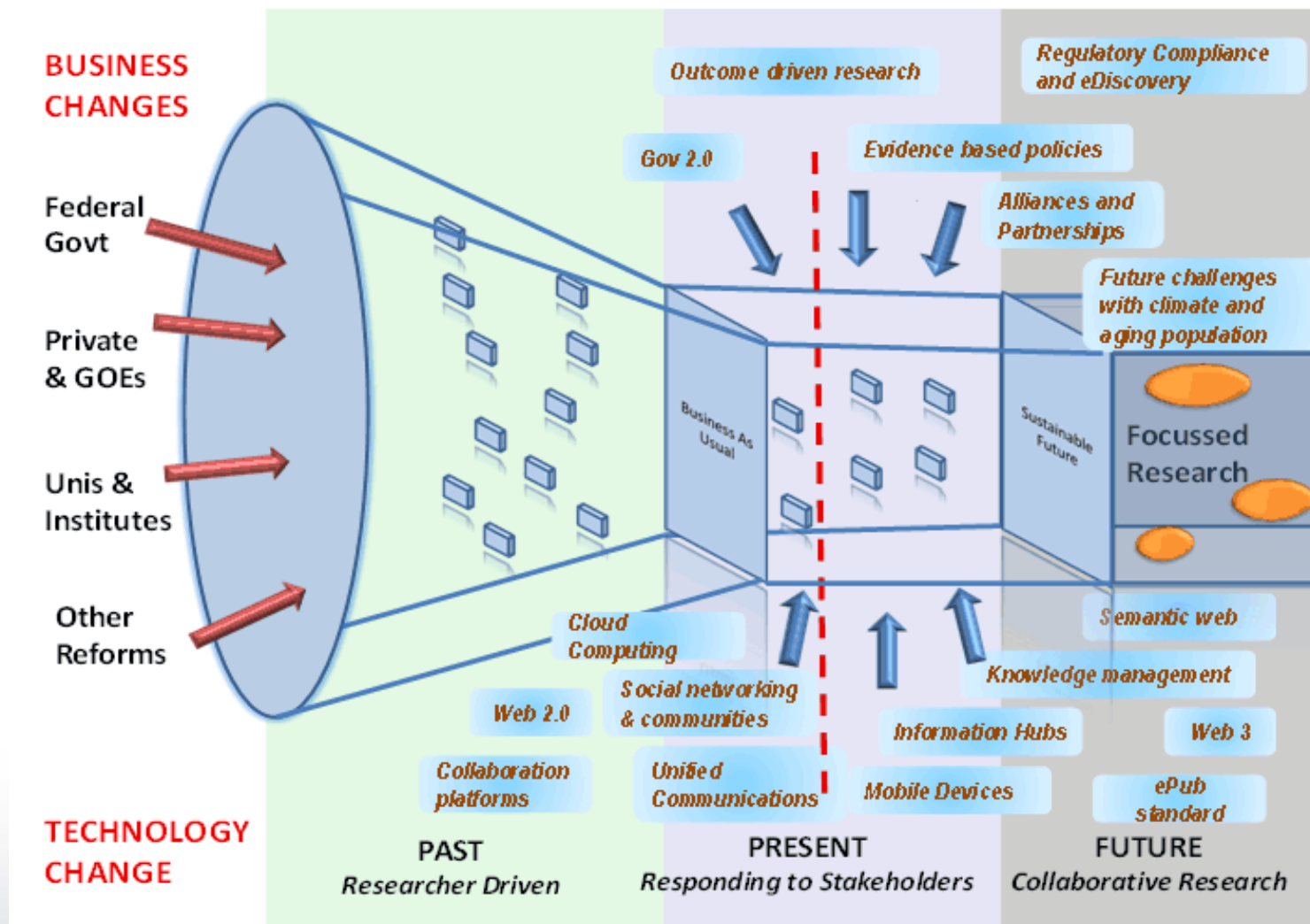
## Objective:

*Maximise the potential impact of our research on scheme performance by optimising our engagement with stakeholders in setting the research agenda, conducting research and translating research into policy and practice.*



