Fourth Report on Key Performance Indicators
October, 2003

The Social and Behavioural Sciences Research Agenda

Centre for Work Leisure and Community Research
(formerly CHS)

“Applying knowledge to the identification and evaluation of solutions for personal, organisational, social and cultural dilemmas”
Major Achievements in 2003

The new building for the Centre for Human Services was completed in 2003. The funds for this construction (almost $600,000) were awarded by the University to accommodate the growth generated by the MAIC/CONROD fellows and in recognition of the potential for future growth in this area. During the latter half of 2003, the MAIC/CONROD research team at the Centre for Human Services initiated a submission to the University that recommended the collaboration between three major research centres at the University. The bid was successful, attracting infrastructure funding of approximately $250,000 per year for four years to appoint a Director and Centre Manager. This funding was largely provided in recognition of the achievements of Centre members and the potential for this research area to grow even more in future years. The new Centre created by this amalgamation was named the Centre for Work Leisure and Community Research and consists of over 50 active researchers with diverse interests including organizational and clinical psychology, industrial relations, business and management, community development, and leisure studies. An entire research stream within this new Centre consisting of 21 researchers has been devoted to the issue of health, injury and well-being. This stream incorporates the MAIC/CONROD activities and will enhance that research agenda significantly by allowing new partnerships and providing fresh approaches to the issue of injury, disability and rehabilitation following motor vehicle accidents. In 2004, therefore, the research of the MAIC/CONROD team will be greatly extended, both by the multi-disciplinary focus on health, injury and well-being and by the influence of the three other complementary research streams within the Centre for Work Leisure and Community Research, namely (1) balancing work and life demands, (2) facilitating community engagement and voluntarism and (3) effective leadership.

In relation to the MAIC/CONROD Key Performance Indicators, significant achievements have been made in 2003. As shown below, the two CONROD fellows and one MAIC fellow have achieved outputs beyond the expected outcomes.

Publications: In 2003, 25 publications were published, accepted for publication or submitted for publication. Another 14 publications are in preparation for submission. All publications have been sent to international peer-reviewed journals with reasonable reputation in the area. In addition, 11 industry reports were completed and approved by the industry partners.

Grants: During 2003, 10 competitive research grants were awarded and another 8 grants were submitted for review with an unknown outcome at this stage. 6 grants were unsuccessful.

Dissemination: The Centre delivered 16 refereed conference presentations during 2003. As an indication of the reputation developed by the Centre, several members were invited to deliver keynote presentations at international conferences. Five CONROD presentations were delivered and another five presentations were delivered within the Griffith University network. Two visual media interviews highlighted the work of the Centre.

Research Partnerships: Over 30 industry partnerships were maintained or established during 2003. A full-list is contained below. These partnerships included community groups, government departments, agencies, universities and informal support networks. Two visiting professors specializing in rehabilitation were funded to join the Centre at the end of 2003 for one-month periods to conduct collaborative research (Mid-Sweden University and University of Arizona).

Policy, Professional and Community Service: Members of the Centre currently serve on several advisory groups, professional bodies and community agencies. In terms of policy impact, the Centre consults regularly to public service agencies regarding their rehabilitation systems. All staff have been invited to serve on community groups either as advisors or committee members. Over 20 invitations have been received by the Centre to contribute to policy - as listed below. These invitations have all been accepted and a major contribution has been made in some form. Professional service has also been a significant part of the research agenda, with members contributing to professional bodies in the areas of disability services, rehabilitation, psychology, neuropsychology and animal-assisted therapy. Academically, professional services have involved invited representation on editorial boards for five peer-reviewed journals and research management activities within the university (e.g., convening research higher degree programs, facilitating grant writing or publication groups, managing research development programs etc.).
Mentoring of Research: During 2003, two PhD students and two honours students submitted their theses for examination. The topics of these theses were:

- Brenton, K. The measurement of occupational well-being: Internal consistency and construct validity for an Australian sample.
- Murphy, P. Stress in rehabilitation providers: A contextual analysis.
- Bursnall, S. Siblings of children with acquired brain injury: A model of adjustment
- O’Neill, V. Cross-cultural validation of workplace well-being measures.

New enrolment requests have been received from seven students. It is likely that at least four of these requests will be formalized during the end of 2003 to begin in 2004. Continuing enrolments consist of 6 PhD students. All students are enrolled in areas pertaining to disability, rehabilitation and return to work.

The Centre contributed to the teaching of rehabilitation and research during the year by providing guest lectures in several degrees within Australia and internationally. These lecture topics included vocational rehabilitation, case management, injury and its impact, counseling following injury, and family adjustment following injury.

In addition to formal research higher degree students, mentoring of research in the community has formed a crucial component of the MAIC/CONROD agenda. A major seminar was conducted during the year to promote research activity and its value (held at QUT). The research activities of 10 non-academic research partners is currently being sponsored by the members of the Centre. Although not formally enrolled in studies, these researchers are engaged in community research and require guidance to continue their work. The links have arisen through existing industry partnerships or through approaches by individuals searching for support for their research activities.

