

Institute for Work & Health Activity Plan 2020/21



**Institute
for Work &
Health**

Research Excellence
Advancing Employee
Health



2020/21 Activity Plan

**Research
Knowledge Transfer & Exchange and Communications
Corporate Services**

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2020/21 Activity Plan

The Ministry released “*Healthy and Safe Ontario Workplaces: A Strategy for Transforming Occupational Health and Safety*” in December 2013. In 2019, the ministry’s Prevention Office consulted widely with Ontarians on the next five-year strategy which resulted in a commitment to ensuring initiatives are data-driven and measurable. The ministry is also focusing on the areas in the system where it can make the biggest impact by determining the highest priority risks and helping employers design specific solutions to prevent injuries and fatalities. The Institute for Work & Health is committed to supporting the priorities identified by the Ministry of Labour, Training and Skills Development. The projects and activities documented in the Institute’s 2020/21 Activity Plan demonstrate alignment to the priorities identified, 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, Training and Skills Development’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

2020/21 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 four 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 & Exchange and Communication Program builds and maintains relationships with stakeholders to enable the ongoing exchange of information and research evidence and works with the research team and stakeholders to develop a wide range of products (tools, guides, policy briefings, newsletter articles, videos) to communicate and apply research findings. The Foundation Program provides methodological expertise to support the activities of the Research Program. The Corporate Services Program provides facility management services, financial management services, human resource services and support to the Institute's ten-member Board of Directors. The Institute's projected staff complement for 2020/21 will be 51 FTEs, which are distributed across the four programs: the Research Program, the Knowledge Transfer & Exchange and Communication Program, the Foundation Program and Corporate Services.

The 2020/21 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 Office's Strategies. The work of the Foundation Program, the Knowledge Transfer & Exchange and Communication Program and the organizational support role played by the Corporate Services Department are also described in the plan.

Research

The Institute's research plans for 2020/21 are organized in two focus areas: 1) the 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 and Communications

The aim of the Knowledge Transfer and Exchange (KTE) and Communications department 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 and Communications staff aim to strengthen stakeholder relationships and to make research evidence available, understandable and useable.

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 support the diversity and complexity of work at the Institute. It also provides liaison and support to the Institute's Board of Directors.

Prevention of Work-Related Injury and Illness

In this section, we provide an overview of the Institute's research plans for 2020/21 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 and working conditions and health. 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. Immigrant workers, who make up an increasing segment of the Canadian labour force, may also be more vulnerable to workplace injury or illness. In 2020/21, we will continue work on a project that is exploring the role of employers and settlement agencies in safe employment integration.

Effective workplace health and safety practices

The role of workplace policies and practices in ensuring the health and safety of workers will continue to be an important focus of the Institute's research in 2020/21. The Institute's research will focus on estimating the financial benefits of OHS prevention expenditures in Ontario workplaces. In addition, the Institute will replicate the methods of a previous IWH study to determine if differences in OHS performance between unionized and non-unionized construction contractors observed in 2006-2012 are present in the 2012-2018.

Working conditions and health

The impact of working conditions on health will continue to be a focus for the Institute's research in 2020/21. The Institute will continue to conduct surveillance research on the relationship between working conditions and work-related disorders. In 2020/21, 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. As in previous years, 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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The role of employers and settlement agencies in safe employment integration (1385)

Project Period: Ongoing, to be completed in Q3

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:

- Understand employers' and settlement providers' experiences and practices in helping immigrants integrate into employment in Canada.
- 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 (Co-Principal Investigator), Basak Yanar (Co-Principal Investigator), S Premji (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 MOLTSD Prevention Strategy: Vulnerable workers

Project Targets for 2020/21:

First Quarter: Organize Employer Research and Knowledge Exchange Forum.
Submit project completion report to funder

Second Quarter: Complete papers as part of study and submit papers to peer-review

Third Quarter: Finish project

Fourth Quarter:

Occupational health and safety performance in unionized construction (1257)

Project Period: Ongoing, to be completed in Q3

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 2012-2018.

Objectives:

- 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 2012-2018.

Researchers: Lynda Robson (Co-Principal Investigator), Cameron 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, Training and Skills Development, the WSIB, policymakers, and other prevention partners.

Links to MOLTSD Prevention Strategy: Hazard assessment and control, preventive workplace culture

Project Targets for 2020/21:

First Quarter: Complete data analysis
Complete draft report
Meet with OCS to present results
Review relevant research literature

Second Quarter: Complete and submit final report

Third Quarter: Submit manuscript to peer-reviewed journal

Fourth Quarter:

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

Project Period: Ongoing

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, Training and Skills Development, 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 Prevention Office 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:

- 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.
- Interview MOLTSD inspectors about the enforcement of and observed effects of the WAH standard
- Survey construction employers on compliance with and the effectiveness of the WAH standard
- 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
- Survey members of selected trades about compliance with and effects of the WAH standard
- Survey training providers about changes in the nature of the fall prevention training provided.

Researchers: Lynda Robson (Co-Principal Investigator), Cameron Mustard (Co-Principal Investigator), Ben Amick, Vicky Landsman, 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 MOLTSD Prevention Strategy: Preventive workplace culture, hazard assessment and control

Project Targets for 2020/21

- First Quarter:* Submit 2nd to peer-reviewed publication based on T1-T3 learner survey data
Analyze T4 learner survey data
- Second Quarter:* Compare Ontario injury incidence trend to that in other provinces, using AWCBC data
- Third Quarter:* Update analysis of Ontario injury incidence trend with 2019 data
Present findings at World Congress 2020
- Fourth Quarter:* Submit 3rd manuscript to peer-reviewed publication on long-term follow-up of learners and injury incidence

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

Project Period: Ongoing

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:

- 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.
- Calculate an average estimated 'return on investment' for Ontario employers' expenditures on OHS prevention.

Researchers: Cameron Mustard (Principal Investigator), Emile Tompa, Basak Yanar

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, Training and Skills Development and the Ontario Health and Safety Associations in the findings from this project.