# Think Tank

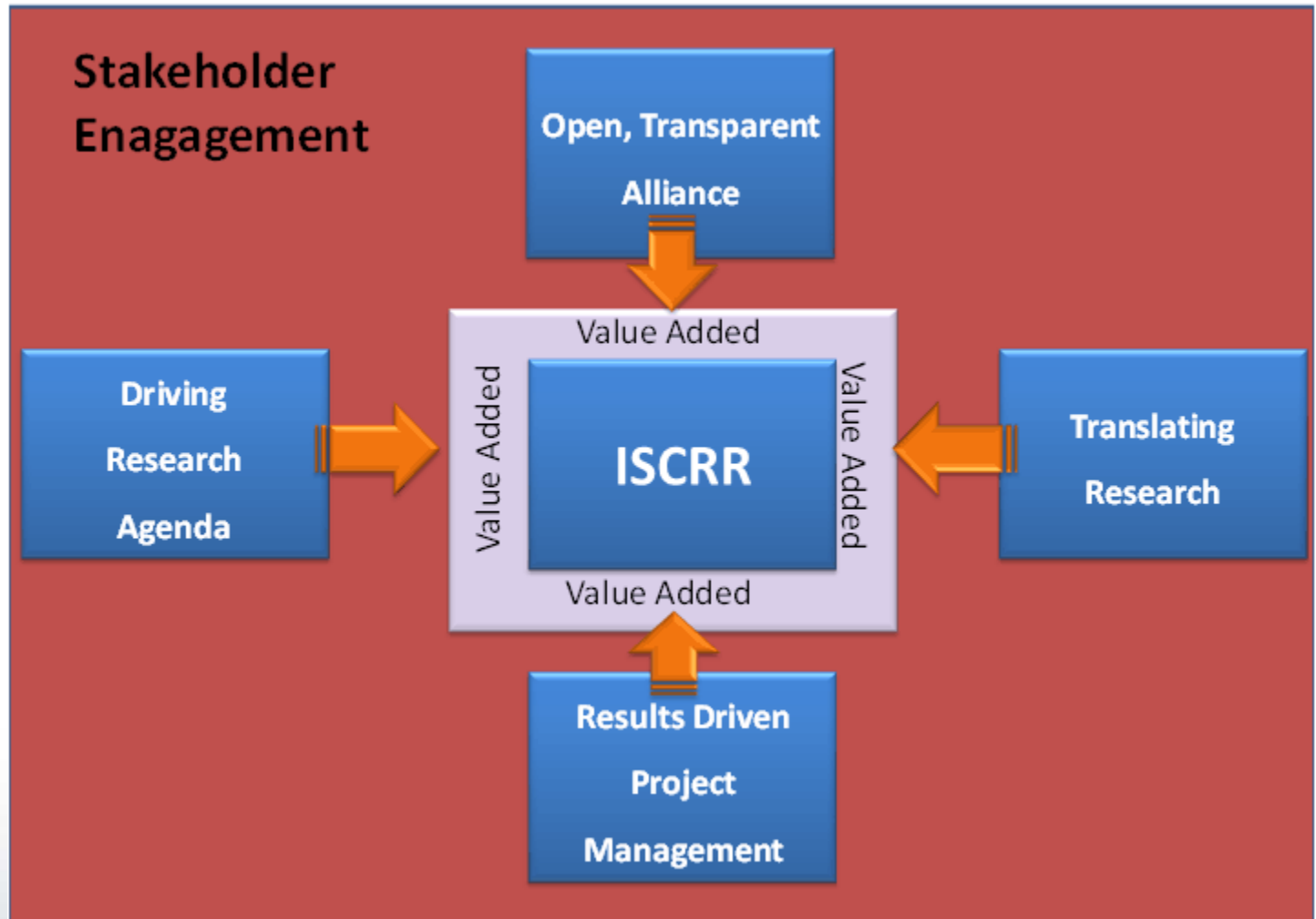
Potential future business and technology changes relevant to ISCRR figure





