

Research and Workplace Innovation Program

Funding occupational health research and innovative workplace solutions



2010 ANNUAL REPORT



SPOT THE HAZARD
ASSESS THE RISK
FIND A SAFER WAY
EVERYDAY



The Workers Compensation Board of Manitoba (WCB) is committed to the promotion of safe and healthy workplaces, the provision of compassionate and supportive compensation services, and the recovery and return to meaningful work of injured workers in Manitoba as soon as it is safe to do so. The WCB has established the **Research and Workplace Innovation Program (RWIP)** to promote and fund scientific research, workplace innovation projects and knowledge transfer related to prevention of occupational injuries, diseases and return to work of injured or ill workers.

The RWIP makes available \$1 million each year through two streams of funding:

- workplace-based innovation projects that lead to improvements in workplace health and safety, and foster successful rehabilitation and productive and safe return to meaningful work
- high-quality scientific research on significant issues related to workers compensation

More specifically, the WCB considers RWIP applications based on the following criteria:

Workplace Innovation Funding

The primary goal of funding workplace innovation is to support novel and creative projects that lead to positive change in the safety and health environment in Manitoba workplaces. The WCB supports workplace applications that propose to:

- develop, implement and evaluate innovative, practical solutions to improve workplace health and safety and foster successful rehabilitation and productive and safe return to meaningful work of injured or ill workers
- apply new information and technology to address occupational safety and health issues
- use existing knowledge in new ways to solve problems in occupational safety or health
- transfer knowledge to the workplace through the development of education and training materials or programs in workers compensation issues or occupational safety or health.

Scientific Research Funding

The primary goal of funding scientific research is to support high quality studies that lead to a reduction in the incidence, morbidity and mortality from work-related injury and disease. The WCB supports scientific research applications that propose to:

- develop a stronger understanding and further current knowledge of workplace injuries, illness, and disease
- identify, prevent, treat or support recovery from workplace injuries, illness and disease
- explore risk factors associated with specific industries, occupations, technology, work processes or other factors that may give rise to workplace injuries, illness and disease
- expand Manitoba's research capacity in occupational health and safety and issues related to workers compensation.

The RWIP replaced the Community Initiatives and Research Program (CIRP) in 2009, which had been in operation since 1997. Since 1997, the funding has supported workplace prevention, education and training initiatives and 145 projects have been completed or are still in progress.

The program will continue to uphold the highest standards of merit-based evaluation of grant applications, including peer review of scientific research, diligent project monitoring and relevance to covered workers and employers.

New Grants Awarded in 2010

Workplace Innovation

A PILOT PROJECT IN SECLUSION AND RESTRAINT-FREE MENTAL HEALTH SERVICES: FOSTERING PRACTICE CHANGE AND CULTURAL SHIFT IN THE MANAGEMENT OF HIGH RISK VIOLENT PATIENTS WHILE ENHANCING PATIENT AND STAFF SAFETY

Dawn Bollman, Manager of Patient Care, Adult Mental Health Program, Psychiatric Intensive Care Unit, Health Sciences Centre

\$136,000

Physical restraint and/or seclusion of patients in locked rooms are typically employed to control the behaviour of mental health inpatients who present with aggression. The use of seclusion and/or restraint frequently results in multiple physical injuries and psychological impacts on both the patient and staff.

The Health Sciences Centre (HSC) will pilot “*The Six Core Strategies for Reducing Seclusion and Restraint Use*” (SCS) training program in the Psychiatric Intensive Care Unit (HSC-PY3-South). This program utilizes alternative mechanisms to prevent and control patient aggression and includes enhanced patient involvement with treatment planning. Use of this program in a number of other psychiatric facilities has reduced workplace injuries and has been endorsed by prominent medical associations, including the American Psychiatric Association, the American Psychiatric Nurses Association and the Service Employees International Union. The SCS program will be offered on site and customized to fit the context and specifics of the HSC-PY3’s requirements.

Following the completion of the pilot project, the SCS program will be reviewed and then rolled out to the HSC’s Adult & Child and Adolescent Mental Health inpatient units. It is anticipated that the use of the SCS program will result in a decrease in the number of incidents of aggression and workers compensation claims.