Links to MOLTSD Prevention Strategy: Preventive workplace culture

Project Targets for 2020/21:

First Quarter: Continue recruitment of employers and continuation of 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

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 MOLTSD 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.

Objectives:

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

Researchers: Cameron Mustard (Principal Investigator), Victoria Landsman

Collaboration and Partnerships: A project team within the Ministry of Labour, Training and Skills Development will contribute 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 support improvements in OHS performance measurement.

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

Project Targets for 2020/21:

- First Quarter:* Commence workplan to link records of employer profiles registered with the WSIB to employer profiles in the Ministry of Labour, Training and Skills Development's ICE database
- Second Quarter:* Continue workplan to link records of employer profiles registered with the WSIB to employer profiles in the Ministry of Labour, Training and Skills Development, Training and Skills Development's ICE database
- Third Quarter:* Complete workplan to link records of employer profiles registered with the WSIB to employer profiles in the Ministry of Labour, Training and Skills Development's ICE database
Initiate analysis of labour inspection records
- Fourth Quarter:* Continue analysis of labour inspection records

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 Q2

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:

- 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.
- 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 of working Canadian.

Links to MOLTSD Prevention Strategy: Vulnerable workers, integrated planning and service delivery

Project Targets for 2020/21:

First 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

Second Quarter: Present at IWH speaker series

Third Quarter:

Fourth Quarter:

Improving information on worker health protection in Ontario (1370)

Project Period: Ongoing, to be completed in Q1

Introduction: The December 2010 report of the Expert Advisory Panel on Occupational Health and Safety made a number of recommendations to the then 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:

- 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), Aviroop 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, Training and Skills Development 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 MOLTSD Prevention Strategy: Vulnerable workers, integrated planning and service delivery

Project Targets for 2020/21:

First Quarter: Complete analysis of the three analytic objectives. Prepare manuscript for peer-review publication. Complete briefings to interested stakeholders

Second Quarter:

Third Quarter:

Fourth Quarter:

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

Project Period: Ongoing

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 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:

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

Researchers: Nancy Carnide (Co-Principal Investigator), Peter Smith (Co-Principal Investigator), Andrea Furlan, Hyunmi Lee, M Frone (University at Buffalo), A Porath, S 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, Training and Skills Development, 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 MOLTSD Prevention Strategy: Hazard assessment and control

Project Targets for 2020/21:

- First Quarter:* Continue analyses of survey 2 data. Manuscript preparation and speaker series presentation. Refine the survey instrument for survey 3 with feedback from the advisory committee
- Second Quarter:* Continue analyses of survey 2 data. Manuscript preparation. Finalize survey instrument; obtain ethics renewals. Data collection
- Third Quarter:* Data cleaning and initial data analysis
- Fourth Quarter:* Data analysis; meet with advisory committee. Manuscript preparation

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: Ongoing

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:

- 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: Aviroop Biswas (Principal Investigator), Cameron Mustard, Peter Smith, S Prince Ware (Public Health Agency of Canada)

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.

Links to MOLTSD Prevention Strategy: Hazard assessment and control

Project Targets for 2020/21:

First Quarter: Continue analysis

Second Quarter: Continue analysis

Third Quarter: Complete analysis with possibility of additional analyses

Fourth Quarter: Manuscript preparation
Dissemination of findings

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

Project Period: Ongoing, to be completed in Q3

Introduction: On October 17, 2018, cannabis use for non-medical purposes was legalized in Canada. Cannabis-related workplace injuries have been identified as an important public safety metric for surveillance. Yet, there is no existing population-based data source that can readily be used to estimate the current extent of cannabis involvement in workplace injuries in Canada, nor monitor trends in involvement over time. Coroner records, which provide detailed information on the causes and circumstances of death (including toxicology), may represent an important existing source of data for measuring and identifying trends in cannabis use among fatally injured workers. Using coroner data housed at the Office of the Chief Coroner from Ontario, this study aims to assess the feasibility of using coroner data as a data source for surveillance of cannabis-related workplace fatalities.

Objectives:

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

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

Collaboration and Partnerships: Partners include Public Services Health & Safety Association, Infrastructure Health and Safety Association, Workplace Safety North, Workplace Safety & Prevention Services

Potential Audiences and Significance: Key audiences include employers, occupational health and safety associations and professionals, and policy makers. This project will provide an assessment of the feasibility of using coroner data to measure and monitor cannabis-related workplace fatalities and initial pre-legalization information on cannabis involvement in workplace fatalities in Ontario. Where determined to be feasible, this study will establish a standardized process to support ongoing surveillance following legalization and act as a pilot to inform a larger scale study to expand data collection.

Links to MOLTSD Prevention Strategy: Hazard assessment and control

Project Targets for 2020/21:

First Quarter: Continue data abstraction

Second Quarter: Data analysis and cleaning

Third Quarter: Meet with advisory committee. Manuscript preparation

Fourth Quarter:

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:

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

Researchers: Emile Tompa (Principal Investigator), 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: Infrastructure Health and Safety Association, the Provincial Building and Constructions Trade Council of Ontario, and Occupational Health Clinics For Ontario Workers (partners). The OHS Branch of the Ministry of Labour, Training and Skills Development and the Provincial Labour Management Health and Safety Committee of the construction industry (Section 21 committee) (knowledge users).

Links to MOLTSD Prevention Strategy: Hazard assessment and control

Project Targets for 2020/21:

First Quarter: Prepare and submit manuscript on skin cancer prevention intervention evaluation
Prepare and submit manuscript on lung-cancer from silica dust prevention intervention evaluation

Second Quarter: Revise and resubmit manuscripts as required

Third Quarter: Complete manuscript revisions and undertaken KTE activities

Fourth Quarter:

XXII World Congress on safety and health at work (2020)

Project Period: Ongoing

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:

- 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 2020/21:

<i>First Quarter:</i>	Launch of second program announcement Continue recruitment of sponsor contributions Complete review of abstract submissions
<i>Second Quarter:</i>	Completion of planning and preparation for program content Continue recruitment of sponsor contributions
<i>Third Quarter:</i>	Congress
<i>Fourth Quarter:</i>	Complete congress evaluation

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.

