In relation to the MAIC/CONROD Key Performance Indicators, significant achievements were made between November 2004 and April 2005. As shown below, the two CONROD fellows and one MAIC fellow have achieved outputs beyond the expected outcomes.

**Publications:** During the period of November 2004-April 2005, many publications have currently progressed and are ready for submission. All publications will be sent to international peer-reviewed journals with a good reputation in the area. In addition, 12 industry reports were completed and approved by the industry partners.

**Grants:** During the period of November 2004 to April 2005, 2 research grants were awarded and another 4 grants submitted for review with an unknown outcome at this stage. 3 grants were unsuccessful.

**Dissemination:** The Centre delivered 4 refereed conference presentations during November 2004 to April 2005. As an indication of the reputation developed by the Centre, several members were invited to deliver keynote presentations at international conferences. Two international research seminars were also delivered at the University of Manchester during March as part of the collaboration between Centre researchers and the National Primary Care Research and Development Centre.

As previously outlined, the research agenda includes two CONROD-funded programs, one MAIC-funded program and an independent industry-funded program (part-time). 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 this period, the focus of the research conducted at the Centre continued to be the development of large longitudinal projects and collaborations that integrate the research agendas and research questions where possible. The main objective during this period was the progress towards strong international collaborations with the University of Manchester, in particular, the National Primary Care Research and Development Centre (NPCRD). Five research fellows visited NPCRD during the month of March and began collaboration work. They developed a research agenda covering the field of self management and co-ordination of healthcare activities. Part of the collaboration also involved data exchange and the development of comparative data analysis techniques. Longer term plans regarding the ongoing research agenda were subsequently established for the respective partners.

1. **DISABILITY AND DISADVANTAGE STREAM**

**DEVELOPING A QUALITY NETWORK OF LEADERS: AN EXPLORATORY PILOT STUDY TO UNDERSTAND THE SUPPORT NEEDS OF VOLUNTEER LEADERS OF THE CHRONIC DISEASE SELF MANAGEMENT PROGRAM**

This study was designed to explore, both quantitatively and qualitatively, the experiences, motivators, support and ongoing training needs of Queensland leaders (both health professional and laypersons) trained to deliver Chronic Disease Self-Management courses (CDSM); to elucidate gaps or limitations in leaders’ skills, knowledge, and confidence to deliver CDSM courses; to develop recommendations for improving the support and training offered to in order to target and strengthen these areas. The recommendations of this pilot study will inform the development of a competitive grant submission (i.e., ARC Linkage) that will endeavour to develop and evaluate an intervention designed to increase the likelihood that leaders have the confidence, skills and ongoing support required to deliver high quality CDSM courses.

Project Progress: Ethical clearance has been sought and the survey instrument is being finalised.

**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: Publications have been submitted.

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: The video and booklet are in high demand and are currently in the process of being distributed throughout Australia via an educational video distributor.

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: Publications are currently nearing completion and will be ready for submission by mid-2005.

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: Articles are currently being written with an expected submission by mid-late 2005.
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: This project is ongoing and continues to develop at the direction of the research group.

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: Organisation of the 2006 Global Summit is currently underway. An edited book about the 2005 Forum is currently being prepared.

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 have been submitted to NAMCIG.

2. REHABILITATION SYSTEMS

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) for stage 2.

Project Progress: In final stages of report writing for Australian legislation.

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.

Project Progress: Project in abeyance until notified by CRS.

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 and comparison across systems will continue through 2005. This study will then be used to develop a needs analysis for stakeholders.

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: Publications are in progress and the next phase will involve an attempt to model the experiences of injured people during the first six months back at work to identify predictors.
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 workplace rehabilitation.

Project Progress: Negotiations have been finalised with several large organisations. Data collection with an examination of workplace models and interviews with in-house rehabilitation counsellors.

ENABLING GENERAL PRACTITIONERS TO BETTER MANAGE RETURN TO WORK REHABILITATION: DEVELOPMENT OF A NEW RESOURCE

Development of a needs assessment and practical resource for use by General Practitioner in the Logan Shire, with collaboration of the Logan Area Division of General Practice and continued partnership with QPS. This resource will include documentation of pathways of evaluation for injured worker in order to better manage patients, enhance GP education and optimise clinical practice.

Project Progress: Data is currently being analysed and publication is being 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: Findings have informed subsequent related projects and peer review publications. Given the success of the method, further studies are being conducted for different injuries and industries.

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: Write up continuing for publication in peer-reviewed journals in mid-2005

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: Publication completion expected mid-late 2005

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: Data collection forms have been forwarded to the industry partner and we are currently awaiting a confirmation.

LIVING HISTORIES: RECORDING STORIES OF INDIVIDUALS AFTER TRAUMATIC BRAIN INJURY - OPPORTUNITIES, LIFE DECISIONS AND TURNING POINTS.

Learning and optimising outcomes through peer support is a crucial aspect of rehabilitation for individuals who have experienced a traumatic injury and who are on the ‘road to recovery’. Following brain injury, individuals often develop a profound sense of isolation from lack of peer contact and mentorship over time, lack a sense of perspective regarding their quality of life and future potential, and experience substantial difficulty making decisions post-injury particularly regarding significant life events. Relating to others through the ‘telling of stories’ through the spoken word remains an under-utilised, yet important therapeutic method of gaining perspective and insights. This method can reveal how others’ have dealt with a similar traumatic event, who have overcome substantial challenges over time and have made important decisions regarding major life events (i.e., return to work, starting a new family, commencing a business). Further, oral or audio information delivery is especially useful given that individuals often incur visual difficulty as a result of the injury, and are less inclined to review written information typically provided in the form of books/fact sheets and traditional information packages (generally not
well explained at the time of dissemination). This project aims to develop a new resource that has the capacity to inform individuals with brain injury and their family in the above areas, beyond what is typically offered from clinical advice, written strategies, and practical support (i.e., assistance with activities of daily living, return to work plans. Further, this resource will be delivered in a way that is conducive to individuals’ skills, and is therefore a most valuable tool for individuals, hospitals, and community support agencies.