“The use of seclusion in the management of mental health patients presenting with aggression incurs multiple physical and psychological risks to patients and staff alike. The goal of the project is to provide our multidisciplinary team with a training program aimed at fostering change and cultural shift, resulting in a reduction in staff injury.”

- Project Advisory Committee

Top row, left to right: **Linda Perrin**, Manager of Patient Care, Mood Disorders Program; **Dawn Bollman**, Manager of Patient Care, Psychiatric Intensive Care Unit; **Larry Stratton**, Registered Psychiatric Nurse, Psychiatric Intensive Care Unit; **Dr. Tristan Anderson**, Resident, Mental Health Program; **Anita Olafsson**, Case Manager, Workers Compensation Board of Manitoba

Bottom row, left to right: **Dr. Jeff Waldman**, Medical Director, Psychiatric Intensive Care Unit; **Lisa Knechtel**, Manager of Quality, Adult Mental Health Program; **Dr. Depeng Jiang**, Biostatistical Consulting Unit Director, University of Manitoba – Faculty of Medicine

Scientific Research

A RANDOMIZED STUDY OF NON-OPERATIVE MANAGEMENT VERSUS SURGICAL INTERVENTION AMONG WCB PATIENTS WITH SMALL ROTATOR CUFF TEARS; EFFECT UPON TIME TO CLAIM CLOSURE IN TWO PRAIRIE CENTRES

Dr. David M. Sheps, Orthopaedic Surgeon and Clinical Lecturer, University of Alberta and Dr. Peter MacDonald, Gibson Professor and Head of Section Orthopaedics, University of Manitoba, WRHA Regional Leader, Orthopaedics
\$126,500

Many workers incur injuries due to rotator cuff tears that cause shoulder pain, disability and discomfort resulting in their inability to work. This study will examine the differences in rehabilitation outcomes between two groups of injured workers with rotator cuff tears to determine whether their recovery would be expedited by surgical interventions or by non-operative treatments. The overall goal is to determine if immediate surgery results in timelier return to work and symptom resolution, compared to non-operative management.

This study will also examine work-related factors and individual patient characteristics that could affect rehabilitative outcomes or predict whether it would be more effective for patients to be referred to operative or non-operative treatments at the time of assessment. This knowledge will enhance current WCB practices relating to the medical management of rotator cuff injuries.



“We believe that this project will provide evidence as to who needs immediate surgical intervention after tearing their rotator cuff in the workplace; knowledge that will enhance current WCB medical management of rotator cuff injury claims.”

- Dr. Peter MacDonald

Renowned international orthopaedic surgeon, scholar, Head Team Physician for the Manitoba Moose Hockey Club and the Winnipeg Blue Bombers Football Club. Dr. MacDonald's current clinical practice focus is in shoulder, knee, sports injuries and arthroscopy.



“The study will help us understand whether, in this select population of workers, expedited or early surgery will allow a more rapid return to work than the traditional rehabilitation first approach.”

- Dr. David M. Sheps

Orthopaedic surgeon, senior researcher, member of JOINTS Canada (Joint Orthopaedic Initiative for National Trials of the Shoulder) and SURGE (Shoulder and Upper extremity Research Group of Edmonton). Dr. Sheps' research interests include clinical outcomes following shoulder, elbow, and wrist surgery as well as the epidemiology of shoulder and elbow injuries.

RETURN TO WORK FOLLOWING TOTAL KNEE REPLACEMENT IN WORKING INDIVIDUALS

Dr. Eric Bohm, Assistant Professor and Director of Arthroplasty Research, Concordia Joint Replacement Group, University of Manitoba
\$197,250

Historically, the majority of patients suffering from knee arthritis were over 65 years of age, retired and less active. Today, patients suffering from knee arthritis are generally younger, more active, and have a longer life expectancy. With improvements in the design of total knee replacement (TKR), knee surgery has expanded to include younger, more active patients for whom return to work is an important surgical outcome.

This study will investigate the effect of TKR on an individual's ability to return to work and explore factors that may affect return to work. The findings will enhance decision-making about modified work, resumption of employment and employment expectations in patients with arthritis of the knee.