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 2020/21. Institute scientists have been engaged for several years in research evaluating disability management practices in the workplace. In 2020/21, the Institute will have a deep focus on accommodations and communications in the workplace impacting workers across age ranges. This will include continuing to work on studies that look at sustainable work participation, including workplace communication and accommodation from the perspective of various workers, including those with disabilities and 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 2020/21, including the final year of funding for the work done as part of the Centre for Research on Work Disability Policy (CRWDP), a 7-year trans-disciplinary initiative that looks into the future of work disability policy and labour-market engagement in Canada. We will continue our work on 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 2020/21, 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. We will work on a new project that examines future-proofing young Canadians with disabilities for the changing labour market.

B. Prevention and Management of Work Disability

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

Project Period: Ongoing, to be completed in Q3

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 and job disruptions 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:

- Examine the role of formal job accommodations and informal work modifications in the employment participation of Canadians living with disabilities.
- 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.
- 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 (Co-Principal Investigator), Arif Jetha (Co-Principal Investigator), Julie Bowring

Collaboration and Partnerships: Canadian Disability Participation Project, University of British Columbia, 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 2020/21:

First Quarter: Complete second manuscript on the relationship between sex/gender and unmet workplace support needs. Complete revisions on paper examining the association between disability and precarious work. Finish analyses and begin writing a communication/disclosure paper

Second Quarter: Present findings at IWH speaker series for initial papers. Continue manuscript writing for communication/disclosure paper

Third Quarter: Project to be completed. All manuscripts submitted

Fourth Quarter:

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, Faraz Shahidi, J Cameron (Rehabilitation Sciences, University of Toronto), V Kristman (Lakehead)

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 2020/21:

First Quarter: Use qualitative coding to develop 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, Training and Skills Development, 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 2020/21:

First Quarter: Key informant paper re-submitted or revisions as required; Continue pilot testing (feasibility, relevance) of Job Demands & Accommodation Planning Tool (JDAPT); launch survey to evaluate the Not Myself Today program (partnered research with the Canadian Mental Health Association)

Second Quarter: Seek to enhance partnerships for testing of JDAPT; get researcher and partner input on communication decision-making tool; work with trainees to develop new research in accommodation and communication of episodic disability needs; continue to work with partners to meet project and partner needs

Third Quarter: Seek to enhance partnerships for testing of JDAPT; get researcher and partner input on communication decision-making tool; begin pilot testing of communication decision making tool; work with trainees to develop new research in accommodation and communication of episodic disability needs; continue to work with partners to meet project and partner needs

Fourth Quarter: Seek to enhance partnerships for testing of JDAPT; get researcher and partner input on communication decision-making tool; begin pilot testing of communication decision making tool; work with trainees to develop new research in accommodation and communication of episodic disability needs; continue to work with partners to meet project and partner needs

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 (Principal Investigator), Julie Bowring, Monique Gignac, C Backman (University of British Columbia), V Kristman (Lakehead University), L Proulx (Canadian Arthritis Patient Alliance), L Tucker (University of British Columbia)

Collaboration and Partnerships: Canadian Arthritis Patient Alliance, The Arthritis Society

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 2020/21:

First Quarter: Complete recruitment of Time 2. Complete paper examining the relationship between accommodation and presenteeism

Second Quarter: Prepare for time 3 data collection. Prepare REB re-submission

Third Quarter: Conduct time 3 data collection

Fourth Quarter: Complete two manuscripts

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

Project Period: New

Introduction: Return to work (RTW) after injury can be challenging for the individual returning, police services and workers compensation systems. This can be the case regardless of the type of injury (physical or psychological). There is a growing scientific literature examining the most effective RTW interventions for workplaces, including a number of recent systematic reviews. However, there is a knowledge gap regarding the practical aspects of RTW for first responders. In addition, scientific research is only one source of evidence. The original definition of evidence-based practice includes practitioner expertise plus worker experience along with the best available research evidence.

Objectives:

- Describe and synthesize current RTW programs/practices along with the best available research evidence.
- Conduct interviews and focus groups with Occupational Health and Safety (OHS) practitioners, managers/supervisors, and workers within the police force to gather detailed information about current RTW practices in Ontario.
- Describe the facilitators and barriers to implementing RTW programs/practices to create an evidence-based, practical guide to support the implementation of innovative, effective RTW programs in Ontario police services.

Investigators: Dwayne Van Eerd (Principal Investigator), Siobhan Cardoso, Emma Irvin, Monique Gignac, Arif Jetha, Emile Tompa, Basak Yanar, T Morose (PSHSA)

Collaboration and Partnerships: Tanya Morose (Public Services Health & Safety Association)

Potential Audiences and Significance: The primary audience is police services in Ontario. Exploring and better understanding these differences are critical to how the WSIB can target their supports for injured worker outcomes and their experiences with the workers' compensation system.

Project Targets for 2020/21:

<i>First Quarter:</i>	Begin recruiting interview participants and collecting/coding documents Review steps ongoing
<i>Second Quarter:</i>	Recruitment and interviews ongoing Initiate coding of interview data
<i>Third Quarter:</i>	Interview data collection continues Coding continues Review steps continue
<i>Fourth Quarter:</i>	Synthesis of literature findings Initiate qualitative data analysis

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

Project Period: Ongoing, to be completed in Q4

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:

- 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.
- Identify problems and challenges associated with program coordination and complexity.
- Identify relevant and favourable alternative approaches to system design or service provision.
- Build capacity for research and knowledge mobilization on the topic of work disability policy.

Researchers: Emile Tompa (Principal Investigator), Sabrina Imam, Arif Jetha, Kathy Padkapayeva, Ron Saunders, plus over 60 academics and over 60 partners from across the country.

Collaboration and Partnerships: Disability communities and program provider representatives.

Potential Audiences and Significance: Canadian work disability policy system, including injured worker/disability communities, employers, policymakers, disability program administrators, and service providers.