Project progress: First round of interviews have been finished with preliminary analysis underway.

HEALTH PROMOTION IN DISADVANTAGED COMMUNITY SECTORS: ADDRESSING HEALTH LITERACY AND DEVELOPING AN AGENDA FOR SELF-MANAGEMENT AND CAPACITY BUILDING.

Future economic growth and sustenance of a healthy, civil society is linked to the quality of human resources available within society (Kickbusch, 2001). Indeed, ’expansion of social opportunities and individual capability can lead to significant and sustainable increases in economic growth and social well-being’ (Sen, 1999. p). Health promotion and prevention of disease and illness is explicity linked to promoting a sustainable system of health service and is independently related to low health literacy. Despite an increasing dominance of community capacity building and self-management of illness in state and national priorities in order to reduce and prevent the increasing socio-economic burden of illness, individuals in these poor social economic situation are the least able to access self-management initiatives, although ironically, are more at risk of developing chronic conditions.

Project progress: Currently on hold until finalisation of PhD.

4. HEALTHY WORKPLACES

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.
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: Publication has been finalised and submitted.

HEALTHSTART: EVALUATION OF A HEALTH AWARENESS PROGRAM FOR THE QUEENSLAND POLICE SERVICE

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: A number of research publications focusing on physical health, health promotion, work-family issues and occupation stress are currently in preparation.

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: Publications are currently being completed and several other organisations have adopted this model as a result of the findings.
### SUCCESSFUL GRANTS

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<td>Development of an resource for siblings of children with ABI</td>
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### SUBMITTED GRANTS

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UNSUCCESSFUL GRANTS

Grant: Griffith University Infrastructure Scheme
Title: Research Management support program for 2005-2006 period
Investigator/s: Kendall, E. & Brough, P.
Year: 2004
Amount: $88000

Grant: NAMCIG
Title: Delivering musculoskeletal education to regional and rural Queensland
Investigator/s: Kendall, E., Catalano, T., Unger, B. & Hunter, B.
Year: 2005
Amount: $300000

Grant: NAMCIG
Title: Developing a quality network of leaders: an exploratory pilot study to understand the support needs of volunteer leaders of the CDSM
Investigator/s: Kendall, E., Catalano, T., Unger, B. & Hunter, B.
Year: 2005
Amount: $151899
PUBLICATIONS [Submitted]

PUBLICATIONS [Underway]
Kendall, E. & Murphy, P. Time for a shift in Australian Rehabilitation: The Role of Rehabilitation Researchers in the Next Decade.
Kendall, E. & Terry, D. Predicting psychosocial adjustment following traumatic brain injury: A multivariate model.
Kendall, E. & Terry D. Attribution of blame following injury and its impact on psychological well-being.
Kendall, E & Terry, D Testing the goodness-of-fit model of coping following traumatic brain injury.
Kendall, E., Murphy, P. & Macmillan, S. Client expectations of tertiary rehabilitation.
Kendall, E. & Terry, D. Coping Resources: Are they buffers or mediators?
Kendall, E. Adjustment following traumatic injury: Comparisons of spinal cord and brain injury
Kendall, E. & Murphy, P. Experiences of claimants in the Compulsory Third Party system.
Kendall, E. & Murphy, P. Trends in Rehabilitation.
Catalano, T., Prout, S., Kendall, E., Kuipers, P. & Posner, N. Striking the Balance
Catalano, T. & Kendall, E. Cultural Appropriateness considerations of the CDSM for Indigenous communities.
Catalano, T., Prout, S., Kendall, E., Kuipers, P. & Posner, N. Stroke Specific CDSM Vs Generic CDSM.
Bursnall, S., Murphy, P. & Prout, S. Too small for your boots: Understanding the experience and needs of young people whose parent has an illness or disability.
Bursnall, S. & Kendall, E. Regaining equilibrium: Understanding the process of sibling adjustment to pediatric acquired brain injury.
Bursnall, S. & Catalano, T. An exploration of the psychosocial trajectory of stroke survivors: A longitudinal qualitative study. (with the CDSMP group)
Murphy, P. & Bursnall, S. Out of the Shadows: Exploring the career maturity of indigenous people.


Kendall, E., Bursnall, S., Kennedy, A. & Catalano, T. Building an international collaboration: Applying a community-based model to develop a research agenda.

Kendall, E., Kennedy, A. & Gately, C. Determining the use of outcome measures in Self-management interventions.

Bower, P., Kendall, E., Muenchberger, H. & Rogers, A. Meta-analysis of Self-management models.

Kendall, E. & Rogers, A. Historical critique of Self-management: Context and Inequality.


INDUSTRY REPORTS


Muenchberger, H., Kendall, E., Murphy, P. (2005). Mapping the process of Coordinated Care for people with Chronic Conditions. PriceWaterhouseCoopers & Brisbane North Division of General Practice.


Kendall, E., Muenchberger, H. & Murphy, P. (2004). A Qualitative investigation of the rehabilitation and return to work experience from the perspectives of key stakeholders. Q-Comp.


Kendall, E., Muenchberger, H. & Murphy, P. (2004). The Predictors of Successful return to work and rehabilitation outcomes. Q-Comp.


PRESENTATIONS


