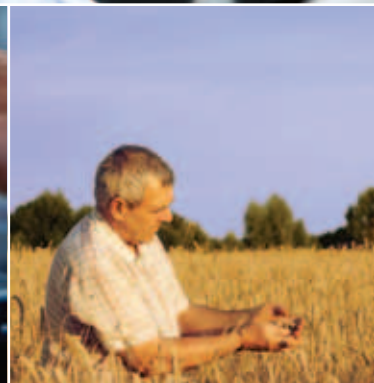


Research and Workplace Innovation Program

Funding occupational health research and innovative workplace solutions



2011 ANNUAL REPORT



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 established the **Research and Workplace Innovation Program (RWIP)** to promote and fund scientific research, workplace innovation projects and knowledge transfer related to the prevention of occupational injuries, diseases and return to work of injured or ill workers. 2011 marks the third year of the program.

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 safe return to productive and meaningful work, and
- high-quality scientific research on significant issues related to workers compensation.

Workplace Innovation Funding

The objectives of workplace innovation funding are to support and fund projects which:

- develop, implement and evaluate innovative, practical solutions that improve workplace health and safety and foster successful rehabilitation and safe return to productive and 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 and health
- transfer knowledge to the workplace through the development of education and training materials or programs in workers compensation issues or occupational safety and health.

Scientific Research Funding

The objectives of funding scientific research are to support high-quality studies which:

- 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, technologies, 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.

Under the RWIP the WCB may issue a Request for Proposals (RFP) when a specific initiative or research topic is identified, partner with other workers compensation authorities, research agencies or third parties to pursue shared priorities, issues and goals related to workers compensation and provide special funding approved by the Board of Directors for other initiatives that are within the terms of reference of this program.

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. 154 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 2011

Workplace Innovation

MUSCULOSKELETAL INJURY PREVENTION PROJECT FOR HOME CARE PROGRAM

Charlene Robert, Occupational Safety and Health Officer, Interlake Regional Health Authority (IRHA)
(up to \$200,000)

The Interlake Regional Health Authority (IRHA) will undertake a comprehensive training program to ensure proper, safe transfer and client handling procedures among home care workers. The IRHA annually provides home care services to about 1,500 clients over a geographic area approximately 26,000 square kilometres in size. The IRHA currently uses the Musculoskeletal Injury Prevention (MSIP) program to reduce the risk of injuries among home care workers who provide acute and long-term home care in the Interlake region.

RWIP funding will be applied to adapt the MSIP program and resources to include all home care workers in the IRHA region and educate home care workers on proper body mechanics and lifting principles. A full time occupational therapist will be hired to develop home care specific handling procedures, and provide *train the trainer* education for home care workers and supervisors.

The project will also develop a manual on safe client transfer and handling for workers providing care in a client's home. The new knowledge and resources for safe client handling procedures will be transferable to other workers in the home healthcare sector.



“The Interlake RHA recognizes that ergonomic hazards in the workplace are the leading causes of musculoskeletal injuries. We believe a comprehensive training program for home care workers on the proper, safe transfer and client handling procedures is necessary to reduce the risk of these injuries to workers employed in this sector.”

– **Charlene Robert**

Left to Right:
**Dela Irwin, Charlene Robert
Tammie-Lee Rogowski, Tracy Seib
Dave Taylor**

Seated in Front:
Kim Olver

OCCUPATIONAL EXPOSURE TO CARCINOGENS IN THE AEROSPACE INDUSTRY

Doug Wylie, Winnipeg Air Testing

\$67,000

This project will survey and conduct tests to measure carcinogen exposures at six worksites in the aerospace industry: Aveos Fleet Performance Inc., Boeing Canada Operations Ltd., StandardAero, Magellan Aerospace, Cormer Aerospace and Advanced Composite Structures. The primary agents of concern include metal working fluids, metals, solvents and mineral oils. Many of these agents are associated with risks to various types of cancer. Once testing is completed, each participating workplace will receive a report with recommendations to reduce exposure levels in their respective worksites.

This project will offer practical, shop-floor solutions to improve health and safety in the participating workplaces. These solutions will be transferable to other workplaces where exposures to hazardous materials are similar.



“Studies have identified that the processes and materials used in the aerospace industry may pose an increased risk of cancer to workers. Through testing for air and dermal exposures we will evaluate the potential risks to approximately 200 workers employed in the aerospace industry.”