Project Targets for 2020/21:

<i>First Quarter:</i>	Hold quarterly executive meeting; host monthly webinar sessions Complete and submit partner contributions roll up Disability and Work in Canada 2019 Conference materials uploaded to website Prepare and release spring issue of CRWDP e-alert Host DWC federal-provincial policy round table Begin preparing SSHRC final report
<i>Second Quarter:</i>	Hold quarterly executive meeting; host monthly webinar sessions Prepare and release summer issue of CRWDP e-alert Ongoing planning for DWC 2020 conference Continue preparing SSHRC final report
<i>Third Quarter:</i>	Hold quarterly executive meeting; host monthly webinar sessions Prepare and release fall CRWDP e-alert Host DWC 2020 conference in December 2020 Continue preparing SSHRC final report
<i>Fourth Quarter:</i>	Hold quarterly executive meeting; host monthly webinar sessions Prepare and release fall CRWDP e-alert Disability and Work in Canada 2020 Conference materials uploaded to website Submit SSHRC final report

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

Project Period: Ongoing, to be completed in Q4

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:

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

Researchers: Emile Tompa (Principal Investigator), Amir Mofidi

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 2020/21:

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

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

Project Period: Ongoing, to be completed in Q4

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:

- Identify the factors associated with labour-market and earnings outcomes over the short- and long term of Ontario workers' compensation claimants.
- Evaluate how labour-market and earning outcomes have changed with more recent claimant cohorts.

Researchers: Emile Tompa (Principal Investigator), Qing Liao, Amir Mofidi, Cameron Mustard, Ron Saunders

Collaboration and Partnerships: NA

Potential Audiences and Significance: Consultations with WSIB policymakers and worker representatives to ensure the analyses and results are framed appropriately and address relevant issues.

Project Targets for 2020/21:

First Quarter: Continue update 2003-2006 cohort with benefits and earnings data and estimate descriptive of benefits adequacy for comparison with current cohort (2007-2010). Continue with matching at family level for poverty analysis (long-term disability sample 2007-2010) and complete poverty analysis at individual and family level
Continue post-doctoral project activity—option 1: study of transitions to retirement, or option 2: trajectory analysis

Second Quarter: Complete analyses. Draft final report submission for funder

Third Quarter: Hold consultations with WSIB policymakers, injured worker community
Disseminate project findings via communication vehicles at IWH

Fourth Quarter: Follow up with KTE activities as required

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. The project will also include the guest editorship of a special issue of the journal *Equity, Diversity and Inclusion (EDI)*. The special issue title is "The Benefits of Inclusion: Disability and Work in the 21st Century

Objectives:

- Develop a counterfactual framework of a more inclusive society for application in Canada context.
- Synthesize theoretical and methodological literature on a more inclusive counterfactual scenario.
- 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.
- 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.
- Identify the distribution of costs of exclusion across stakeholders.
- Oversee a special issue of a journal, as guest editors, with the cost of exclusion/benefits of inclusion as the central theme.

Researchers: Emile Tompa (Principal Investigator), Amir Mofidi, Dan Samosh

Collaboration and Partnerships: Draw upon various policy circles to help guide the development of methods and their execution in the Canadian context.

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

Project Targets for 2020/21:

First Quarter: Prepare and submit manuscript on cost of exclusion in Canada
Review other journal submissions and submit manuscripts for peer review

Second Quarter: Write editorial front piece for the special issue
Continue peer review process of submitted manuscripts

Third Quarter: Complete editorial front piece for the special issue
Finalize peer-review process of submitted manuscripts

Fourth Quarter: Promote EDI special issue

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

Project Period: New

Introduction: Financial incentives for employers to recruit, retain and promote persons with disabilities (FIs) take many forms. They are used in Canada and elsewhere as a way to address low rates of employment among people with disabilities. However, to date there has been little research examining how and when they work to improve employment opportunities for people with disabilities. In Canada, the federal government directly operates programs in this domain and supports other initiatives through transfer payments to the provinces. The funds allocated to employment support activities are substantial. The overarching goal of the initiative is to undertake a multi-module, partnered research and knowledge mobilization initiative to develop evidence-informed resources on best-practices for the use of FIs.

Objectives:

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

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

Collaboration and Partnerships: Maureen Haan (Canadian Council on Rehabilitation and Work), Abdou Saouab (Employment and Social Development Canada), Michael MacDonald (Jazz Aviation)

Potential Audiences and Significance: This study is of relevance to federal and provincial/territorial governments and policymakers as well as service providers who provide job development, matching and support services for workers with disabilities and employers.

Project Targets for 2020/21:

First Quarter: Continue interviewing stakeholders about perceptions of FIs and mapping exercises
Continue scoping review of grey literature and promising practices in the field
Host quarterly advisory committee meeting

Second Quarter: Continue interviewing stakeholders
Continue scoping review of grey literature and promising practices in the field
Complete and submit manuscript on perceptions from Ontario interviews
Complete and submit manuscript from Ontario case studies
Host quarterly advisory committee meeting

Third Quarter: Complete interviews of stakeholder perceptions
Complete mapping exercise Complete scoping review
Host quarterly advisor committee meeting

Fourth Quarter: Begin case study analysis
Prepare manuscripts from year 1 activities
Host quarterly advisory committee meeting

Ontario injured workers outcome study (2320)

Project Period: Ongoing

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:

- Develop 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.
- 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
- 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), Nancy Carnide, Colette Severin, Peter Smith, Emile Tompa

Collaboration and Partnerships: IWH 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 this work 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 2020/21:

First Quarter: Continue study subject recruitment and interview administration
Linkage of survey responses to workers' compensation administrative records

Second Quarter: Commence descriptive and regression analysis

Third Quarter: Continue descriptive and regression analysis
Complete cohort profile manuscript

Fourth Quarter: Continue descriptive and regression analysis

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

Project Period: Ongoing, to be completed in Q2

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:

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

Researchers: Ron Saunders (Co-Principal Investigator), Cameron Mustard (Co-Principal Investigator), J O'Grady (Prism Economics)

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 2020/21:

First Quarter: Complete administration of additional sample of worker survey and employer survey
Analysis of data from the surveys and the claims review database
Begin draft final report

Second Quarter: Complete draft of final report
Presentation of findings to WorkSafeBC
Revise and finalize report
KTE activities

Third Quarter:

Fourth Quarter:

Future-proofing young Canadians with disabilities for the changing labour market (2330)

Project Period: New

Introduction: In industrialized countries the future of work is characterized by rising automation and digitization of jobs, increased exposure to precarious work, growing employment in the gig and sharing economies, and ecological and sociopolitical changes. The future of work has the potential to create new challenges that disproportionality affects vulnerable labor market subgroups including young workers and people living with disabilities. We apply strategic foresight methodologies to systematically examine the future of work as it relates to young people with disabilities. Findings will inform the design of future-proofed policies and programs for young people with disabilities, that can be implemented in the present, to address the anticipated shocks and stresses of the future of work. Designing strategies that anticipate changes in work and labor market conditions represents an important direction in social and public health policy that can shape pathways to better health for the working population.