Project Progress and Development: During 2003, 28 major projects have been continued or developed. Below is a summary of the progress on each of the major projects being conducted in the Centre as part of the MAIC/CONROD agenda.

As previously outlined, the research agenda includes two CONROD-funded programs, one MAIC-funded program and an independent industry-funded program (part-time). A major achievement during 2003 was the approval of ongoing funding from industry for this latter position until 2006. The four programs are described below:

1. Disability and Disadvantage – This stream consists of projects that examine traumatic injury and rehabilitation as it pertains to those in disadvantaged groups or communities (e.g., indigenous, rural, children, specific disability groups). This theme will address the ethical and moral aspects of rehabilitation for these groups as well as the delivery of appropriate services for underrepresented groups.

2. The Rehabilitation System – This stream is concerned with the delivery of rehabilitation services, the context in which they are delivered and the workers who deliver the services. Studies will examine models of rehabilitation and the education/needs of providers to improve services. The planning and policy for the future will also be examined.

3. Outcomes and Efficacy – This stream will examine the psychological and social impact of injury on people and the determinants of outcome. Projects will also examine the impact of rehabilitation and various interventions on outcomes as well as methods and strategies for assisting people to adjust over time.

4. Healthy Workplaces – This stream will include projects concerning the nature of the workplace into which injured people return and the factors that might impede or facilitate that process. Management and prevention of injury and disability in the workplace will be a focus.

Within each research agenda, five major research questions have been posed:
the use of behavioural and social methods of preventing injury;
the identification of behavioural and social risk/protective factors;
the efficacy or implications of behavioural and social interventions;
the behavioural and social influences on long-term outcome;
the effect of injury on behavioural and social functioning.

During 2003, the focus of the research conducted at the Centre has the development of large longitudinal projects that integrate the research agendas and research questions where possible. In contrast to previous years, when it was necessary to establish a reputation through short-term projects, the establishment of longitudinal and large multi-year projects is now possible. Also during 2003, the Centre developed and sought funding for the implementation of a strategic plan to attract large program funding through NHRMC or ARC within the next three years.

1. DISABILITY AND DISADVANTAGE STREAM

CHILDREN WHO CARE FOR PARENTS WITH A DISABILITY: THEIR EXPERIENCES AND NEEDS

This qualitative pilot study was the first stage of a larger project designed to understand the experiences and needs of children, adolescents and young adults (up to 25 years of age) who have a parent with a physical and or mental illness or disability. The Queensland Council of Carers (QCC) and the Ian Potter Foundation funded this project. The findings aimed to inform the development of a large-scale quantitative project conducted in collaboration with the Department of Psychology at the University of Queensland.

Project Progress: The qualitative component of this project was completed in April 2003 and an industry report was submitted. A quantitative measure was also developed based on the findings of the qualitative interview data. Data is currently being collected using this measure and other standardized measures. Analysis will begin in 2004.

DETERMINING THE USEFULNESS OF A PSYCHO-EDUCATIONAL GROUP INTERVENTION FOR ADOLESCENT SIBLINGS AND PARENTS OF CHILDREN WITH ACQUIRED INJURY

This study was designed to develop, implement and evaluate a collateral psycho-educational group intervention for adolescent siblings and parents of children who have sustained acquired brain injury. Previous research indicated that siblings would benefit from a group intervention with a focus on education about ABI, acknowledging the impact of ABI, normalizing the myriad of consequences and providing respite for the siblings. This study aimed to implement and evaluate the impact of such a group on siblings.

Project Progress: Based on the finding that adolescents did not wish to attend group sessions, an information booklet and an educational video for adolescent siblings have been completed based on the findings of this study. The video and booklet are in the process of being launched and distributed throughout Australia.

THE NEEDS AND RESOURCES OF SIBLINGS OF CHILDREN WITH ACQUIRED BRAIN INJURY

This study builds on previous research about the experiences of siblings by focusing on their coping processes. This study will examine the interactions between coping responses and needs of children in more detail and will attempt to develop a model that could be applied to all children who experience trauma.

Project Progress: This project has been finalized in 2003. A complex model of adjustment has been identified that has not been recognised in the current rehabilitation continuum. The
main findings have been published in two chapters of Surviving Acquired Brain Injury: Australian Version, published by the Brain Injury Association of Queensland. The project has resulted in a PhD thesis and several journal articles are in preparation.

EXPLORING THE EXPERIENCES OF INDIGENOUS YOUNG MEN IN THEIR ATTEMPT TO RETURN TO WORK FOLLOWING MOTOR VEHICLE ACCIDENT

The aim of the study is to understand the experience of indigenous men who sustain injuries in motor vehicle accidents. The incidence of severe injuries such as brain injury has been found to be tenfold in this population but their use of rehabilitation services is minimal and generally unsuccessful.