# Think Tank

**Stakeholder  
engagement and  
ISCRR value  
proposition**

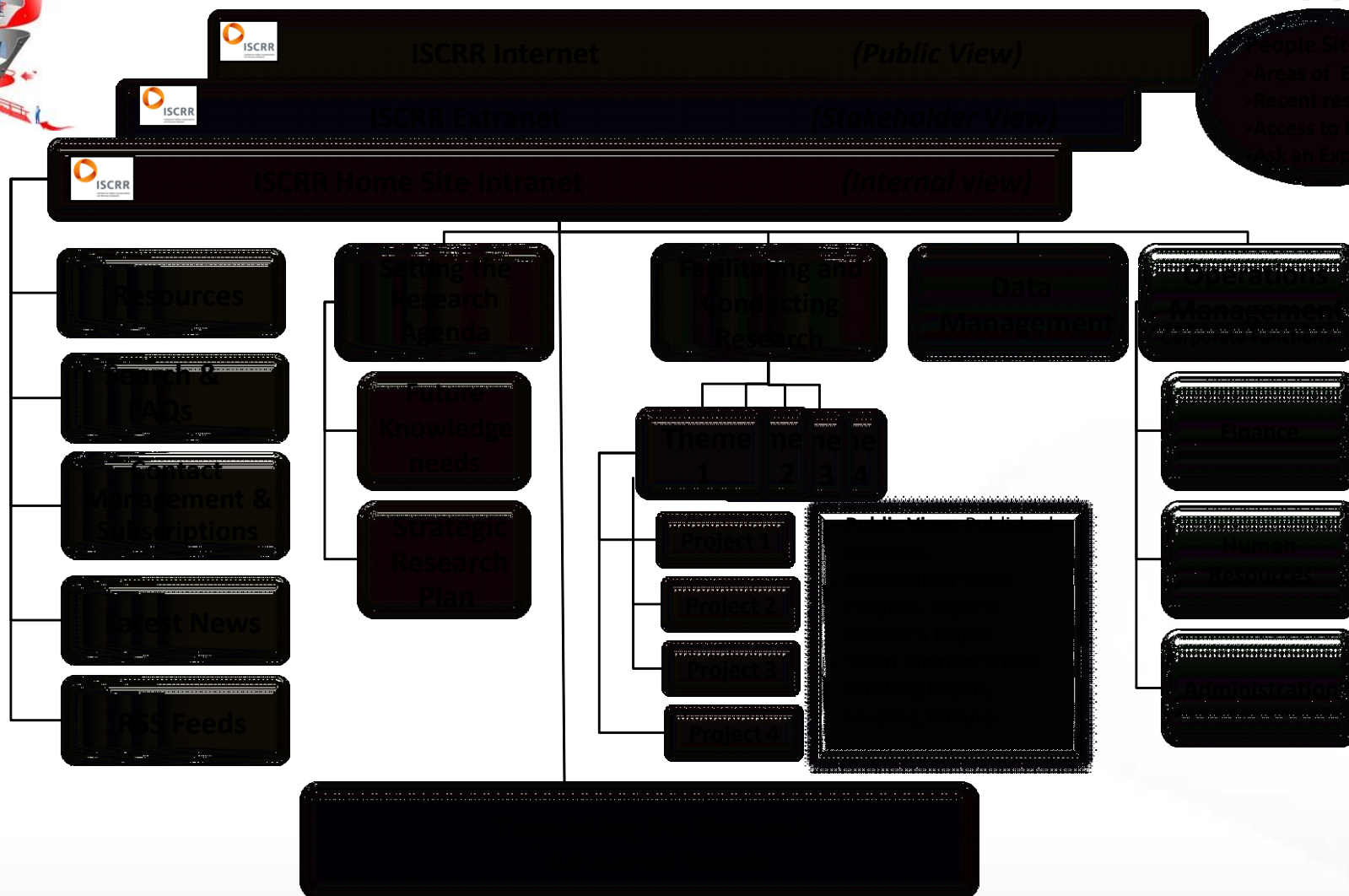




# Think Tank



## Proposed ISCRR internal information architecture



Online Meetings and Information  
Meeting Workspaces, Time Engagements, Surveys, Polls  
Voting, discussions, Wikis, Blogs, Document Workspaces

Electronic Surveys, Questionnaires  
Consensus Building, action plans, meeting minutes





# Think Tank

## Standard collaboration platform



# Summary

Work and health research agendas are weighed down by their industrial pasts

Futures studies methodologies should lead to research plans which address knowledge needs of the future

Such methodology has been illustrated with a case study from CMVH

ISCRR is using futures thinking to develop a five year research plan (2011/14) in safety (and health), compensation and recovery research for Victoria

The process will include:

- Building an automated horizon scanning IT system based on a causal layered analysis framework to generate themes
- Consulting with stakeholders through its Think Tank

# Summary

***In the meantime 2010/11 research priorities will include:***

## **Future knowledge needs**

### **Safety and health prevention**

- Modelling for targeting prevention
- Evaluation of Work Health program
- Psychosocial factors

### **Compensation**

- Metrics for claimant outcomes
- Impact of components of schemes on claimant outcomes

### **Recovery**

- Risk factors for poor outcomes
- Persistent pain
- Mental health

### **KTE**

- Develop a model for evaluation of our impact on WorkSafe and TAC



# Potential for collaboration

**Effects of specific public policy instruments on worker health and safety outcomes**

**Others**

# Further information



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