Objectives:

- Construct medium-to-long-term views of the future of work as it relates to young people with disabilities.

Investigators: Arif Jetha (Principal Investigator), Monique Gignac, Ali Shamaee, Peter Smith, Emile Tompa

Collaboration and Partnerships: Employment and Social Development Canada Government of Canada, Canadian Council for Rehabilitation and Work, Civic Innovation Office, City of Toronto, Nextbillion.org, The Knowledge Society, Education at Work Ontario

Potential Audiences and Significance: Policy makers, people with disabilities, employers, social innovation groups, employment service providers. This work will inform future-proofing policies and programs that support young people with disabilities.

Project Targets for 2020/21:

First Quarter: Horizon scanning, interviews with young people with disabilities

Second Quarter: Horizon scanning, interviews with young people with disabilities

Third Quarter: Scenario development interviews with study stakeholders

Fourth Quarter: Scenario development interviews with study stakeholders

Canadian work disability prevention standard for paramedics with PTSI (3400)

Project Period: New

Introduction: The prevention and management of workplace disability (focused on tertiary and secondary prevention) is a significant challenge for Paramedic services. It also has an impact beyond the workplace affecting individuals in paramedic families, and communities. This project involved the development, promotion, and dissemination of a nationally applicable Canadian Paramedic Work Disability Prevention Standard and related tools to help prevent and manage work disability associated with post-traumatic stress injury (PTSI) of Paramedics; help prevent psychological harm from workplace exposures; and build the capacity of Paramedic services to address the psychological health and wellbeing of Paramedics. This project was designed to address several recommendations from a House of Commons discussion on supporting public safety officers, in October 2016. The proposed Standard and related tools will provide an innovative approach to preventing and managing PTSI systematically, by addressing it in a strategic, coordinated, and broad organizational management framework. This contrasts with the ad-hoc, piecemeal approaches that are commonplace. The Standard will provide guidance to systematically manage work disability prevention activities within Paramedic services. It will include a framework for the management of work disability prevention and management, and for hiring and retaining workers with mental and physical disabilities. It will be designed to be integrated with other related frameworks such as CSA Z1003.1 Paramedic Psychological Health and Safety in the Workplace (focused on primary prevention) which is currently under development.

Objectives:

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

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

Collaboration and Partnerships: Conestoga College, CSA Group, Country of Renfrew Paramedic Services, Paramedic Chiefs of Canada, Paramedic Association of Canada

Potential Audiences and Significance: Paramedics and paramedic organizations across Canada and other first responders such as police, firefighters and military personnel.

Project Targets for 2020/21:

First Quarter: Complete literature review, needs assessment and seed document for standard
Select technical committee members for standard

Second Quarter: Ongoing technical committee meetings to develop the standard

Third Quarter: Ongoing technical committee meetings to develop the standard

Fourth Quarter: Finalize standard document
Begin developing resources for implementation

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:

- Continue work with the DASH and review of measurement properties.
- Revise the scoring system for the DASH based on the findings of repeated factor analysis and a recheck of the content of the DASH.
- 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, K Cullen (Memorial University), C Kennedy-Yee (Health Quality Ontario)

Collaboration and Partnerships: Consultation with stakeholders, 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 2020/21:

- First Quarter:* Complete online screening and selection of articles on measurement properties
Begin online screening of the newer DASH articles into the same online system.
Report on opportunities for developing a database of the measurement property studies of the DASH
- Second Quarter:* Begin first of the literature review papers on the DASH Outcomes Measure.
Complete study on rechecking the content validity of the DASH Outcome Measure
- Third Quarter:* Present DASH reviews at international meeting
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.

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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:

- Evaluate approaches used to determine the validity and reliability of different indicators/measures and the approaches used to review these properties in the literature.
- Produce models of recovery based on qualitative and quantitative findings.
- Advance evidence-based approaches to selection of outcome measurement instruments in musculoskeletal disorders and work-related injuries.

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, in the field of measurement. We have strong links with OMERACT (international organization standardizing outcome measurement in rheumatology research) as well as collaborations with international groups such as COMET, COSMIN and IMMPACT.

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 2020/21:

- First Quarter:* Complete review of standards for good performance in various measurement performance and conduct consensus survey and discussion
Lead technical advisory group
Complete update of the review of quality appraisal systems in reviews of measurement properties
Teach in measurement courses University of Toronto: Clinical Epidemiology
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
Attend and lead methodological sessions at OMERACT 2020 (USA)
- Third Quarter:* Attend ACR and ISOQOL Meetings for setting standards in instrument selection
Explore the interest in developing a core outcome set for work and health research
- Fourth Quarter:* Provide editorial support to OMERACT for their OMERACT2020 articles
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 2020, we propose to initiate, undertake, and advance the following methods projects: comparison of Cochrane vs. non-Cochrane reviews, comparison of evidence synthesis methods, realist and rapid review project, AI project, and update IWH SR and KT methods papers.