**Project Progress:** Preliminary data collection has been completed and analysis has begun. In line with the indigenous culture, a qualitative methodology was employed as a means of eliciting the ‘stories’ and experiences of young indigenous men in their journey after a motor vehicle accident to return to work. The influence of culture on rehabilitation and return to work for these young men is now being investigated using interviews. An indigenous researcher has been appointed and is currently being trained in interview techniques.

THE VOICES OF INDIGENOUS WOMEN WITH DISABILITIES

This study will focus on gathering and re-telling the stories of six Australian Indigenous women with disabilities, thus ensuring the inclusion of their voices in the global project. Several outcomes are expected, (1) a book that identifies common themes and unique factors that confront Indigenous women with disabilities in Queensland, (2) increased ability of a group of Indigenous women in Queensland to contribute to a subsequent global project, (3) an identified educational infrastructure for Indigenous women with disabilities, and (4) an appropriately trained Indigenous researcher who can represent Griffith University in the international collaboration.

**Project Progress:** Funding has been received for the project and data collection is underway. An indigenous cadet has been funded by the Commonwealth Department of Employment and Workplace Relations. Further, a visiting professor from USA with experience in American Indian Rehabilitation has been funded to mentor the cadet. The direction of the Womens’ International Leadership Institute has been sought for the project and sponsorship is being gained through international disability and rehabilitation organisations.

GLOBAL SUMMIT – INDIGENOUS RESEARCH AND REHABILITATION

This study is designed to explore, share and document cultural considerations regarding best practices in disability and rehabilitation services for Indigenous women with disabilities across the world. The global project is based on three important premises; namely that (1) the voices of Indigenous women with disabilities must be heard, (2) women have a need to come together in a unified forum, and (3) women can take a lead role in designing community solutions. The project is an international project combining the expertise of indigenous researchers in Australia, USA, Mexico, New Zealand, Hawaii and Canada. The purpose of the study is to bring together these women with a view to creating an active research network that transcends the artificial boundaries of countries.

**Project Progress:** Funding for this project has been sought from various international organisations. The support of Disabled Peoples’ International, Rehabilitation International, WHO and Workability International have been gained and United Nations are being approached. A website and brochure have been developed.
INDIGENOUS DISABILITY: CULTURALLY APPROPRIATE SERVICES

Hospital admission rates for indigenous people are more than ten times that of the total population, indicating that the need for respite among indigenous families is likely to be significant. Despite these high figures, the use of disability services is extremely low and the success of rehabilitation is minimal. This study aims to investigate the service needs of aboriginal people with disabilities and their families.

Project Progress: The study has been designed and ethical clearance has been sought. Indigenous investigators have been identified and a funding proposal has been prepared to submit to the ARC Indigenous Research program in 2004.

2. REHABILITATION SYSTEMS

SUPPORTING CASE MANAGERS AND REHABILITATION PROVIDERS THROUGH SPECIALISED EDUCATION

A recent Australian study highlighted the fact that case managers who work with unemployed and injured people report significant levels of psychological distress. It was found, that targeted education and training in relation to effective case management significantly moderated the levels of psychological distress experienced by these workers. This study aimed to test that assumption.

Project Progress: The study was completed in 2003 and the final industry report has been delivered. The findings indicated that the provision of targeted education to case managers resulted in three benefits, (1) a greater understanding of case management; (2) the provision of more efficacious rehabilitation services to injured people; and (3) greater enjoyment of the case management role and a reduction in turnover. Specialized training has continued in 2003 and follow-up assessment is now being conducted.

THE SYSTEMIC SCAFFOLD OF REHABILITATION: POLICY ANALYSIS AND INTERNATIONAL COMPARISON

In Australia and internationally, there is little consistency between the relevant legislative bases that determine the assistance available to people who are injured in motor vehicle accidents. This study will conduct an analysis of the respective legislative bases, highlight the inconsistencies and determine the effects of this incongruence upon outcomes for injured persons. (International partners have been identified in the USA/Canada; Scandinavia (Norway and Sweden); UK/Ireland and New Zealand).

Project Progress: An analysis using a social policy framework has been completed to ascertain the broad effects of different legislations and to identify possible gaps in regard to the provision of rehabilitation. The preparation of results has begun and an initial analysis of legislative pluralism in Australia has been completed. In terms of international comparisons, a visiting professor from Scandinavia is due to arrive in November to conduct collaborative research. Links have been made with the NZ Accident Compensation and Rehabilitation Corporation. Collaboration has been initiated with University of Leeds and Dublin.