– Doug Wylie

WORKPLACE SAFETY AND HEALTH TRAINING MATERIALS FOR GERMAN AND SPANISH SPEAKING WORKERS

Yvette Milner, On-Site Safety and Health Management Solutions

\$68,500

Kroeker Farms recently implemented a safety program using the Safe Farms Check Program methodology and has been working on developing a return to work program. Among the challenges associated with successfully implementing the program are language barriers and diverse nature of the work. This project will conduct a training needs analysis for Kroeker Farms as well as develop occupational health and safety (OH&S) training modules that will be translated into German and Spanish. The resources developed will improve OH&S training of farm workers whose first language is either German or Spanish.

Kroeker Farms is a large family-owned farm in southern Manitoba with seasonal employment of 120 - 200 workers. The employee group is made up of a mix of workers from surrounding communities and immigrant workers who either do not speak English or speak it as a second language. Approximately 30 per cent of the workers speak Low German or Spanish as their first language.

The prevention of workplace injuries in the agricultural sector is a priority under the “The Joint Injury and Illness Prevention Strategy, 2008-2012.” The training modules developed under this project will use existing knowledge to improve understanding and knowledge of OH&S among immigrant workers employed in this workplace and will be transferable to other workers in the agricultural sector who do not speak English as their first language.



“Through this project we will improve the communication of safety concepts, procedures, and rights and responsibilities to the large number of German and Spanish speaking immigrant workers at Kroeker Farms. The project’s resources will be applicable to other German and Spanish speaking immigrant workers employed on Manitoba’s farms.”

– **Yvette Milner**

Scientific Research

A COMPARISON OF USAGE OF OPIOID MEDICATIONS BY WORKERS COMPENSATION CLAIMANTS AND OTHER MANITOBANS

Allen Kraut, Associate Professor, Faculty of Medicine, University of Manitoba

\$83,854

Opioid medications are sometimes used to treat non cancer pain among WCB claimants as these medications can effectively control and relieve pain. The study proposes to provide the WCB with comparative information on opioid usage and prescribing patterns between WCB claimants and other Manitobans. Using the Manitoba Population Health Research Data Repository, this study will describe prescribing patterns for opioids; compare pre-, during- and post- opioid use by WCB claimants; identify what proportion of chronic opioid use for non cancer pain in Manitoba is related to WCB compensable injuries; and compare opioid duration and dose among WCB claimants with other Manitobans after controlling for demographic and diagnostic factors.

The study's analysis of opioid usage and prescribing patterns will contribute to a stronger understanding of the use of opioids in the treatment and recovery of workplace injuries, illnesses and diseases. The results of the study would provide medical practitioners with relevant data to guide their treatment decisions.



“In recent years there has been a large increase in the use of opioid medications for the control of non cancer pain, often with escalating dosages. In this project we will compare opioid use between the WCB claimant population and members of the general public to determine if there are differences in patterns of usage of these powerful medications.”

– Allen Kraut

PROGNOSTIC FACTORS FOR TIME AWAY FROM WORK IN WORKERS WITH CHRONIC LOW BACK PAIN

Ivan Steenstra, Associate Scientist, Institute for Work and Health

\$119,332

The proposed systematic review will investigate prognostic factors for time away from work among workers with acute low back pain in the sub-acute phase (six to 12 weeks) and chronic work disability phase (12 weeks to a year). The prognostic factors will identify high-risk patients, predict the factors that can be influenced by interventions and determine whether these factors change over time. This systematic review expands on an earlier project which studied prognostic factors for return to work among workers with low back pain where the duration of sick leave was less than six weeks.

The research knowledge resulting from the review of prognostic factors during the sub-acute and chronic phases of low back pain will be linked with the findings from the earlier review where the duration of sick leave was less than six weeks. The synthesis of research evidence will be used to develop a handbook for practitioners involved in the return to work process.



“Thanks to previous funding from RWIP, we were able to identify factors that affect the likelihood of return to work among injured workers with acute low back pain. With this new funding, we are expanding this research to identify return to work factors for injured workers with chronic low back pain.”

– Ivan Steenstra

SERIOUS GAMES TO DECREASE INJURY IN THE FIRE SERVICE BY TRAINING SAFER MOVEMENT PATTERNS AND DECISION MAKING SKILLS: DEVELOPMENT AND PILOTING

Bernadette Murphy, Professor, University of Ontario Institute of Technology and Stephen Passmore, Professor in Spine Biomechanics and Human Neurophysiology, School of Medical Rehabilitation, Faculty of Medicine, University of Manitoba
\$199,167

This project will develop two training modules for firefighters using serious game technology. Serious games are interactive computer or media games applied to teaching and training. The first module will apply posture-tracking technology to build an effective educational tool to directly modify firefighters' lifting techniques so as to reduce the risk of injury. The second is a cognitive skills module to test performance and decision-making under conditions of increasing thermal strain while wearing protective clothing. This study will also assess risks associated with firefighting tasks in emergency scenarios and evaluate the modules to ensure that they meet the training needs of firefighters.

The research knowledge resulting from this study will be translated into practical training applications that will be utilized for the prevention and reduction of work-related injuries among firefighters in Manitoba.



"Firefighting involves heavy lifting and awkward postures while wearing heavy protective clothing which can lead to chronic injuries. While under this physiological strain, which often includes exposure to intense heat, firefighters must perform life and death cognitive decisions. By developing this serious game we will provide the firefighter with a virtual learning environment that allows for proper techniques to be visualized and practiced in a safe working environment prior to utilizing them on the field."

– **Bernadette Murphy**



– **Stephen Passmore**

WORKING WITH INDIVIDUALS WITH INTELLECTUAL DISABILITIES: INJURIES AND CHALLENGING BEHAVIOUR

Beverley Temple, Assistant Professor, Faculty of Nursing, University of Manitoba

\$133,041

People with an intellectual disability or developmental disability (ID/DD) have been relocated from institutions and to the community over the last few decades with the hope that a better quality of life will result. Many individuals with ID/DD display unpredictable, aggressive behaviour toward direct care providers that results in injuries. This study will look into the experiences of direct care givers in managing challenging behaviour, the injuries they sustain, the relationship between training and the use of this knowledge in day-to-day work, and the factors associated with the most common work-related injuries. The study's findings will be applied towards improving training and developing practical strategies for direct care givers to manage clients with challenging ID/DD behaviour.



“There continues to be a large number of injuries to workers who care for individuals with intellectual disabilities and challenging behaviours despite the numerous training programs available in the community. We will analyze current injury reporting data and the experiences of workers to better explain the effectiveness of their training in the workplace.”

– **Beverley Temple**



Left to Right:
Chris Fyfe
Lois Novotny
Toby Martin

Other Program Initiatives 2011

Partnership Agreements

DEVELOPMENT OF A PROVINCIAL WORKPLACE EXPOSURE DATABASE FOR MANITOBA

Hugh W. Davies, Associate Professor, School of Population and Public Health, University of British Columbia
\$88,466

The WCB will establish a partnership agreement with the School of Population and Public Health, University of British Columbia for this project. This project involves the transfer of occupational exposure data stored by Workplace Safety and Health (WS&H), Family Services and Labour into an accessible, electronic data format. The data in its new format will improve the tracking of occupational exposures, workplace prevention and policy development. The database will enable WS&H to obtain better estimates of provincial carcinogen hazards and create a province-wide electronic database. Project funding will support an occupational hygienist to assess the documentation and input of the data.

The data from Manitoba will be added to the Canadian Workplace Exposure Database (CWED) which is a national carcinogen exposure surveillance project initiated in 2008 by the Canadian Partnership against Cancer. The CWED is being developed to house measurement data on exposures to known, probable and possible carcinogens from a variety of sources in Canada.



“Many substances encountered in Canadian workplaces can be dangerous to human health, yet we lack data on the number of people who are exposed, how and where they are exposed, and to what levels. We believe policy makers and researchers will benefit from an electronic, exposure database that will assist them study and analyze occupational exposures.”

– Hugh W. Davies

TECHNOLOGIES AND SAFETY: MAKING FARMS SAFER

Robin R. Millar, Executive Director, Centre for Education and Work
\$200,000

The WCB will establish a partnership agreement with the Centre for Education and Work to design and develop an Internet site on farm safety that will be available for download to smart phones, tablets and laptop computers. These resources will also be made available to mobile devices in locations without Internet access. The project's resources will encourage Manitoba farmers to improve their safety behaviours and practices on farms and in agricultural settings. The project will also collaborate with farmers to identify mobile learning approaches that will determine whether digital technologies can provide new ways to manage and assess risk. The risk management and assessment components of the project will include resources that will help farmers understand, identify and manage hazards as well as conduct job hazard analyses on their farms and worksites.



"We believe this will be a novel way to reach farmers with up-to-date health and safety information as the resources developed will be available via the Internet as well as accessible to mobile devices in locations without Internet access."

– Robin R. Millar



Left to Right:

Rachel Hossein

John Luxford

Carol Ann Paul

Projects Completed in 2011



“For nearly 15 years, the WCB has, through its grants programs, invested in important research and workplace programs that benefit both employers and workers. By working collaboratively with researchers and safety experts, and ensuring that the knowledge we acquire is broadly shared, we are strengthening a culture of safety for all Manitoba workers.”

– Michael Werier

Chairperson, Workers Compensation Board of Manitoba

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

Ivan Steenstra, Associate Scientist, Institute for Work and Health
\$40,361 awarded in 2009

Completed in September 2011, this systematic review identified key prognostic factors for return to work (RTW) among workers with acute low back pain where the duration of sick leave was less than six weeks. There was strong evidence showing that five factors influenced RTW among these workers:

- workers' recovery expectations
- presence of radiating pain
- workers' self-reported pain and functional limitations
- interactions with healthcare providers
- work-related factors including physical demands, job satisfaction and the offer of modified work.

Moderate evidence was found for: the psychosocial work environment; claim-related factors; and treatment-related factors. The evidence did not point to depression as a factor affecting return to work among workers with acute back pain, indicating that mental health is not a predictor of return to work until back pain becomes chronic. Age as a factor did not have a prognostic role although this finding may be partially caused by the non-report of this factor in most studies.

The findings from this systematic review are of interest to policymakers, clinicians, case managers, medical examiners, and workplace disability and return to work practitioners. These findings will also be synthesized with the results of a proposed study on prognostic factors for RTW for workers with low back pain where the duration of work absences is sub-acute (six to 12 weeks) and chronic (12 weeks to a year) awarded to the same researcher under the 2011 Research and Workplace Innovation Program.

This report is available at
http://safemanitoba.com/research_and_workplace_innovation_program_rwip.aspx

<http://www.wcb.mb.ca/research-and-workplace-innovation-projects>

HOME CARE WORKER MUSCULOSKELETAL INJURY PREVENTION

Kim Dyck, Regional Director, Staff Development and Infection Prevention Control, Regional Health Authority (RHA) Central Manitoba Inc.

\$200,000 awarded in 2008

This project was completed in May 2011, and provided teaching, on-the-job training, and the services of an occupational therapist to 86.3 per cent of directors, managers and direct care service providers employed in Home Care between May 2009 and May 2011. The initial project scope was expanded to include all areas in RHA Central. Each Home Care station was equipped with training tools and access to videos provided by Safe Moves Injury Prevention Solutions Inc. The training incorporated the RHA's existing Safe Client Handling and Injury Prevention Program. Home Care coordinators in the RHA had direct access to the Musculoskeletal Injuries Educator when faced with on-site mobility concerns and received immediate help to safely handle the client. Between May 2009 and May 2011, time loss injuries among direct care service providers in the RHA fell by 46.3 per cent, days paid for injuries by 53.5 per cent, and direct costs by 48.7 per cent. The benefits of this project are evident through the number of WCB time loss injuries, cost savings, positive employee feedback as well as the movement towards a culture of safety across the entire RHA region.

This report is available at

http://safemanitoba.com/research_and_workplace_innovation_program_rwip.aspx

<http://www.wcb.mb.ca/research-and-workplace-innovation-projects>

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

Sue Bruning, Professor, Business Administration, Asper School of Business, University of Manitoba

\$53,996 awarded in 2007

This study surveyed the attitudes and perceptions of management, supervisors and front-line staff on the health and safety (H&S) climate in all Regional Health Authorities (RHAs) in Manitoba. Senior and middle management in Manitoba's RHAs recognized the importance of leadership involvement in the H&S of their staff. They were in addition, aware of the connection between good H&S practices and the provision of quality healthcare and believed that H&S is part of their moral responsibility towards all employees. The study's findings, however, show a discernible variation between the management's and front-line staff perceptions of workplace H&S. Managements' perceptions of their responsibility for H&S practices were consistently higher than supervisors' and front-line staff.

The study's results will be shared with RHAs to support the promotion of a safety and health climate in their workplaces and will also be used to develop on-line H&S training modules for continuing education for workers in the healthcare sector.

This report is available at

http://safemanitoba.com/research_and_workplace_innovation_program_rwip.aspx

<http://www.wcb.mb.ca/research-and-workplace-innovation-projects>

Projects in Progress

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 Winnipeg

\$150,200 awarded in 2010

The Health Sciences Centre Winnipeg (HSC) is in the process of piloting “*The Six Core Strategies for Reducing Seclusion and Restraint Use*” (SCS) training program in the Psychiatric Intensive Care Unit (HSC-PY3-South). This program is utilizing alternative mechanisms to prevent and control patient aggression including enhanced patient involvement with treatment planning.

Preliminary results show that episodes of seclusion, as well as the duration of seclusion, have been significantly reduced since the implementation of the pilot project in April 2011. The amount of funding initially approved has been increased to include an evaluation of the project.

DEVELOPMENT OF OCCUPATIONAL HEALTH AND SAFETY CONTENT FOR DISTANCE DELIVERY

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

\$172,439 awarded in 2010

A partnership agreement with Red River College (RRC) has been established 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.

The amount of funding initially approved has been increased to accommodate a review, update and enhancement of the existing program curriculum to be undertaken by RRC prior to developing and offering the program through distance delivery. The update of the curriculum using RRC’s Development of a Curriculum (DACUM), Program Mapping/Gap Analysis and Environmental Scan is almost complete.

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.

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

David M. Sheps, Orthopaedic Surgeon and Clinical Lecturer, University of Alberta and Peter MacDonald, Gibson Professor and Head of Section Orthopaedics, University of Manitoba

\$126,500 awarded in 2010

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 will 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.

RETURN TO WORK FOLLOWING TOTAL KNEE REPLACEMENT IN WORKING INDIVIDUALS

Eric Bohm, Assistant Professor and Director of Arthroplasty Research, Concordia Joint Replacement Group, University of Manitoba

\$197,250 awarded in 2010

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.

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

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

\$199,500 awarded in 2010

There is a general perception in the healthcare sector that injured workers in rural areas have difficulty in accessing disability management services. This study is investigating the differences in work disability outcomes between rural and urban healthcare workers and the status of injury prevention and return to work programs for these groups of workers. It will, in addition, be developing 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 improvement to disability management services for workers and employers in this sector.

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

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

\$92,390 awarded in 2010

An earlier study surveyed young workers' responses to workplace injuries, exposure to dangerous work and hazards in the workplace. The findings have been incorporated into the WCB's SAFE Work social marketing campaigns. This second study is investigating 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 could 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.

ECONOMIC EVALUATION SOFTWARE FOR MANITOBA WORKPLACES

Emile Tompa, Scientist, Institute for Work and Health (IWH)

\$69,453 awarded in 2009

A 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 calculate the costs of workplace injuries and the costs and benefits of potential prevention interventions. This project is in its final phase and plans are underway to make the video and software available to stakeholders.

FARM SAFETY PROGRAM

Yvonne Rideout, General Manager, 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 are providing one-on-one safety and health education to farmers, undertaking farm safety reviews and will be following up on farm safety improvements.

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

Linda J. Carroll, Professor, Department of Public Health Sciences, 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 study's results will assist the WCB to better understand the factors impacting recovery from musculoskeletal injuries that may lead to more timely interventions and more effective case management services and strategies.

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

Linn Holness, Professor, St. Michael's Hospital, Toronto and 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. The data collection for the study is completed and the analysis is underway. 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.

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

Andrew Dolhy, 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. More than 75 per cent of targeted ergonomic interventions have been completed.

Requests for Proposals (RFP)

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

The RFP for this project was issued in May 2011. MNP was awarded the bid.

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

The RFP for this project was issued in June 2011. The Centre for Education and Work was awarded the bid.

Shoulder Surgery Study

The RFP for this study was not issued. The study will be conducted using internal WCB resources.

Research and Workplace Innovation Program

2011 ANNUAL REPORT | www.wcb.mb.ca

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 204-954-4760, toll free 1-800-362-3340 or email info@wcb.mb.ca.