Objectives:

- Write a paper on adapting the established SR methodology and stakeholder approach
- Write a paper on the findings of our AI use and findings
- Complete Prognosis review exemplar paper

Researchers: Emma Irvin (Institute Coordinator), Dwayne Van Eerd (Institute Coordinator), 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)

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 2020/21:

<i>First Quarter:</i>	Run UofT course on Systematic Review methods Update evidence synthesis algorithm Complete and submit SR stakeholders' paper
<i>Second Quarter:</i>	Complete IWH methods paper and submit Publish Prognosis paper
<i>Third Quarter:</i>	Complete and submit AI paper Do a sensitivity analysis with new evidence synthesis algorithm
<i>Fourth Quarter:</i>	Prepare for UofT course

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: Ongoing, to be completed in Q3

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 of 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 existing research evidence concerning inequalities in exposures and health outcomes that exist between men and women.

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, M Koehoorn (University of British Columbia)

Collaboration and Partnerships: UNIFOR, BC Trucking Association.

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 2020/21:

First Quarter: Conduct and complete risk of bias assessment of screened articles (level 3)

Second Quarter: Conduct and complete data synthesis

Third Quarter: Host stakeholder meeting to discuss findings
Complete final project report

Fourth Quarter:

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

Project Period: Ongoing, to be completed in Q2

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 2020/21:

First Quarter: Complete collecting data from stakeholder ranking exercise
Final report submitted to funder
Manuscript(s) preparation

Second Quarter: Manuscript preparation

Third Quarter:

Fourth Quarter:

Instruments for assessing permanent psychological impairment (3275)

Project Period: Ongoing, to be completed in Q2

Introduction: Permanent impairment refers to a situation where a worker has been unable to fully recover from their work-related injury and is left with a permanent residual disability that will impact their future earnings and prospects of promotion. It is important when assessing the presence and level of impairment, that this assessment can be performed reliably and accurately. There are numerous scales that have been proposed to measure permanent impairment due to a psychological condition, but the evidence that these scales are good measures of permanent impairment has not been systematically assessed.

Objectives:

- To systematically search the research literature to assess the measurement properties of three scales used to assess psychological impairment. These are the Brief Psychiatric Rating Scale (BPRS); The Global Assessment of Functioning Scale (GAF); and the Psychiatric Impairment Rating Scale (PIRS).

Researchers: Peter Smith (Co-Principal Investigator), Emma Irvin (Co-Principal Investigator), Monique Gignac, Joanna Liu, Morgane Le Pouésard, Maggie Tiong

Collaboration and Partnerships: WorkSafe BC

Potential Audiences and Significance: Compensation Boards and clinical assessors

Project Targets for 2020/21:

First Quarter: Finish appraising the quality of the studies, extract the data

Second Quarter: Synthesize the evidence and write the report

Third Quarter:

Fourth Quarter:

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

Project Period: Ongoing, to be completed in Q1

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:

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

Researchers: Dwayne Van Eerd (Co-Principal Investigator), Emma Irvin (Co-Principal Investigator), Siobhan Cardoso, Kay Nasir, Morgane Le Pouésard, A Butt (Memorial University)

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 2020/21:

First Quarter: Develop implementation guide.
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.

Second Quarter:

Third Quarter:

Fourth Quarter:

Knowledge Transfer & Exchange (KTE) & Communications

At the Institute for Work & Health, knowledge transfer & exchange (KTE) is a process by which research information is made available and accessible through interactive engagement with stakeholders for awareness, practice, planning and policy-making. KTE at IWH is integrated into the research process. Stakeholders are involved in helping us identify research priorities and frame research questions. They help us communicate findings in ways and through channels that are useful for policy and practice.

In conjunction with KTE processes is a corporate communications strategy that ensures the Institute brand is seen as a trusted and reliable source of evidence-based information. Communications strategies ensure our projects, findings, resources and events are known to, understood by and applicable to a growing number of stakeholders in the workplace health, safety and disability prevention arenas.

KTE and communications activities also actively work to build capacity in our audiences to understand and use research evidence.

The target audiences for the Institute's research include policy-makers (provincial and federal labour ministries, workers' compensation agencies), health and safety associations, workplace parties (labour and employers), occupational health, safety and disability management professionals, and health practitioners.

2020/21 KTE and communications activities that are tied to specific projects are reported with those projects in the previous section. Listed in this section are system- and organization-wide KTE and communications activities that are not project-specific.

The work of IWH's KTE and Communications Departments is focused on strategic 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 as a 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. Communications works with our scientists and stakeholders to develop a wide range of products (tools, guides, policy briefings, newsletter articles, videos) to communicate and apply research findings.

D. Knowledge Transfer & Exchange & Communications

Knowledge Transfer & Exchange

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Communications

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Stakeholder networks

Introduction: The Institute has established several formal networks representing stakeholders from a wide range of audiences concerned with occupational health and safety (OHS) and disability prevention and management. These include five health practitioner networks whose members are nominated by peers as “educationally influential” in their fields: chiropractors, ergonomists, kinesiologists, occupational therapists and physiotherapists; a network of disability management professionals, and a health and safety professionals network. Meetings are held annually with each group to facilitate knowledge exchange. IWH scientists share research findings and members share practice experience to inform our research and KTE activities. Members are encouraged to disseminate relevant findings to their own networks. They receive IWH newsletters (IWH News and At Work) as well as single-topic research alerts. Members are often approached to participate in research projects or for assistance with study participant recruitment. IWH also connects with employers and organized labour in informal networks.

As part of its stakeholder networks, IWH hosts a network of Ontario prevention partner organizations, the Prevention Knowledge Exchange Group (PKEG) to foster dialogue and strengthen knowledge exchange collaboration in the prevention system. The network comprises the six Ontario health and safety associations (HSAs), four other Ontario research centres, the Prevention Office and the Policy and Operations divisions of the Ontario Ministry of Labour, Training Skills and Development (MOLTSD), and the Workplace Safety and Insurance Board (WSIB). IWH also participates in other Ontario prevention system forums such as the Ergonomist Integrated Planning Action Committee (EIPAC).

Audience: OHS and other injury prevention practitioners, disability management professionals, health care professionals, insurers, policy makers and occupational health and safety researchers.

