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

***Crouch M, Gignac Monique AM, Hamdani Y, Shadaan R, Nasir K, Smith PM, Kristman VL, Jetha A. Calling it like they see it? Young adults' discourses of employment and labour market inequalities. Equality, Diversity and Inclusion. 2025; [epub ahead of print].**

<https://doi.org/10.1108/EDI-03-2025-0155> [open access]

Abstract: Purpose Work experiences in the early career phase can have a lasting impact on employment engagement and quality of life. Not all young adults have access to resources that support labour market success. Some may contend with barriers to employment connected to their social identities and circumstances which perpetuate disadvantage. This paper examines how young adults frame their early work experiences and the advantage or disadvantage they may face in the labour market. Design/methodology/approach We conducted qualitative interviews with 47 young adults (ages 18–35 years) from Ontario, Canada representing diverse and intersecting identities of race, gender, sexuality, disability, education, socioeconomic level and immigration status. The data were interpreted using discourse analysis and through an intersectional lens. Findings Participants framed their early work experiences according to discourses of privilege, need and luck. Discursive constructions revealed or obscured advantage or disadvantage within early work experiences and highlighted how young adults with various intersecting identities understood their employment possibilities and choices. Originality/value By focusing on discourses of early work experiences, we illustrate how young adults make sense of their trajectories exploring understandings of privilege along with oppression in uneven power relations and social structures. Adopting an intersectional approach, we offer a complex depiction regarding young adults' understandings of privilege,

disadvantage and the role of luck, and challenge ideological notions of merit, choice and agency navigating contemporary labour markets.

***Keshavarz E, Hansen N, Buckland J, and Engel L. Feeling excluded in financial environments: challenges and strategies to promote financial inclusion for adults with post-stroke communication disabilities. *Journal of Communication Disorders*. 2025; 119:106595.**

<https://doi.org/10.1016/j.jcomdis.2025.106595> [open access]

Abstract: INTRODUCTION: Participating in financial environments may be challenging for people with stroke due to the communication disabilities they may experience. Understanding the experiences of adults with stroke-related communication disabilities in financial environments could help to identify strategies to improve their participation and performance. This study aimed to explore the experiences and potential challenges of people with post-stroke communication disabilities in financial environments, and introduce strategies for improving financial participation. METHOD: Four adults, three being women, from Manitoba with stroke-related speech and language disabilities participated in individual interviews for this qualitative descriptive research study. The data were analyzed using thematic analysis. RESULTS: Four themes and three subthemes were developed, highlighting that post-stroke communication disabilities often lead to financial exclusion due to external factors like institutional structures and social environments. Ableism, reflected in others' attitudes or behaviors, may have also impacted financial inclusion and participation. However, participants suggested strategies to improve financial participation and inclusion of people with stroke-related communication disabilities. CONCLUSION: This study adds to the growing area of speech-language pathology practice and research related to critical disability theory. Clinicians need to be aware that environments, including financial environments, have a key influence on the participation of people with post-stroke communication disabilities. Future studies should examine policies and practices in financial environments for people with stroke-related communication disabilities to improve their social inclusion

Akhavan A, Hasanlifard M, and Abolghasemi R. Noise-induced hearing impairments in Iranian airlines pilots: risk factors and occupational comparisons. *International Archives of Occupational & Environmental Health*. 2025; 98(9-10):787-795.

<https://doi.org/10.1007/s00420-025-02170-7>

Abstract: Purpose: After vision, hearing is the most important sensory mechanism for obtaining essential and critical information during flight operations. Pilots are at risk of hearing loss due to exposure to excessive noise which usually causes permanent and incurable hearing damage. This study investigated the hearing status of Iranian pilots and explored the relationship between the severity of their impairment, age, work experience and flight hours. Methods: In this cross-sectional study, eligible pilots were selected. Demographic information, job characteristics, flight hours and auditory complaints were collected. Subsequently, the pilots underwent hearing tests (Pure tone Audiometry) and the hearing threshold was measured at different frequencies. Results: the study involved 100 pilots (57 fixed-wing pilots and 43 helicopter pilots) with the mean age of 47.77 ± 7.53 years (28-64 years). The average and standard deviation of work experience in all the studied subjects was equal to 24.84 ± 8.44 years. 55 pilots had no auditory impairments, while 45 were diagnosed with some form of hearing impairment. The findings indicate that older age, longer work experience, and more flight hours are significantly associated with greater hearing impairments. Individuals with any