“The Concordia Joint Replacement Group is undertaking research to study the effect of total knee replacement on a patient's ability to return to work and perform their work related duties. This will serve to inform expectations of work resumption and capabilities following this type of surgery.”

- Dr. Eric Bohm

Dr. Bohm is a member of a renowned team of orthopaedic surgeons whose clinical interests are primary and revision hip and knee replacement surgery, the outcome of joint replacement operations, radiographic stereometric analysis (RSA), and healthcare policy and resource management.

UNDERSTANDING AND MEASURING WORK DISABILITY IN RURAL AND URBAN HEALTHCARE WORKERS IN MANITOBA

Dr. Margaret N. Friesen, Assistant Professor, School of Medical Rehabilitation, University of Manitoba

\$199,500

There is a general perception that injured workers in rural areas have difficulty accessing disability management services. This study will investigate the differences in work disability outcomes between rural and urban healthcare workers, examine the status of injury prevention and return to work programs and develop decision-making tools for prevention of work disability specific to rural healthcare employers and workers. The findings will provide information that will assist in the ongoing development of disability management services for workers and employers in this sector.



“Healthcare workers are at high risk for poor return-to-work outcomes due to factors such as workplace violence, demanding workloads, lack of replacement staff, and in rural facilities, unique rural factors such as distance and isolation. The purpose of the research is to describe and compare the status of work disability in rural and urban healthcare workers in Manitoba, and secondly, to develop decision-making tools for the management of work disability, particularly for rural healthcare workers.”

- Dr. Margaret N. Friesen

Occupational Therapist dedicated to practical applications of research for injury prevention in the workplace, return to work and creating healthier workplaces. Ms. Friesen has undertaken research on farmers who live with a disability in Manitoba.

YOUNG WORKER RESPONSES TO WORKPLACE HAZARDS, RESPONSIBILITY FOR SAFETY, AND WORKPLACE INJURIES ACROSS TIME

Dr. Sean Tucker, Assistant Professor, University of Regina and Dr. Nick Turner, Associate Dean and Associate Professor, Asper School of Business, University of Manitoba

\$92,390

Popular opinion suggests that young people take more risks at work and feel less responsible for workplace safety. An earlier study titled “*Young Worker Responses to Workplace Hazards*” funded by the CIRP surveyed young workers’ responses to workplace injuries, exposure to dangerous work and hazards in the workplace. This second study will investigate the way young workers’ safety attitudes, safety behaviours and workplace injuries change over time; and, if the responsibility for safety is a stable attitude or varies between jobs. It will also examine if parental attitudes, quality of supervision and type of work performed will predict whether young workers will take responsibility for safety. The findings from this second study will provide information that will assist in the design of injury prevention and safety awareness programs for young workers.



“How young people respond to workplace hazards is important for injury prevention. Our project will increase knowledge about young worker safety attitudes, safety behaviours, and workplace injuries over time.”

- Dr. Sean Tucker (left)

Sean Tucker is an expert in the field of organizational behaviour with research interests in young workers and safety, social influences on safety behaviour and employee voice.

- Dr. Nick Turner (right)

Nick Turner is an acclaimed researcher on occupational health psychology, transformational leadership and workplace behaviours.



Other Program Initiatives 2010

Partnership Agreement

DEVELOPMENT OF OCCUPATIONAL HEALTH AND SAFETY CONTENT FOR DISTANCE DELIVERY

Darlene Bouvier, Corporate Training Manager, School of Continuing and Distance Education, Red River College
\$107,139

The WCB will establish a partnership agreement with Red River College to develop a distance delivery learning option to complement the current Occupational Health and Safety Certificate program. The goal of the program is to promote workplace safety and occupational health, build capacity for qualified health and safety officers and provide greater access and flexibility for occupational health and safety training in Manitoba.

With its flexible format, the distance delivery learning option will benefit working individuals and those in rural and remote communities. The proposed curriculum will include interactive content to engage the distance learner, will be Manitoba-specific, and based on Manitoba's regulatory framework. Once completed, the program will operate on a cost-recovery basis funded by tuition revenue.



"Red River College has taken the lead to provide a distance learning option for our current Occupational Health and Safety program, which was developed in partnership with the Workers Compensation Board of Manitoba. This flexible 'anytime-anywhere' delivery format will further facilitate the education of Manitoba workers and will produce safety professionals with advanced knowledge and awareness of injury and disease prevention strategies.