Objectives:

- Facilitate and support knowledge exchange among IWH researchers and network members to enhance existing research and future studies at IWH
- Disseminate research findings and the uptake of research to the community of practitioners in work-related primary/secondary prevention, RTW, and/or disability management roles
- Increase participation in IWH research projects and IWH events
- Collaborate with prevention partners to harmonize research activities and knowledge exchange opportunities for supporting the application of research evidence in Ontario workplaces

Team: Siobhan Cardoso, Monique Gignac, Sara Macdonald, Peter Smith, (Co-leaders), Kristina Buccat, Jan Dvorak, Cindy Moser, Uyen Vu

Collaboration and Partnerships: Professional bodies (associations/regulatory colleges), Health & Safety Associations, Ontario Centres of Research Excellence.

Project Targets for 2020/21:

<i>All Quarters:</i>	Disseminate single-item research e-alerts each quarter. Invite network members to participate in research as opportunities arise. Host quarterly PKEG meetings
<i>First Quarter:</i>	Review IWH networks and their strategic fit with IWH research activities. Discuss and begin implementing any needed changes to networks, group membership renewal and recruitment strategies. Host OHS Professionals’ Network event
<i>Second Quarter:</i>	Plan EI health practitioners and Disability Managers forum. Engage partners and members in renewal planning processes. Conduct renewals and welcome members
<i>Third Quarter:</i>	Host EI health practitioners and Disability Managers Network event. Plan communication strategies and engagement activities
<i>Fourth Quarter:</i>	Review EI practitioner’s forum format and determine approach for 2021 meetings. Plan OHS professionals networks annual event

IWH hosted events

Introduction: The Institute hosts two key events over the course of each year. The first is the annual Alf Nachemson Memorial Lecture, established by the Institute in 2002 to honour Dr. Alf Nachemson's significant contribution to research evidence in clinical decision-making. The Nachemson Lectureship is awarded annually to a prominent national or international individual who has made a significant contribution to work and health research, including the role of evidence in decision-making and evidence-based practice in the prevention of work-relevant injury, illness or disability. The lecture is delivered at a networking event to which the Institute's stakeholders are invited. The annual Nachemson lecture is a flagship event for the Institute, bringing together stakeholders and partners across the prevention system and beyond.

The second key event is the IWH Speaker Series, which is a series of research presentations hosted by the Institute. Held weekly during the fall and winter, about a dozen presentations each year are aimed at external stakeholders and advertised widely. The IWH Speaker Series provides an opportunity to learn about the latest findings from work and health researchers from the Institute and, to some extent, other Canadian and international researchers. The presentations can be attended in person at IWH or via live stream. Presentations are audio-recorded and made available as slidecasts on the IWH website and YouTube channel.

Audience: All stakeholder groups

Objectives:

- Increase the visibility of the Institute's research provincially, nationally and internationally
- Identify and acknowledge individuals who have made significant contributions to work and health research
- Provide an opportunity for networking among work and health researchers and users of their research, including workplace parties (e.g. workers, employers), policy-makers and practitioners
- Provide access to emerging and novel evidence in work-health research from the Institute

Team: Sara Macdonald (Project Leader), Cindy Moser (Co-lead), Kristina Buccat, Siobhan Cardoso, Jan Dvorak, Monique Gignac, Peter Smith, Uyen Vu

Collaboration and Partnerships: Not Applicable

Project Targets for 2020/21:

All Quarters:

- Review timeline and planning goals for hosted events
- Create and implement a communication plan for each event
- Maintain and support webinar streaming functionalities
- Liaise with the IWH Speaker Series Committee
- Align hosted events with outreach strategies

NB: The Nachemson lecture will not be held in 2020 due to IWH's hosting of the 2020 World Congress on Safety and Health at Work.

Outreach and promotion (0650)

Introduction: The Institute for Work & Health engages in ongoing 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 raises awareness and the profile of IWH research through activities such as participation in key events and conferences where targeted resources are made available to stakeholder groups.

Audience: All stakeholder groups, with particular attention to workplace parties and stakeholders concerned with health, safety and return to work.

Objectives:

- Seek new opportunities to reach out to stakeholders at non-academic conferences and events (e.g., professional association events)
- Present key research initiatives at non-academic, stakeholder events where appropriate
- Work with intermediary organizations, e.g. professionals groups and associations to reach their members/clients
- Assist IWH researchers in linking with workplace parties and other stakeholders
- Enhance knowledge exchange with leaders from employer and labour communities
- Profile the Institute as a credible and reliable resource of evidence-based information and tools for improving the health of workers

Team: Sara Macdonald (Project Leader), Kristina Buccat, Siobhan Cardoso, Monique Gignac, Cindy Moser, Peter Smith, Uyen Vu

Collaboration and Partnerships: Professional groups, employer associations, unions, health and safety associations

Project Targets for 2020/21:

- First Quarter:* Review the objectives and purpose outreach plan
Review conference attendance and exhibiting budgets
Prepare logistics for IWH booth at Partners in Prevention and other conferences
- Second Quarter:* Host IWH booth at Partners in Prevention conference
Prepare for fall conference attendance and exhibits
Exhibit at conferences
- Third Quarter:* Explore opportunities for establishing regular, annual contact with key individuals at organizations where IWH has had productive engagement and partnerships
Exhibit at conferences, including World Congress 2020
- Fourth Quarter:* Review conferences to attend and exhibit in 2021
Select new conference for exhibiting in 2022

**Products: newsletters, plain-language summaries and other information resources
(0604, 0611, 0629, 0636, 0660, 0663, 0665, 0690)**

Introduction: The Institute for Work & Health's Communications Department produces a wide range of products that are designed to share IWH research findings, events and resources with stakeholders. These products include newsletters, plain-language summaries, infographics, videos, annual/corporate reports and articles written for stakeholder publications and other resources. Communications and KTE together also develop tools and guides, policy briefs, case studies and other resources, as appropriate. All products and resources are written in plain language, with messages tailored to targeted audiences.

The main product for sharing plain-language IWH findings with our stakeholders is the quarterly newsletter, *At Work*, which is available online in html and pdf formats (and, occasionally, in print for distribution at outreach events).