SELF-EMPLOYMENT FOR PEOPLE INJURED IN MOTOR VEHICLE ACCIDENTS

This study aims to examine the utility of supported self-employment as an outcome for those who are not able to return to work following disability. The study first examines rehabilitation counsellor attitudes to self-employment and the prevalence of self-employment outcomes. The study then aims to develop a trial intervention of supported self-employment.
QUALITATIVE EXAMINATION OF STAKEHOLDER IMPRESSIONS OF THE REHABILITATION SYSTEM: CTP AND WORKCOVER COMPARISONS

This study sought to examine and compare the perceptions of stakeholders in regard to their experience of the provision of rehabilitation following injury in two systems. The first part of the study examined the stakeholders associated with the CTP system. The second part of the study is focusing on stakeholders in the Workcover system. Using a qualitative inquiry paradigm, this study used semi-structured interviews to understand the experiences of injured individuals. Comparisons between the two systems will then be made to highlight similarities and differences in regard to perceptions held and the issues prevalent in regard to the rehabilitation received.

Project Progress: The analysis of CTP stakeholders perceptions has been completed. The interviews with Workcover stakeholders are now complete and analysis is underway. The analysis and comparison across systems will continue into 2004.

DURABLE RETURN TO WORK FOLLOWING COMPLICATED INJURY

This study involves a longitudinal tracking of injured people with complicated injuries (i.e., brain or spinal injury, amputations, burns, pain etc.) as they return to their workplace during and following rehabilitation. Issues associated with return to work will be documented in diaries at the time they are experienced. The contribution of these factors to successful maintenance of work will be examined.

Project Progress: Diary data collection began in mid-2003. To date, five case studies have been completed and approximately 30 participants are in the process of providing longitudinal data. Analysis will be conducted during 2004.

TRAINING OF IN-HOUSE REHABILITATION CO-ORDINATORS

Many rehabilitation positions are no longer fully trained in rehabilitation philosophies. In the majority of cases, rehabilitation co-ordinators in the workplace are simply assigned the task of RC as an additional duty. Consequently, rehabilitation receives little more attention than the completion of forms. Active workplace-based rehabilitation is minimal. For injured workers, this has a profound implication on the success of their return to work. The purpose of this study is to explore methods of supporting and training in-house rehabilitation co-ordinators who have little time to devote to rehabilitation.

Project Progress: Negotiations have been finalised with two large organisations that employ RCs to develop a project. Planning has begun and data collection will begin in November.

STRESS IN REHABILITATION PROVIDERS: THE IMPACT OF THE SYSTEM

This study is a series of qualitative investigations of the experiences of rehabilitation workers. The data collection for this study has been underway for some time but is now complete, allowing the development of analyses to address particular questions. The purpose of the study is to examine the types of stressors experienced by rehabilitation workers given their changing environment. The turnover among rehabilitation workers was also examined together with the impact on clients.

Project Progress: This project has now been completed. Several papers have been prepared.
3. OUTCOMES AND EFFICACY

THE EFFICACY OF REHABILITATION FOR RETURN TO WORK OUTCOMES

The purpose of this study was to systematically review the evidence for the effectiveness of rehabilitation interventions following injury between January 1992–December 2002. From 9000 studies, 828 abstracts were recovered for possible inclusion. To date, a total of 25 RCTs have been identified and evaluated for methodological quality prior to quantitative analysis. The remaining studies (high quality quantitative or qualitative descriptive studies) have been systematically reviewed and analysed using content frequency analysis and meta-ethnographic procedures.

Project Progress: A meta-analysis has been completed in several areas. In terms of the qualitative papers, meta-ethnography has been used to examine the efficacy of early return to work, vocational management programs, definitions of return to work and durability of return to work.

PREDICTING OUTCOME AND DURABILITY OF RETURN TO WORK FOLLOWING INJURY

This study aims to model the factors that predict return to work and durability of outcomes following injury. Initially the project will follow a series of systematic steps to identify a parsimonious model of predictors that have been found to significantly predict return to work or are believed to be important to this process. A questionnaire will then be developed and trialled. Follow-up of injured people will then occur over the next two years using survival analysis to identify the factors that are associated with successful return to work and failure of work sustainability.

Project Progress: The multi-stage process of identifying predictors has been completed and over 50 studies of predictors have been quantitatively analysed to determine the best set of variables. Over 500 predictors were identified and are in the process of being evaluated and refined by panels of experts prior to development of a questionnaire. The project will continue through 2005 to conduct a survival analysis.

INTEGRATING THEORY AND PRACTICE IN POST-DISCHARGE REHABILITATION

This project will implement and evaluate an intervention to increase psycho-social support for people who have sustained a neurological injury/disability. The program involved and educational and motivational series of support groups that incorporated an “enabler” who was trained in how to adequately support someone with a neurological disability. The current study integrates a number of diverse perspectives into a randomised controlled design.

Project Progress: This study has been completed and publication of results is underway. Extensive quantitative and qualitative analyses have examined the efficacy of the intervention and change over time for both intervention groups and control groups. A report to ARC is currently being completed and publications have been submitted.

SELF-MANAGEMENT FOR PEOPLE WITH CHRONIC DISABILITIES: THE EFFICACY OF TRAINING

This project aims to evaluate methods of assisting people with chronic conditions and disabilities to work collaboratively with health care professionals to reach a level of self-management. The purpose of the study is to determine the factors that influence efficacy and facilitate the adoption of self-management behaviours that reduce disability. The program is
being trialled in a range of populations including those with brain injuries, chronic physical and mental conditions and injured workers.  

**Project Progress:** This longitudinal study is continuing, qualitative data is currently being analysed and quantitative data is being cleaned and prepared for analysis.

### DISCHARGE FROM ICU FOLLOWING SERIOUS INJURY

This study aims to examine the experiences of people who have been cared for in ICU following serious injury. The study tracks their experiences as they make the transition from ICU to ward and to community. The needs of their family are also examined. Using a randomised block design, a trial transition programme has been developed and will be evaluated. The incidence and predictors of post-ICU traumatic reactions will be investigated and the feasibility of a three-month follow up ICU clinic will be examined.  

**Project Progress:** This study has been completed during 2003 and is currently being published in a series of articles. A proposal for a further study examining the issues faced in post-ICU has been developed and will be submitted to NHMRC in 2004.

### PARTICIPATION IN HEALTH AND WELL-BEING PROGRAMS: WHO PARTICIPATES, WHY AND WHAT IS THE IMPACT ON RESEARCH?

Outcomes in rehabilitation and injury prevention depend on who participates in both the programme and the research evaluation. This study involves an examination of participation and attrition across a number of large longitudinal databases to determine the impact of these two factors on research conclusions. The study will also examine methods of dealing with missing data, attrition and other anomalies in longitudinal datasets.  

**Project Progress:** Six large longitudinal databases have been identified in existing local projects and nationally/internationally available projects. The patterns of participation have been examined, as have missing data and attrition. A publication has been submitted regarding the impact of participation on outcome. Methods of dealing with missing data have been tested and a statistical paper is in progress.

### OUTCOMES IN REHABILITATION FOLLOWING TRAUMATIC BRAIN INJURY

This study will examine the efficacy of vocational rehabilitation programs following traumatic brain injury. It will involve a qualitative synthesis of vocational rehabilitation programs not currently operating in Australia. Important predictors of vocational outcomes for this population will be identified and analysed. Together with new evidence from long term outcome studies and neurobiological advances, guidelines for more effective and appropriate service provision in vocational rehabilitation following TBI will be considered. Existing databases of rehabilitation outcomes will also be examined and the cost of poor rehabilitation will be examined.  

**Project Progress:** Literature synthesis and the meta-analysis of vocational rehabilitation programs have been completed. A quality evaluation scale has been developed and used to rate papers. Conceptualisation and design of vocational rehabilitation efficacy guidelines following TBI will continue during 2003 and 2004.

### ACUTE PREDICTORS OF DRIVING OUTCOMES FOR INDIVIDUALS WITH TRAUMATIC BRAIN INJURY

This project is a recent collaboration with Princess Alexandra Hospital Brain injury rehabilitation unit, investigating the acute rehabilitation predictors of driving success/failure for individuals with TBI.
Project Progress: Requests for Ethical approval from the Princess Alexandra Hospital have been sought. The participants have been identified and the database has been selected and prepared. While the project is ongoing, preliminary results are to be intended for submission for INS international conference proceedings in July 2004.

**DETERMINING PATTERNS OF VOCATIONAL OUTCOME AND CAREER DEVELOPMENT FOR INDIVIDUALS WITH TRAUMATIC BRAIN INJURY**

The re-employment histories of individuals with TBI are typically patchy and often negatively impact on career development. While longitudinal outcome studies have indicated that smaller percentages of individuals with TBI return to productive and competitive employment, there is no research on the nature of job ‘movement’ within this population. This project is a new collaboration with Princess Alexandra Hospital rehabilitation unit. 

**Project Progress:** This retrospective study has only just begun. Ethical clearance is being sought. Negotiations have begun with a hospital rehabilitation working party.

---

4. **HEALTHY WORKPLACES**

**INJURY MANAGEMENT GUIDELINES FOR THE WORKPLACE**

Injury in the workplace has been associated with workplace violence, cumulative stress and post-traumatic stress. How injury is managed in the workplace has a significant impact on whether or not injury results in long-term unemployment or not. This study was undertaken to review the effectiveness of current injury management processes and rehabilitation services in terms of successful claim resolution.

**Project Progress:** This project is complete, interviews have been conducted and analysed and the results are being written up. Feedback sessions to validate the findings have been run and the results are currently being presented in industry. The findings were also presented at an invited keynote address at the Brisbane IIR compensation conference.

**MANAGEMENT OF INJURY AND DISABILITY IN ORGANISATIONS**

It has been purported that Disability Management represents the ideal opportunity for organisations to provide an integrated approach to the prevention and management of injury, while minimizing the human and economic costs of injury and disability and the return to work process. This study is focused on the management strategies utilized in the workplace to implement disability management. The study consists of various stages, namely definition of the concept, analysis of the current knowledge regarding its efficacy and application, development of an international protocol for research in this area and introduction of a trial in a government organization.

**Project Progress:** The study has begun with literature synthesis and meta-analysis. Using a range of techniques, a case study of best practice workplace disability management has been developed and work on an international research protocol has begun. This work will be presented at the Second Forum on Disability Management in Amsterdam in 2004.

**OCCUPATIONAL WELL-BEING: MEASUREMENT OF STRESSES AND SUPPORTS IN THE AUSTRALIAN CONTEXT**

This study has been conducted in collaboration with the International Director of Work Quality at the World Health Organisation. The purpose of the study is to develop a measure of the stresses and supports in the workplace that can contribute to the successful return to work of those who have been in rehabilitation.
Project Progress: This study has been completed. The questionnaire has been translated to Australian culture and validated for use within the Australian context. 700 workers participated in the study. The questionnaire has been validated, analyses have been conducted and the report prepared. The factor structure of the questionnaire has been examined and the study is being presented in Beijing as an invited contribution in 2004.

AN ORGANISATIONAL INITIATIVE TO IMPROVE THE HEALTH OF WORKERS

In collaboration with the Queensland Police Service, this project is designed to provide a health promotion program in the workplace. It is proposed that increasing health awareness will positively affect individual rates of illness and injury and consequently, organisational health. The study takes the form of a longitudinal self-report survey with participants being invited to complete questionnaires at the time of their health checks and then six months later. Data will also be gathered from a control group over the same time period. Qualitative interviews will also be conducted.

Project Progress: Data collection has been completed for time 1. A control group is currently providing data. Follow-up data collection is due to begin in 2004. Qualitative analysis has been completed in relation to participation, awareness and marketing of the program. Quantitative analysis is beginning in the next month.

THE SUPPORTIVE LEADERSHIP PROGRAM: IMPROVING INJURY MANAGEMENT WITHIN THE WORKPLACE

A significant issue for injured workers across all industries and occupations is the negative behavioural characteristics and inappropriate interpersonal styles of supervision and management. The role of supervisors and managers in the management and rehabilitation of injured workers is crucial but ineffective in many cases. The aim of this program, therefore, is to conduct leadership training for government personnel. The desired outcome is to raise awareness and identify strategies for the practical application of the components of supportive leadership.

Project Progress: A qualitative review of the training process by participant observation and interview has been completed. A new phase of the study has now begun, involving a case study of the application of supportive leadership practices in a particular district. The findings of phase one were presented in NZ at the Organisational Psychology conference.
Published or Accepted for Publication during 2003


**Submitted Publications (under review)**


Wright, J., Kendall, E. & Richardson, S. (under review) Therapeutic horse riding as a process of psychological healing following disability. *Scientific and Educational Journal of Therapeutic Riding*.


**Prepared Publications to be Submitted**

Kendall, E., Muenchberger., H., & Gee., T. (prepared for submission). Efficacy of return to work for musculoskeletal rehabilitation: A Systematic Review.

Kendall, E., Muenchberger, H., Gee, T., & Murphy, P. (prepared for submission). Return to work rehabilitation: Implications for intervention: A Meta-Ethnography.

Kendall, E. & Murphy, P. (prepared for submission). Time for a shift in Australian Rehabilitation: The Role of Rehabilitation Researchers in the Next Decade.


Bahr, M., Kendall, E. & Kendall, M. (prepared for submission). The Quality of Study Rating Form: A Revision.


Kendall, E. & Terry D. (prepared) Attribution of blame following injury and its impact on psychological well-being.

Kendall, E & Terry, D (prepared) Testing the goodness-of-fit model of coping following traumatic brain injury.


Kendall, E., Muencherber, H. & Gee, T. (in preparation) Evidence-based practice: What are the implications for tertiary rehabilitation?

Kendall, E. & Terry, D. (in preparation) Coping Resources: Are they buffers or mediators?

Kendall, E. (in preparation) Adjustment following traumatic injury: Comparisons of spinal cord and brain injury

Kendall, E. & Murphy, P. (in preparation) Claimants in the Compulsory Third Party system.


**Publications – Industry Reports**


Bursnall, S. & Murphy, P. (2003). Understanding the experiences and needs of young people whose parent has an illness or disability. In Collaboration with the Queensland Council of Carers and Griffith University.


### RESEARCH GRANTS

<table>
<thead>
<tr>
<th>Grant</th>
<th>Title</th>
<th>Investigators</th>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Griffith University Research Grants</td>
<td>Young carers of people injured in motor vehicle accidents</td>
<td>Murphy, P., Bursnall, S., Kendall, E. &amp; Appo, D</td>
<td>2004</td>
<td>$14000</td>
</tr>
<tr>
<td>Griffith Community Service Research Grants</td>
<td>The voices of indigenous women with disabilities</td>
<td>Kendall, E.</td>
<td>2003-2004</td>
<td>$10000</td>
</tr>
<tr>
<td>CONROD</td>
<td>Predictors of time to claim closure following whiplash</td>
<td>Guy, L., Kendall, E. &amp; Bellamy, N.</td>
<td>2003-2004</td>
<td>$72265.28</td>
</tr>
<tr>
<td>Griffith University Research Centres</td>
<td>Centre infrastructure funding</td>
<td>Brown, P., Kendall, E. et al.</td>
<td>2003-2006</td>
<td>$256000</td>
</tr>
<tr>
<td>Queensland Police Service</td>
<td>Rehabilitation, early intervention and health promotion in the workplace</td>
<td>Kendall, E. &amp; Muller, J.</td>
<td>2004-2005</td>
<td>$215000</td>
</tr>
<tr>
<td>Griffith University New Researchers Grant</td>
<td>Systematic review and meta-analysis of vocational rehabilitation programs following Traumatic brain injury: determining program efficacy</td>
<td>Muenchberger, H. &amp; Murphy, P.</td>
<td>2004</td>
<td>$15139</td>
</tr>
<tr>
<td>Grant:</td>
<td>Queensland Police Service and Griffith University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------------</td>
<td>--------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title:</td>
<td>The healthy workplace initiatives</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investigators:</td>
<td>Kendall, E.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year:</td>
<td>2003-2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Amount:</strong></td>
<td><strong>$20000</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant:</td>
<td>Queensland Police Service</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title:</td>
<td>Return to work in the public service</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investigators:</td>
<td>Kendall, E. &amp; Muller, J.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year:</td>
<td>2004-2005</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Amount:</strong></td>
<td><strong>$215000</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant:</td>
<td>Griffith University Statistical Research Grants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title:</td>
<td>Statistical Advisory service for Researchers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investigators:</td>
<td>Kendall, E., Chaboyer, W. &amp; Brown, P.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year:</td>
<td>2003-2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Amount:</strong></td>
<td><strong>$6000</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant</td>
<td>Title</td>
<td>Investigators</td>
<td>Year</td>
<td>Amount</td>
</tr>
<tr>
<td>-------</td>
<td>-------</td>
<td>---------------</td>
<td>------</td>
<td>--------</td>
</tr>
<tr>
<td>Griffith University Research Infrastructure Fund</td>
<td>Establishment of the NHMRC and ARC Research Support Unit: Implementation of a Research Plan in the Health area</td>
<td>Kendall, E. &amp; Brough, P.</td>
<td>2004</td>
<td>$102902</td>
</tr>
<tr>
<td>STA Travel Trust</td>
<td>The Voices of Indigenous women with disabilities and their community partners: contributing to a global solution</td>
<td>Kendall, E.</td>
<td>2004</td>
<td>$5200</td>
</tr>
<tr>
<td>National Health and Medical Research Council</td>
<td>Long-term Outcomes Following Traumatic Injury: Management of Recovery and Prediction of Well-being over Time</td>
<td>A/Pr Elizabeth Kendall; A/Pr Wendy Chaboyer; A/Pr Roderick McClure; A/Pr Philip Schluter</td>
<td>2004</td>
<td>$347500</td>
</tr>
<tr>
<td>CRS Australia</td>
<td>Back to Business: Exploring the efficacy of Job share and Self employment options among at risk and minority groups in Queensland.</td>
<td>Murphy, P., Payne, G. &amp; MacMillian, S.</td>
<td>2004</td>
<td>$10000</td>
</tr>
<tr>
<td>Ian Potter Foundation</td>
<td>Rural Youth Mental Health Project in South–Western Queensland</td>
<td>Muller, J. &amp; Muenchberger, H.</td>
<td>2004</td>
<td></td>
</tr>
<tr>
<td>Amount:</td>
<td>$7056</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant:</td>
<td>Ian Potter Foundation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title:</td>
<td>Early Career Burnout within Helping Profession</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investigators:</td>
<td>Muller, J. &amp; Goddard, R.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year:</td>
<td>2004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amount:</td>
<td>$17058</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Unsuccessful Grants

<table>
<thead>
<tr>
<th>Grant:</th>
<th>Australian Research Council Linkage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
<td>An Organisational Approach to the Management of Psychological Injury: The Development of a model for the Queensland Police Service.</td>
</tr>
<tr>
<td>Investigators:</td>
<td>Kendall, E. &amp; Biggs, H.</td>
</tr>
<tr>
<td>Year:</td>
<td>2003</td>
</tr>
<tr>
<td>Amount:</td>
<td>$446114</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant:</th>
<th>Education Queensland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
<td>Review of Employee Assistance Services</td>
</tr>
<tr>
<td>Investigators:</td>
<td>Kendall, E., Muenchberger, H. and Murphy, P.</td>
</tr>
<tr>
<td>Year:</td>
<td>2003</td>
</tr>
<tr>
<td>Amount:</td>
<td>$42894.60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant:</th>
<th>CONROD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
<td>Tools of the Trade: Workplace rehabilitation in TBI.</td>
</tr>
<tr>
<td>Investigators:</td>
<td>Muenchberger, Kendall</td>
</tr>
<tr>
<td>Year:</td>
<td>2003</td>
</tr>
<tr>
<td>Amount:</td>
<td>$72000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant:</th>
<th>Australian Institute of Aboriginal and Torres Strait Islander Studies Research Grants Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
<td>Identifying the Needs of Indigenous Carers in Rural and Regional Queensland</td>
</tr>
<tr>
<td>Investigators:</td>
<td>Appo, D., Hagan, S., Kendall, E. &amp; Bridgestock, M.</td>
</tr>
<tr>
<td>Year:</td>
<td>2003-2004</td>
</tr>
<tr>
<td>Amount:</td>
<td>$27691</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant:</th>
<th>Uniting Centre for Social Justice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
<td>The Voices of Indigenous Women with disabilities: Contributing to a global solution</td>
</tr>
<tr>
<td>Investigators:</td>
<td>Kendall, E. &amp; Marshall, C M</td>
</tr>
<tr>
<td>Year:</td>
<td>2003</td>
</tr>
<tr>
<td>Amount:</td>
<td>$15,159</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grant:</th>
<th>Griffith University Community Service Grant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
<td>Development of a Educational CD-Rom and booklet: Understanding and overcoming the impact of a whiplash injury following MVA</td>
</tr>
<tr>
<td>Investigator:</td>
<td>Guy, L.</td>
</tr>
<tr>
<td>Year:</td>
<td>2003-2004</td>
</tr>
<tr>
<td>Amount:</td>
<td>$10,000</td>
</tr>
</tbody>
</table>
**Conference Presentations**


Industry/Community Partnerships and Consultations

Research Partnerships have been maintained with the following organizations, departments and academic units locally, nationally and internationally.

Q-COMP
WorkCover Queensland
Queensland Police Service
Arthritis Queensland
Acquired Brain Injury Outreach Service
Princess Alexandra Hospital – Rehabilitation Unit
Brain Injury Association of Queensland
University of Melbourne
University of Queensland
Indian Health Service
University of Hawaii
University of South Australia
CRS Australia
Energise Rehabilitation
Queensland Council of Carers (QCC);
Disability Services Queensland;
Department of Families Youth and Community Care;
Education Queensland,
Southport Catholic Parish;
School of Nursing, Griffith University, Gold Coast.
Mater Children’s Hospital,
Rehabilitation of Brain injured Children and Neuromuscular disorders (ROBIN);
Stroke Support Group
WorkCover, Western Australia
Wesley Hospital Multi-disciplinary Pain Program
Queensland Police Service
Several small businesses in Logan
Department of Industrial Relations
Work Directions Australia
Brisbane Southside Central Division of General Practice
## Publicity and Public Materials


## Community or Professional Service and Policy Activity

Invited to contribute to a Hypothetical panel discussion by Energise- (Employment Assistant Enterprise) to formulate principles for a new international enterprise.

Invited to be a member of an expert Panel for CRS Australia to discuss the issues associated with assisting mature aged workers remain in and return to the workforce.

Invited to assist Commonwealth Department of Employment on strategies for return to the workforce for single parents.

Invited to contribute to the cadetship program for indigenous students with the Commonwealth Department of Employment and Workplace Relations.

Invited to send three delegates to the NHMRC working party on ageing research in Australia.

Invited to provide lectures on Vocational Rehabilitation and Case Management to new rehabilitation counselors in the field.

Invited to provide professional auditing of Centrelink trials for the new regime for assisting at risk populations to successfully access the workforce.

Invited to participate in Federal Government workshops on employment in line with the Australians Working Together Policy

Invited to participate in Queensland Health Department working party for the development of new rehabilitation and return to work policy.

Invited to advise Education Queensland on rehabilitation models for workforce injury management

Invited Exploring the efficacy of job-share and self-employment among mature age workers in Queensland by CRS Australia.

Invited to advise Commonwealth Department of Health and Ageing and Arthritis Queensland on models of delivering support to people with chronic conditions and indigenous Australians.

Invited to advise Department of Industrial Relations Employment Policy and Research Branch and Compensation Policy Unit about injury, rehabilitation and early intervention in the public service.

Invited by Queensland Police Service to contribute to the development of their stress management strategy for 2003 and beyond.
Invited to contribute to QCOSS anti-poverty week activities – workshops on community capacity building and anti-poverty publicity events.

Invited to join the Logan Women in Business network to facilitate empowerment for women from impoverished backgrounds.

Invited to engage with Logan City Council through research partnerships.

Invited to represent the Brain Injury Foundation on issues of rural injury – keynote speaker at public fundraising events.

Invited to join the International consortium on Indigenous disability issues by Womens’ International Leadership Institute.

Invited to join the national Chronic Disease consortium on program delivery for people with chronic conditions (yet to be formed).

Invited by RDA Association (Australia & Queensland) to provide strategic guidance, grant writing assistance and policy direction to organisation.