"The goal of the program is to promote and maintain a positive workplace health and safety culture within Manitoba."

- Darlene Bouvier

Corporate Training Manager, School of Continuing and Distance Education, Red River College

Left to right: Darlene Bouvier, Corporate Training Manager, School of Continuing and Distance Education, Red River College;
RaeAnn Thibeault, Dean, School of Continuing and Distance Education, Red River College

Request for Proposals (RFP)

Three RFPs were approved in 2010 and will be issued during 2011.

1. A Plan and Design for the Future State of Industry-based Illness and Injury Prevention

In 2009, the WCB conducted a review of Manitoba's workplace illness and injury prevention infrastructure. This RFP will follow up on the findings of the earlier study, consult extensively with the WCB's stakeholders and develop a plan for the future state of industry-based illness and injury prevention in Manitoba.

2. Development of a Network of Organizations and Distribution of a Video Introducing the WCB

Manitoba's labour force continues to grow rapidly with a significant number of workers drawn from the ranks of newcomers to the Province. This initiative will begin with the development of a network of existing community organizations. A video introducing the WCB and explaining worker and employer rights and responsibilities will then be created and distributed to this network of organizations to raise awareness and understanding of the WCB and its mandate among newcomers entering Manitoba's labour force.

3. Shoulder Surgery Study

Through this study the WCB will gain a greater understanding of the risks and benefits of shoulder surgery among injured workers. The study will review actual outcomes of surgical interventions as a result of shoulder injuries and the efficacy of these interventions in restoring function among WCB claimants.

Innovation:

1. "The act of introducing something new" (The American Heritage Dictionary).
2. "A new idea, method or device" (Webster Online).
3. "Change that indicates a new dimension of performance" (Peter Drucker).

RWIP workplace innovation grants aim to change and improve a specific workplace's safety and health environment leading to and resulting in better records in injury rates, incidence and frequency of injuries and occupational illnesses and diseases.

Projects Completed in 2010



"I'm proud that the WCB has been supporting workplace prevention, education and training initiatives for well over a decade. Through the years, the Research and Workplace Innovation Program has funded 145 projects that have helped reduce workplace injuries and illness and helped injured workers recover and return to work."

- Doug Sexsmith

President and CEO, Workers Compensation Board of Manitoba

ABORIGINAL SAFETY AND HEALTH AWARENESS INITIATIVE

Ma Mawi Wi Chi Itata Centre

\$94,055 awarded in 2007

Using a grassroots approach, this project supported the development and delivery of culturally appropriate workplace safety and health information to members of the urban Aboriginal community. The project reached 17 Aboriginal organizations in urban areas in Manitoba. Members of these organizations were provided with training to enhance their expertise in workplace safety and health. The project facilitators then provided support to other members of the community through leadership in focus groups and training sessions. Over 450 participants attended the focus groups and training sessions.

ANALYSIS OF DISABILITY MANAGEMENT PROGRAMMING IN THE CONSTRUCTION SECTOR IN MANITOBA

Yvette Milner, On-Site Safety and Health Management Solutions

\$90,000 awarded in 2008

The lack of alternate jobs and jobs with modified duties is considered to be a significant barrier for return to work in Manitoba's Building Construction Sector. Working on site with four companies in this sector, the study demonstrated that opportunities to provide modified work emerged when jobs were broken down into component tasks. When a job is defined as a spectrum of tasks, it expands the employer's ability to return an injured worker to work on one or a combination of tasks.

The survey of 44 employers in this sector revealed the following results:

1. 95% utilize WCB staff in developing their Return to Work (RTW) program for injured workers.
2. 81% stated their business had limited or no alternate work opportunities for injured workers.
3. 57% reported difficulties in obtaining medical information.
4. 64% cited employee motivation as a barrier to RTW.
5. Almost all (98%) of the employers surveyed said that they keep track of workers' injuries.
6. 91% are aware of the potential for reductions in assessment rates for good performance.
7. 80% support the Certificate of Recognition (COR) Program as a positive initiative for employees in this sector.

The outcomes will be of assistance to employers within Manitoba's building construction sector when they implement disability management programming.

The report is available at:

www.safemanitoba.com/research_and_workplace_innovation_program_RWIP.aspx

www.onsitesafety.ca/resources.php

BRAIN TRAINING FOR MEMORY ENHANCEMENT

David Sullivan, Executive Director, Manitoba Brain Injury Association

\$59,460 awarded in 2007

This project measured the effects of a computerized, cognitive training program on the skills of individuals who have experienced a traumatic brain injury. The project targeted individuals who have been unable to return to previous employment because of cognitive changes resulting from their brain injury. The study showed that individuals who have experienced an acquired brain injury benefit from the software but need extensive support and coaching in order to maximize the positive effects of the memory enhancement software.

DEVELOPMENT AND IMPLEMENTATION OF OCCUPATIONAL HEALTH AND SAFETY GROUPS FOR WORKPLACES IN RURAL MANITOBA

Andrew Dolhy, Manitoba Federation of Labour (MFL) Occupational Health Centre

\$173,900 awarded in 2006

The project supported the development of six rural health and safety groups in the Northern, Western, Parkland, Southern, Eastern and Interlake regions of the Province, involving 124 participants. Participants included health and safety managers, safety professionals, and health and safety committee members. Regular education sessions delivered via video conferencing provided safety group participants with topical health and safety information.

The outcomes of the project showed that the groups can be sustainable and that the safety culture within rural communities is strengthened as a result. The most important factors leading to the groups being self-sustaining are the number of participants in the groups, strong strategic leadership and support, and openness to engage in joint initiatives to promote injury prevention.

A report on the results is available at:

www.safemanitoba.com/research_and_workplace_innovation_program_RWIP.aspx.

Individuals interested in developing similar safety groups in their communities are invited to contact the MFL Occupational Health Centre at www.mflohc.mb.ca.

MANAGEMENT COMMITMENT TO WORKPLACE SAFETY

Dr. David Stuewe, Institute for Work and Health (IWH)

\$93,258 awarded in 2007

The purpose of this project was to investigate leadership commitment to the health and safety climate in workplaces. Interviews were undertaken in the manufacturing and construction sectors. Large firms were found to be aware of elements of the safety equation and had built structures into their management systems that gave them insights into their safety environment. Most small firms did not have the systems or employee engagement approaches to foster self-sustaining safety dialogues.

The final report demonstrates the importance of leadership in creating a safety culture in the workplace. An understanding of the facilitators and inhibitors of top management commitment to workplace safety is essential in order to further develop and implement the WCB's prevention mandate. The outcomes of the report will be used to develop occupational health and safety strategies to reduce injuries and promote the importance of leadership in creating safe Manitoba workplaces.

The report is available at:

www.safemanitoba.com/research_and_workplace_innovation_program_RWIP.aspx

www.wcb.mb.ca

MINERVA SAFE MANITOBA

Manitoba Labour and Immigration Workplace Safety and Health Division

\$50,000 awarded in 2006

Minerva SAFE Manitoba provided opportunities for post-secondary institutions to incorporate occupational health and safety into their curriculum. Funding supported the development of a University One course focusing on health and safety offered at the Faculty of Engineering, University of Manitoba. Funding also supported development and expansion of a workplace safety and health course offered through distance delivery at Assiniboine Community College. This initiative provided students in these programs with training resources specifically dedicated to occupational health and safety prior to beginning their careers.

MODIFIED WORK PRACTICES AND QUALITY OF LIFE OUTCOMES FOR WORK RELATED MUSCULOSKELETAL INJURIES

Andrew Dolhy, MFL Occupational Health Centre

\$85,000 awarded in 2005

The first phase of the project studied the variables influencing the quality of life of injured workers with musculoskeletal injuries in a return to work program. The survey took place in rural and urban workplaces with existing return to work programs. The survey found that a key variable influencing an injured worker's quality of life was the type of job accommodation offered within a return to work program.

The second phase provided ergonomic services to participating workplaces including ergonomic assessments of workstations and departments, awareness training, specific ergonomic team training and job accommodations. A best practices resource guide "Workplace Job Accommodations – Solutions for Effective Return to Work" was developed to assist in developing ergonomic accommodations for injured workers. The resource is available by contacting the MFL Occupational Health Centre or at:

www.safemanitoba.com/research_and_workplace_innovation_program_RWIP.aspx

NINGWANUK MESHQUAJESE WINGS OF CHANGE

MFL Occupational Health Centre

\$121,236 awarded in 2007

The goal of this project was to help Workplace Safety and Health Committees deal with workplace issues through the use of Sharing Circles. Through reference to traditional teachings, the project sought to sensitize non-Aboriginal workers to Aboriginal culture and to empower Aboriginal workers when dealing with workplace health and safety issues.

“Wings of Change” continued the work begun in the previous project “Aboriginal Workers Education and Outreach Project,” funded in 2003. In the 2003 project, participants in Sharing Circles also explored workers’ rights within the context of traditional Aboriginal teachings. Training sessions were provided to enable others to become Sharing Circle Guides, many of whom participated in the “Wings of Change” project. Over the course of “Wings of Change,” over 100 Aboriginal and non-Aboriginal workers at different workplaces participated in the Sharing Circles. Other community outreach opportunities also explored cultural barriers and opportunities. The project helped to enhance awareness and sensitivity to the knowledge and information gaps that can exist between Aboriginal and non-Aboriginal workers with regard to workplace health and safety information.

WELDING EXPOSURES IN SMALL BUSINESS

Doug Wylie, OHG Consulting Inc.

\$48,925 awarded in 2007

Exposure to welding fumes can cause respiratory, reproductive and central nervous system illnesses. This project measured exposure to welding fumes for 241 workers at 50 workplaces. Each business that participated in the project was provided with a report of their workplace exposure levels and options for corrective action. A second visit to workplaces showed that the implementation of the recommendations resulted in significant reductions to worker exposure levels. The outcomes of this study show that low- or no-cost controls such as improved ventilation, personal protective equipment and changing work positions can effectively reduce exposure levels.

A brochure outlining the study’s findings may be accessed at:

www.safemanitoba.com/research_and_workplace_innovation_program_RWIP.aspx

<http://www.mfl.mb.ca/10/weld-stdy.shtml>

<http://www.mfl.mb.ca/pdfs/weld-s-bch.pdf>

YOUNG WORKER RESPONSES TO WORKPLACE HAZARDS

Dr. Nick Turner, Asper School of Business, University of Manitoba and Dr. Sean Tucker, University of Regina
\$53,232 awarded in 2007

This study explored the extent to which young workers respond to hazards in the workplace by using exiting (*Exit*), voicing concerns about a hazard (*Voice*), taking a wait and see attitude (*Patience*) or ignoring (*Neglect*) personal safety in the face of danger or potential hazards. An unexpected result of the study was the emergence of a fifth response category, *Compliance*.

The research found that teenaged workers initially try to adapt to work conditions when they encounter injuries or have concerns about safety. As a secondary strategy, they may talk about quitting an unsafe job. There is also evidence that *Voice* punctuates periods of *Patience*, especially when safety concerns are of a serious nature. Three themes emerge: fear of losing the job or hours for speaking up about safety concerns, perceived powerlessness to raise safety concerns and perceived seriousness of the hazard which would make a worker transition from *Patience* to *Voice*.

These results are being incorporated into the WCB's SAFE Work social marketing campaigns aimed at youthful workers. The completed report and a journal article entitled *Young Worker Safety Behaviours: Development and Validation of Measures* are available at:

www.safemanitoba.com/research_and_workplace_innovation_program_RWIP.aspx

Projects in Progress



“Part of the WCB’s mandate is to prevent workplace injuries and illnesses and build a culture of health and safety in Manitoba. The Research and Workplace Innovation Program helps us to fulfill this mandate by providing innovative solutions that keep workers safe and reduce the costs to employers associated with workplace injuries.”

- Michael Werier

Chairperson, Workers Compensation Board of Manitoba

ECONOMIC EVALUATION SOFTWARE FOR MANITOBA WORKPLACES

Dr. Emile Tompa, Institute for Work and Health (IWH)

\$69,453 awarded in 2009

A free training video to accompany customized economic evaluation software for small- and medium-sized businesses in Manitoba’s manufacturing and retail sectors is being developed. The training video and software will enable employers to determine the cost-effectiveness of prevention initiatives.

FARM SAFETY PROGRAM

Yvonne Rideout, Keystone Agricultural Producers Inc.

\$188,000 awarded in 2009

This project is providing occupational health and safety services to farmers and farm workers. Trained farm safety specialists provide one-on-one safety and health education to farmers, undertake farm safety reviews and follow up on farm safety improvements.

HOME CARE WORKER MUSCULOSKELETAL INJURY PREVENTION

Kim Dyck, Regional Health Authority of Central Manitoba

\$200,000 awarded in 2008

This initiative aims to prevent musculoskeletal injuries among home care workers. The project provides teaching, on-the-job training, and the services of an occupational therapist to assist home care workers in safely caring for their clients.

HOW DO EXPECTATIONS, COPING AND DEPRESSION IMPACT ON RECOVERY AFTER A MUSCULOSKELETAL INJURY?

Dr. Linda J. Carroll, University of Alberta

\$119,685 awarded in 2009

Musculoskeletal injuries represent a large proportion of WCB claims. This study is an important step forward in understanding the role of personal expectations, coping mechanisms and depression in injury response and recovery. The results will assist the WCB to better understand the factors impacting recovery from musculoskeletal injuries. They may also lead to more timely interventions and more effective case management services and strategies.

MANAGER AND SUPERVISOR ROLES: ENHANCING THE SAFETY AND HEALTH CLIMATE FOR HEALTH CARE PROVIDERS

Dr. Sue Bruning and Dr. Deirdre McCaughey, Asper School of Business, University of Manitoba

\$53,996 awarded in 2007

This project is undertaking a survey of the attitudes and perceptions of managers, supervisors and healthcare providers about health and safety in healthcare facilities in Manitoba. The primary outcome of the survey will be the development of customized training programs for managers, supervisors and healthcare providers in the healthcare facilities surveyed and will include the risk factors identified by the survey.

OCCUPATIONAL EXPOSURE PREVENTION AND THE CO-OCCURRENCE OF WORK RELATED SKIN AND RESPIRATORY SYMPTOMS AND DISEASE

Dr. Linn Holness, St. Michael's Hospital, Toronto and Victoria H. Arrandale, University of Toronto

\$142,064 awarded in 2008

This study is exploring the relationship between routes of exposure and disease outcomes in the skin and respiratory systems. A cross-section of workers who are seeking treatment for occupational skin or lung disease is being examined. A better understanding of these associations, as well as information on the affected workers' work environment and work history will help workplaces establish suitable protective exposure limits and appropriate prevention strategies.

PROGNOSTIC FACTORS FOR TIME AWAY FROM WORK IN WORKERS AWAY FROM WORK DUE TO ACUTE LOW BACK PAIN: AN UPDATE OF A SYSTEMATIC REVIEW

Dr. Ivan Steenstra, Institute for Work and Health (IWH)

\$40,361 awarded in 2009

Time lost from work due to acute low back pain is a significant issue. This study is synthesizing the large body of knowledge available on prognostic factors for delayed return to work. Upon completion, the study will make available the most up-to-date information on prognostic factors for managing low back pain claims. It will also add to the body of knowledge regarding the proper assessment and treatment of low back pain, which is a complex issue.

SAFE WORK FOR AN AGING WORKFORCE: SMALL BUSINESS INTERVENTION AND EVALUATION PROJECT

Andrew Dolhy Ergonomics Ltd.

\$119,500 awarded in 2008

This project is developing case studies of ergonomic interventions for older workers employed by small businesses. Based on workplace assessments, the case studies will identify risks and find ways to accommodate older workers in their jobs.

Research and Workplace Innovation Program

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For copies of completed reports visit www.wcb.mb.ca/research-and-workplace-innovation-program-0 or contact Bruce M. Cielen, Manager, Research and Workplace Innovation Program, at bcielen@wcb.mb.ca, (204) 954-4650 or toll-free outside Winnipeg at 1-800-362-3340, extension 4650.

For more information on the Research and Workplace Innovation Program, visit www.wcb.mb.ca.

This document is also available in large print format.

Please call 954-4760, toll-free 1-800-362-3340 or email info@wcb.mb.ca.