level of hearing impairment (slight to mild) had higher age, more work experience, and flight hours compared to those with normal hearing. Helicopter pilots exhibited higher hearing loss severity across frequencies compared to fixed-wing pilots, with statistically significant differences at 2000 Hz for the left ear and 1000, 2000, and 3000 Hz for the right ear. The comparison between the two ears showed that the hearing threshold in any of the flight devices (fixed wing or helicopter), in any of the investigated frequencies, has no significant difference between the left and right ears. Conclusion: Exposure to loud noise during flights can significantly impact the hearing of pilots. The severity of hearing loss in helicopter pilots is higher across all frequencies compared to fixed-wing pilots. Increased age, work experience, and flight hours are significantly associated with higher severity of hearing loss in both ears. Regular auditory assessments for pilots, especially helicopter pilots, are essential for early detection and monitoring of noise-induced hearing loss.

Christie F, Robertson PJ, and Swingewood A. Young people and precarious work in England during the Covid-19 pandemic: a psychology of working perspective. *European Journal of Work and Organizational Psychology*. 2025; 34(6):642-657.

<https://doi.org/10.1080/1359432X.2025.2557314>

Abstract: Young people are disproportionately represented in precarious work and are particularly vulnerable to labour market shocks. This article explores the lived experiences of twenty-one young precarious workers in England during the Covid-19 pandemic. Employing a qualitative longitudinal research (QLR) design, repeat interviews were conducted in 2021 to examine how participants' needs were met within the context of precarious work and how they made meaning of their working lives. Reflexive thematic analysis was guided by the Psychology of Working Theory (PWT), with a focus on human needs. Findings explore the role of career adaptability, work volition, social support, and critical consciousness as malleable factors that can buffer young people against the adverse effects of precarity. Participants articulated diverse rationalizations of their work situations: dedication to precarious career; adapting to stopgap option; juggling trade-offs between work factors; and resigned disengagement. While they utilized resourceful, lifewide strategies to meet their needs and demonstrated a clear awareness of labour market injustices, none engaged in collective or political action. The article concludes that while PWT concepts offer value in analysing precarity, the theory is less suited to illuminate the complex role of reflexivity in shaping worker subjectivities.

Derman PB, Raad M, Satin AM, Telfeian A, Ogunlade J, Dunn C, et al. Return to work after lumbar endoscopic spinal surgery in the United States. *Spine Journal*. 2025; 25(12):2728-2738.

<https://doi.org/10.1016/j.spinee.2025.05.033>

Abstract: BACKGROUND CONTEXT: Return to work (RTW) after spinal surgery is a crucial postoperative outcome influencing patients' lives. Endoscopic spinal surgery (ESS) is an ultra-minimally invasive technique for the treatment of spinal pathology, and some ESS procedures have been shown to improve RTW dynamics following spinal surgery. PURPOSE: The aim of this study is to investigate RTW within ninety days following various lumbar ESS procedures in the United States (US) and compare differences in RTW between patient occupational activity levels and ESS procedural types. STUDY DESIGN/SETTING: Prospectively collected data provided by patients via the SPINEHealthie mobile health application. PATIENT SAMPLE: Patients with a status of employed who received lumbar ESS (n=192). OUTCOME MEASURES: Back pain, leg pain, ODI, and return to work after spine surgery. METHODS: The SPINEHealthie project dataset was used for this study. The

SPINEHealthie project is a multicenter, multisurgeon prospectively collected dataset for endoscopic spine surgery in which patients utilize a mobile health application to report critical outcome measures. One hundred ninety-two patients met the inclusion criteria for this study. The primary outcome was patient reported time to RTW. Kaplan Meier survival analysis and Cox proportional hazard models were performed to analyze RTW after lumbar ESS. RESULTS: Average age was 52.0 years, and 59.4% of the sample were male. The cumulative incidence in RTW was 83.6% with a median of patients returning to work at or before 16.0 days after any type of lumbar ESS. Patients with labor-intensive occupations returned to work significantly later than patients with sedentary occupations ($p=.014$). Surgical procedure was also associated with RTW ($p=.043$); a median of patients returned to work at or before 13.0 days after interlaminar discectomy or unilateral decompression, 20.0 days after far lateral approaches for discectomy or decompression, and 40.0 days after interlaminar unilateral laminotomy for bilateral decompression. CONCLUSIONS: Patients who received lumbar ESS return to work relatively rapidly compared to the literature on traditional open lumbar procedures. The type of ESS (as dictated by the underlying pathology), as well as patient occupational physical activity requirements impact postoperative RTW

Fritsch NS, Sophia W, and Liedl B. Explaining the autonomy-control-paradox with the rise of remote work. *Industrial Relations Journal*. 2025; 56(6):427-440.

<https://doi.org/10.1111/irj.70000> [open access]

Abstract: ABSTRACT In the digital age, working remotely has become the new normal for many employees in most European countries. In Austria too, the context of the present study, remote work was once considered to be the exception rather than the rule. Nevertheless, it became indispensable for an unforeseen number of employees, especially within the last couple of years. In line with this transformation of the labour market, more flexibility over both time and place of work leads to a sense of more autonomy for employees. However, the increase of autonomy comes with paradoxical consequences as the new circumstances introduce different modes of control. Therefore, the present paper aims to explain how the autonomy-control paradox works from an employee's perspective, by applying a two-phase explanatory sequential mixed methods design. Our results are based on quantitative data using the Micro Census as well as the Austrian AKCOVID Panel Survey and a set of 33 problem-centred semi-structured interviews. The findings of our quantitative study indicate that especially employees regularly working remotely perceive increased levels of both autonomy and control. The analyses of our qualitative interviews deepen the understanding of this paradox as we discuss eight subcategories in an exemplary typology representing ideal-typical characteristics on a continuum where we evaluate individual preferences and the actual working situation using a schematic illustration in a two-dimensional model

Hamermesh DS and Myck M. The time cost of a disability. *Journal of Health Economics*. 2025; 104:103079.

<https://doi.org/10.1016/j.jhealeco.2025.103079>

Abstract: We consider how a physical disability alters patterns of time use. A disability may raise the time cost of some activities, making them differentially less worth doing; or it may make switching activities more costly. Both possibilities predict that fewer activities will be undertaken, with more time spent on each. These explanations describe our correlational findings based on non-working ATUS 2008-22 respondents ages 70+, 32 % of whom self-assess a disability. Data from the 2013 Polish

Time Use Survey, where disability is medically certified, show similar results and demonstrate the same loss of variety over multiple days. Remarkably similar basic results are found using homogenized British, Canadian, French, Italian, and Spanish time diaries. Evidence from a "sesqui-difference" test on the ATUS data hints that the relationship is causal. Overall, a mobility/physical disability leads an otherwise identical person to engage in over 10 % fewer activities on a typical day. The lost variety represents extra costs equivalent in data from six countries to over twice the average annual income of older individuals

Hult M, Bosmans K, Padrosa E, Julia M, Vos M, Mikkonen S, et al. Explaining the relationship between precarious employment conditions and mental health among healthcare workers: the mediating role of psychological experience of work precarity. *European Journal of Work and Organizational Psychology*. 2025; 34(6):671-685.

<https://doi.org/10.1080/1359432X.2025.2517620> [open access]

Abstract: The adverse effects of precarious employment on mental health are well-established, yet the mediating mechanisms require further elucidation to understand their impact. In line with Allan et al.'s (2021), work precarity framework, subjective psychological experiences (in this study, job insecurity, moral distress, and work/family (in)balance) are investigated as mediating mechanisms linking the "objective situation of precarious employment" (using the EPRES scale) to mental health. As hypothesized, psychological experiences of work precarity mediate the detrimental effects of precarious employment on mental health in a large sample of Belgian and Finnish healthcare workers (n = 9041). These findings provide a novel exploration of the complex mediational pathway of subjective psychological experiences. Our study thereby offers evidence for an explanatory model that reconciles materialist and psychological understandings of the relation between precarious employment and mental health.

Ko H, Cho SS, Lee HE, Min J, and Kang MY. Work-related risk factors of sleep apnea: evidence from the Korean work, sleep, and health study. *International Archives of Occupational & Environmental Health*. 2025; 98(9-10):797-805.

<https://doi.org/10.1007/s00420-025-02173-4>

Abstract: Objective: Occupational exposures are hypothesized to contribute to obstructive sleep apnea (OSA) risk, yet evidence from large, population-based studies remains scarce. This study aimed to investigate the association between a wide range of work-related factors and sleep apnea risk among Korean workers. Methods: We analyzed data from the Korean Work, Sleep, and Health Study (KWSHS), a nationwide longitudinal panel survey conducted between 2022 and 2024. Work-related exposures included long working hours, shift work, occupational stress, emotional labor, physical or chemical hazards, and ergonomic factors. Sleep apnea risk was assessed using the Berlin Questionnaire. To account for repeated measurements within individuals, generalized estimating equation models were applied to estimate adjusted odds ratios (ORs) and 95% confidence intervals (CIs), adjusting for age, sex, and occupation. Subgroup analyses were performed according to obesity status. Results: Among 8,976 workers, long working hours (> 52 h per week; OR 1.22, 95% CI 1.04-1.43), high occupational stress (OR 1.93, 95% CI 1.76-2.12), high emotional labor (OR 1.74, 95% CI 1.50-2.02), physical or chemical exposures (OR 1.37, 95% CI 1.25-1.50), and ergonomic strains (OR 1.36, 95% CI 1.25-1.48) were significantly associated with increased odds of high sleep apnea risk. Shift work was not significantly associated with OSA risk, which may be partially explained by the

healthy worker effect or adaptation among long-term shift workers. Associations with physical and chemical exposures were stronger among non-obese participants. Conclusions: Work-related psychosocial and environmental factors contribute meaningfully to sleep apnea risk. Addressing workplace conditions may represent an important strategy for sleep apnea prevention.

Liu S, Chen Q, and Xu H. The impact of work characteristics on safety behavior of front-line employees in small and medium-sized industrial enterprises: an empirical study based on Chinese SMEs. *International Journal of Occupational Safety & Ergonomics*. 2025; 31(4):1059-1073.

<https://doi.org/10.1080/10803548.2025.2473786>

Abstract: This study explores how work characteristic factors influence the safety behavior of front-line employees in small and medium-sized industrial enterprises in China, using an expanded job demands-resources model. The research constructs a structural model based on job demands and job resources. A total of 558 valid responses were collected using a designed variable measurement scale to empirically test the influence of work characteristics on safety behavior (safety compliance and safety participation). The findings reveal that job demands negatively affect safety behavior, with job burnout mediating this relationship. In contrast, job resources positively influence safety behavior, with safety motivation mediating the effect. Additionally, psychosocial safety climate moderates the mediating path between job demands and employee safety behavior, while it partially moderates the mediating paths between job resources and employee safety behavior

Marques-Cruz M, Pinto F, Vieira RJ, Bognanni A, Perestrelo P, Gil-Mata S, et al. Use of artificial intelligence to support the assessment of the methodological quality of systematic reviews. *Journal of Clinical Epidemiology*. 2025; 187:111944.

<https://doi.org/10.1016/j.jclinepi.2025.111944> [open access]

Abstract: OBJECTIVES: Published systematic reviews display a heterogeneous methodological quality, which can impact decision-making. Large language models (LLMs) can support and make the assessment of the methodological quality of systematic reviews more efficient, aiding in the incorporation of their evidence in guideline recommendations. We aimed to develop an LLM-based tool for supporting the assessment of the methodological quality of systematic reviews. METHODS: We assessed the performance of 8 LLMs in evaluating the methodological quality of systematic reviews. In particular, we provided 100 systematic reviews for eight LLMs (five base models and three fine-tuned models) to evaluate their methodological quality based on a 27-item validated tool (Reported Methodological Quality (ReMarQ)). The fine-tuned models had been trained with a different sample of 300 manually assessed systematic reviews. We compared the answers provided by LLMs with those independently provided by human reviewers, computing the accuracy, kappa coefficient and F1-score for this comparison. RESULTS: The best performing LLM was a fine-tuned GPT-3.5 model (mean accuracy = 96.5% [95% CI = 89.9%-100%]; mean kappa coefficient = 0.90 [95% CI = 0.71-1.00]; mean F1-score = 0.91 [95% CI = 0.83-1.00]). This model displayed an accuracy >80% and a kappa coefficient >0.60 for all individual items. When we made this LLM assess 60 times the same set of systematic reviews, answers to 18 of 27 items were always consistent (ie, were always the same) and only 11% of assessed systematic reviews showed inconsistency. CONCLUSION: Overall, LLMs have the potential to accurately support the assessment of the methodological quality of systematic reviews based on a validated tool comprising dichotomous items

Marsh SM, Meyers AR, Quinn TD, Wurzelbacher SJ, and Naber SJ. Cost of workers' compensation claims among firefighters in Ohio, 2001-2020. Journal of Safety Research. 2025; 95:396-404.

<https://doi.org/10.1016/j.jsr.2025.10.017>

Abstract: BACKGROUND: Firefighters face significant occupational hazards resulting in fatal and nonfatal injuries as well as illnesses. This study characterizes the costs of workers' compensation (WC) claims among Ohio firefighters from 2001 to 2020, providing insights for prevention and resource allocation strategies. METHODS: WC claims data for public and private fire departments were analyzed. Claims were categorized by type (medical-only vs. lost-time), demographics, tasks that led to the injury/illness, injury/illness events, and diagnoses. Costs included medical care, indemnity payments, and reserves for future anticipated costs, evaluated as of Q2 2022. RESULTS: Among 37,306 claims, costs totaled \$542 million. Lost-time claims accounted for \$497 million, while medical-only claims totaled \$45 million. Overexertion involving outside sources was the most frequent event, contributing to 27% of claims and \$176 million in costs. Patient care activities and long-term exposures had disproportionately high cost-to-claim ratios, highlighting their significant financial burden. A notable increase in cancer-related claims was observed following Ohio's firefighter cancer presumption law implementation in 2017, reflecting the impact of policy changes on claim trends. CONCLUSIONS: This analysis highlights the substantial cost of WC claims among firefighters, emphasizing the need for targeted prevention efforts and resource allocation. The findings underscore the impact of policy changes, such as presumption laws, in shaping WC trends. Future research could examine cost differences across firefighter subgroups and assess the long-term impacts of presumption laws on compensation systems. PRACTICAL APPLICATIONS: Insights from this study provide fire departments and policymakers with critical data to prioritize prevention strategies for high cost injuries, such as overexertion and cancer-related conditions. Findings also support the development of policies and resource allocations aimed at improving firefighter safety

Park S and Lee JH. The impact of flexible work on young workers' health: longitudinal evidence from South Korea. Journal of Occupational & Environmental Medicine. 2025; 67(11):890-894.

<https://doi.org/10.1097/JOM.0000000000003491>

Abstract: OBJECTIVE: The aim of the study was to examine the association between flexible work arrangements (FWA) and changes in self-rated health (SRH) among young adults using a repeated measures design. METHODS: This longitudinal study used data from 5361 South Korean young adults (aged 19-28) participating in the 2021 and 2022 waves of the Youth Panel 2021. Generalized estimating equations assessed the relationship between time-varying FWA participation and SRH. Covariates included age group, sex, education level, and weekly working hours. RESULTS: FWA was significantly associated with an increased odds of poor SRH (odds ratio = 1.52, 95% confidence interval: 1.16-1.99, P = 0.002), even after adjusting for demographic factors and working hours. CONCLUSIONS: FWA may negatively impact young workers' health. Policies should integrate workload management and promote sustainable working conditions to balance flexibility with well-being, particularly for early-career workers

Teno SC, Silva MN, Silva H, and Judice PB. Longitudinal analysis of sitting time and impact on wellbeing and quality-of-life of sedentary workers. Ergonomics. 2025; 68(11):1882-1891.

<https://doi.org/10.1080/00140139.2024.2441451> [open access]

Abstract: Sitting time (ST) in the occupational domain has been linked to reduced wellbeing and

quality-of-life. However, studies investigating the impact of reducing ST in these outcomes are scarce. An ancillary analysis using data from a RCT containing a 6-month sit-stand desk-based intervention, evaluated workers' changes in ST (objectively measured), and subjective wellbeing and quality-of-life. Two groups were created based on changes in ST. Independent and paired-sample T-tests were used to evaluate the differences between and within groups, and analysis of covariance (ANCOVA) was conducted to evaluate the effects of ST reduction in the outcomes. Our analyses indicated that 13 participants out of 38 reduced ST (-72min/day [± 40.0 ; $p < 0.001$], while 25 participants slightly reduced or increased ST (+36.7 min/day [± 40.3 ; $p < 0.001$]). Both groups had an improvement in quality-of-life scores, but only those who reduced ST improved subjective wellbeing ($p = 0.028$). Despite these results, no time*group interaction was found.

Triches MI, Mininel VA, Dos Santos GB, and Sato TO. Risk factors for musculoskeletal and depressive symptoms among Brazilian healthcare workers from the HEROES cohort: a prospective longitudinal study. *International Journal of Occupational Safety & Ergonomics*. 2025; 31(4):976-983.

<https://doi.org/10.1080/10803548.2025.2468158>

Abstract: Objectives. This study aimed to identify occupational, personal and psychosocial risk factors associated with musculoskeletal and depressive symptoms in a cohort of Brazilian healthcare workers (HEROES). Methods. The prospective cohort study included 125 healthcare workers from the Brazilian Healthcare System (SUS). Data were collected via e-surveys using a sociodemographic questionnaire, Nordic musculoskeletal questionnaire, Beck depression inventory, Copenhagen psychosocial questionnaire and Pittsburgh sleep quality index. The follow-up response was 64, 52, 50 and 49% at 3, 6, 9 and 12-month follow-up, respectively. Multivariate logistic regression identified the main risk factors for musculoskeletal and depressive symptoms. Results. At 3 months, sleep quality, burnout, age, stress, quantitative demands, skill development and emotional demands were associated with musculoskeletal symptoms and recognition was associated with depressive symptoms. At 6 months, justice, stress and age were associated with musculoskeletal symptoms and recognition was associated with musculoskeletal and depressive symptoms. At 9 months, burnout, stress, sleep quality and emotional demands were associated with musculoskeletal symptoms. At 12 months, sleep quality was associated with musculoskeletal symptoms and recognition was associated with depression symptoms. Conclusion. Personal and psychosocial risk factors were significantly associated with musculoskeletal and depressive symptoms. Future intervention studies should emphasize these factors, with larger samples

Veroniki AA, Tricco AC, Rangira D, McKenzie JE, Li T, Straus SE, et al. Updating the PRISMA reporting guideline for network meta-analysis: a scoping review. *Journal of Clinical Epidemiology*. 2025; 188:111985.

<https://doi.org/10.1016/j.jclinepi.2025.111985> [open access]

Abstract: BACKGROUND AND OBJECTIVE: This scoping review is the first step in the process of updating the 2015 Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) extension for network meta-analysis (NMA). It builds up on a 2014 scoping review by our team and aims to enhance the usability, completeness, and transparency of NMA reporting for diverse audiences, including patients and the public. The updated extension will align with PRISMA 2020 and will address gaps in reporting, such as documenting methods for assessing NMA homogeneity and transitivity, defining intervention nodes in a network of studies, and considering advances in statistical

modeling with NMA. **METHODS:** We registered the study protocol with the Open Science Framework and published it in Joanna Briggs Institute (JBI) Evidence Synthesis. We searched multiple databases and gray literature sources, and screened studies in duplicate. Data extraction was also conducted in duplicate using a standardized form, focusing on study characteristics, authors' reporting recommendations, and proposed additions to PRISMA-NMA and/or PRISMA 2020. **RESULTS:** Sixty-one studies met eligibility criteria, including 23 guidance documents and 38 overviews of reviews assessing the completeness or quality of NMA reporting. We identified 37 additional reporting items relevant to NMAs, which will inform the next stage of the PRISMA-NMA update (a Delphi consensus process). **CONCLUSION:** Our findings support the urgent need to update the PRISMA-NMA guideline. Addressing persistent reporting gaps and incorporating recent methodological developments is critical to improving the transparency, reproducibility, and trustworthiness of NMAs

Wambui D, Fiellin M, Majka C, Espineli C, Flattery J, and Vergara X. Prevalence and risk factors for long COVID among California workers captured by a doctor's first report-based surveillance system. *Journal of Occupational & Environmental Medicine*. 2025; 67(12):1060-1068.

<https://doi.org/10.1097/JOM.0000000000003497>

Abstract: **OBJECTIVE:** To understand prevalence and risk factors for long COVID among California workers. **METHODS:** Using a cross-sectional study design, we analyzed 4496 Doctor's First Reports of Occupational Injury or Illness (DFRIs) used for tracking work-related COVID-19 exposure or illnesses. Logistic regression was used to assess the risk factors. **RESULTS:** With a prevalence of 11%, long COVID cases were slightly higher among male workers, workers aged between 45 and 54 years, and those in essential industries. Over 30 days of lost work was 13 times more prevalent among long COVID cases compared to acute cases. Age, presenting symptoms, and working in mixed essential industries increased long COVID risk. **CONCLUSION:** These findings highlight long COVID burden on workers' health and productivity. Proactive measures are crucial to safeguard workers' health

Watson M, Morgan L, Patti M, and Lovern A. Perceptions of burnout among nursing faculty: a qualitative study. *Workplace Health & Safety*. 2025; 73(12):590-598.

<https://doi.org/10.1177/21650799251361942>

Abstract: **Background:** Burnout among nursing faculty is a pressing issue, with recent findings by Zangaro et al. reporting moderate to high levels of burnout in 82% of nursing faculty across the United States. Despite this growing concern, there is limited qualitative research exploring the perceptions of contributing factors to burnout among nursing faculty in the U.S. **Method:** A qualitative descriptive design was utilized to gain insights into nursing faculty experiences. Semi-structured interviews were conducted with a purposive sample of academic nursing faculty (n = 15) from various institutions across the U.S. Data were analyzed using content analysis and coding to identify key themes. **Results:** Key factors contributing to burnout included faculty incivility, student incivility, unrealistic workloads, and insufficient institutional support. Participants identified reduced workloads, increased mental health resources, and enhanced financial stability as critical strategies to mitigate burnout. **Conclusion:** Addressing incivility among faculty and students is crucial to fostering a positive and supportive academic environment. Interventions focused on promoting mental well-being and improving work conditions for nursing faculty are essential for preventing burnout, enhancing retention, and sustaining the nursing workforce. Tackling burnout among nursing faculty is vital for

strengthening the nursing profession, improving patient care outcomes, and addressing future healthcare challenges.

Zagrodney K, Bourcier D, Gupta N, Simkin S, Ashcroft R, Bath B, et al. Co-developing an inclusive interprofessional health workforce minimum data standard for enhanced planning and decision-making: a Canadian case with international relevance. Health Policy. 2026; 163:105485.

<https://doi.org/10.1016/j.healthpol.2025.105485> [open access]

Abstract: BACKGROUND: Comprehensive and standardized health workforce data are the foundation of more robust planning and evidence-informed decision-making in the face of multiple crises. OBJECTIVE: This paper describes the process, results, and lessons learned in co-developing an inclusive, interprofessional health workforce minimum data standard (MDS) for planning. METHODS: A four-phase development process was undertaken: 1) we gathered existing data standards through an environmental scan and literature review, from which we synthesized common data elements into modules; 2) we gathered input through collaborator engagement on the suitability of these data elements to address their priority planning questions; 3) we reviewed the retained data elements with information garnered from an ongoing integrated primary care health workforce planning process; 4) collaborating partners provided detailed feedback on the drafted MDS data elements. RESULTS: Data elements, their sources and other metadata identified from the scans were synthesized into three modules on health worker capacity, education, and identification. Consultation feedback led to refinements and additional data elements. The retrospective review led to streamlining of the number elements within each module. Partner feedback led to further refinement, mindful of implementation, including dividing them into a core and supplemental set. CONCLUSIONS: Co-developing an MDS for planning benefits from building off existing data standards, open and ongoing collaborator engagement for buy-in, and practical considerations balancing adding more data against finding the right data elements to fit planning needs. Although the MDS was developed for a Canadian context, the approach and outputs are transferable to other settings

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