Audience: Policy-makers (in the fields of occupational health and safety, disability management, workers' compensation, accessibility and inclusion, and public health); workplace parties (employers, labour representatives and workers); OHS/disability professionals; health practitioners; other researchers in the field of work and health; and the intermediary organizations representing and serving these external stakeholders (e.g. health and safety associations, professional associations)

Objectives:

- Develop lay-friendly, easy-to-access informational resources targeted to and valued by external stakeholders
- Keep external stakeholders aware of the research and events coming out of the Institute
- Ensure IWH information is of high quality, and is relevant to and easily understood by stakeholders
- Encourage and support uptake and use of IWH research findings and resources
- Increase the Institute's visibility as a credible, reliable and impartial source of research evidence
- Facilitate recruitment of participants into research projects, as appropriate

Team: Cindy Moser (Project Leader), Uyen Vu (Co-Lead), Kristina Buccat, Siobhan Cardoso, Monique Gignac, Sara Macdonald, Peter Smith

Collaboration and Partnerships: IWH scientists, researchers and other staff

Project Targets* for 2020/21:

All Quarters: Write, lay out and post quarterly issue of *At Work*
Write and post at least two *Research Highlights* per quarter
Write and post *Sharing Best Evidence* when IWH systematic review conducted
Produce and post at least two research-based videos/video shorts during year
Write at least one article per quarter for external stakeholder publications
Produce and post IWH Speaker Series slidecasts
Produce and post *5 Things We Think You Should Know* (general and topic-specific) for conference distribution
Produce and post at least one infographic during year
Write and post one impact case study per quarter
Write, lay out and post at least one *Issue Briefing* during year
Write, develop and post approved tools, guides and other resources
Write, produce and post 2019/20 annual report

*Most project targets are dependent upon research findings and topics being available that lend themselves to being best communicated to stakeholder audiences via the format referenced

Reach and dissemination: website, media, social media, e-alerts and subscriber acquisition (0630, 0650, 0655, 0660, 0682, 0690)

Introduction: The Institute for Work & Health's research findings, news, events and resources only become useful, valued and effective when they reach their intended audiences. The Institute's Communications Department, working closely with the KTE Department, ensures the Institute reaches a growing number of people within its stakeholder audiences through various dissemination activities, including websites, e-alerts, social media channels, media relations activities and stakeholder conferences. Through these channels and other subscriber-growth activities, the Institute also seeks to extend its reach to ensure more and more stakeholders are receiving and taking up IWH research.

The main vehicle for housing the Institute's information is the IWH website: www.iwh.on.ca. The main vehicle for maintaining regular contact with our stakeholders is our monthly e-newsletter, *IWH News*. The Institute also disseminates information through its social media accounts (Twitter, LinkedIn and YouTube), targeted e-alerts and various KTE activities (see Stakeholder Networks and Outreach and Promotion).

Audience: Policy-makers (in the fields of occupational health and safety, disability management, workers' compensation, accessibility and inclusion, and public health); workplace parties (employers, labour representatives and workers); OHS/disability professionals; health practitioners; other researchers in the field of work and health; and the intermediary organizations representing and serving these external stakeholders (e.g. health and safety associations, professional associations)

Objectives:

- Keep external stakeholders aware of the research, news and events coming out of the Institute
- Encourage, support and increase uptake and use of IWH research findings and resources
- Build awareness of the Institute for Work & Health brand as a reliable source of information
- Promote events, including the IWH Speaker Series
- Extend the reach/audience for IWH research
- Support the building and maintenance of strong and active stakeholder relationships
- Monitor and manage reach, dissemination and impact metrics
- Keep website contents, features, design and security up to date

Team: Cindy Moser (Project Leader), Jan Dvorak (Co-Lead), Uyen Vu (Co-Lead), Kristina Buccat, Siobhan Cardoso, Sara Macdonald, Lyudmila Mansurova

Collaboration and Partnerships: IWH scientists, researchers and other staff

Project Targets for 2020/21:

All Quarters: Write, lay out and e-mail monthly issues of *IWH News* to subscribers
Send notifications about quarterly editions of *At Work* to subscribers
Promote IWH events, such as the IWH Speaker Series
Support stakeholder surveys on use and sharing of IWH research
Add contents/features to IWH website, including accessibility and search enhancements
Monitor and update website security
Prepare informational and promotional materials for stakeholder conferences
Write, disseminate and follow up on media releases, as warranted
Tweet daily on weekdays, post weekly on LinkedIn and keep YouTube channel current
Update media contact list, key stakeholder list and subscriber lists in CRM
Undertake initiatives to increase *IWH News* and *At Work* subscriber sign-ups
Track communications metrics (website visits, downloads, subscribers, social media followers, media mentions) and compile in quarterly report to 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 2020/21, 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 conduct ongoing and new initiatives that align and support staff health and wellness.

Moving budget and expenses (3999)

Project Status: New, to be completed in Q2

Introduction: In 2019 the Institute for Work & Health was given notice from the building landlord at 481 University Ave to vacate the premises by July 31, 2020. The Institute currently leases 17,000 square feet at 481 University Ave. A commercial leasing agent was retained to identify opportunities to lease a single floor plate in the range of 12,000-14,000 square feet, in the same general geographic location. The Institute completed a lease agreement to assume tenancy in new premises at 400 University Ave. The transition plan has the Institute assuming possession of 400 University Ave on April 1, 2020, with occupancy to commence August 1, 2020.

Leads: Mary Cicinelli (Project Lead), Emma Irvin, Cameron Mustard

Project Targets for 2020/21:

First Quarter:

- Final space planning, moving and contracting meetings
- Assume tenancy in new premises
- Begin construction
- Continue inventory of paper and hardcopy files for transfer
- Continue to securely dispose of files and records in current office space and storage
- Continue preparing and assessing computer systems for transfer and set-up in new premises

Second Quarter:

- Prepare guidelines for movers
- Finalize computer system server rooms prior to staff move
- Finalize and execute transition plan for office set-up and staff
- Set-up office space in new premises

Third Quarter:

Fourth Quarter: