

State of Affairs

Workplace mental health and psychological injury in the NSW Healthcare and Social Assistance Industry.



Welcome

- Housekeeping
- Photography
- Please feel free to take photos and post about the event on your social media.

Our hashtag is **#design4care**

Introductions



**Professor
Sharon Parker**

Curtin University



**Associate Professor
Helena Nguyen**

University of Sydney



**Associate Professor
Anya Johnson**

University of Sydney

Keynote speaker



Professor Alex Collie

Director

Healthy Working Lives Research Group
(Monash University)



Design for Care

The Design for Care Research Project

A brief introduction from lead researcher,
John Curtin Distinguished Professor Sharon K Parker



Psychological injury in the New South Wales healthcare and social assistance industry

Dr Asmare Gelaw, Mr Luke Sheehan, Dr Shannon Gray & Prof Alex Collie

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BACKGROUND & OBJECTIVES

Healthcare and Social Assistance industry

- Australia's largest industry by employee numbers
- Diverse range of occupations | Diverse settings
- Mental health of workers is of growing concern
- Prior research on worker mental health has been very focused
 - Specific occupations (e.g., nurses) | time periods (e.g., during COVID-19) | settings (e.g, hospitals) | conditions (e.g., PTSD)
- Workers' compensation claims data = opportunity for population-based, industry wide view.

Study Objectives

1. To compare psychological injury claims in the H&SA industry with those in all other industries.
2. Within the H&SA industry, to compare psychological injury claims in specific occupational groups.



METHOD

Method

DESIGN

- Retrospective Cohort Study
- New South Wales
- Claims from nominal insurer & treasury managed fund

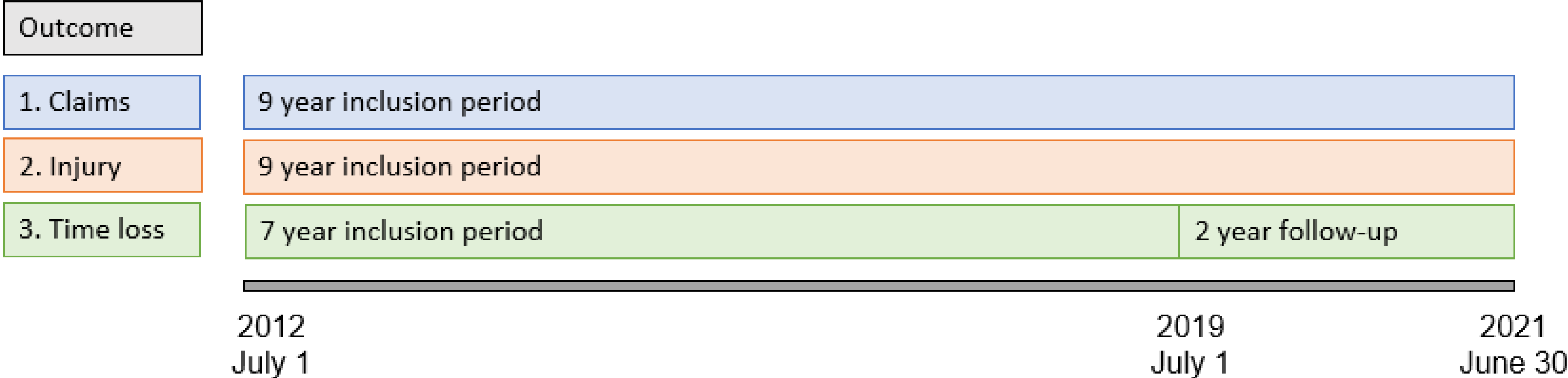
INDUSTRIES

- All claims from H&SA industry
- 20% random sample from other industries

OUTCOMES

1. Claims
 - Frequency | Proportion | Rate or Incidence
2. Injury
 - Type | Mechanism
3. Time Loss
 - Duration | Burden

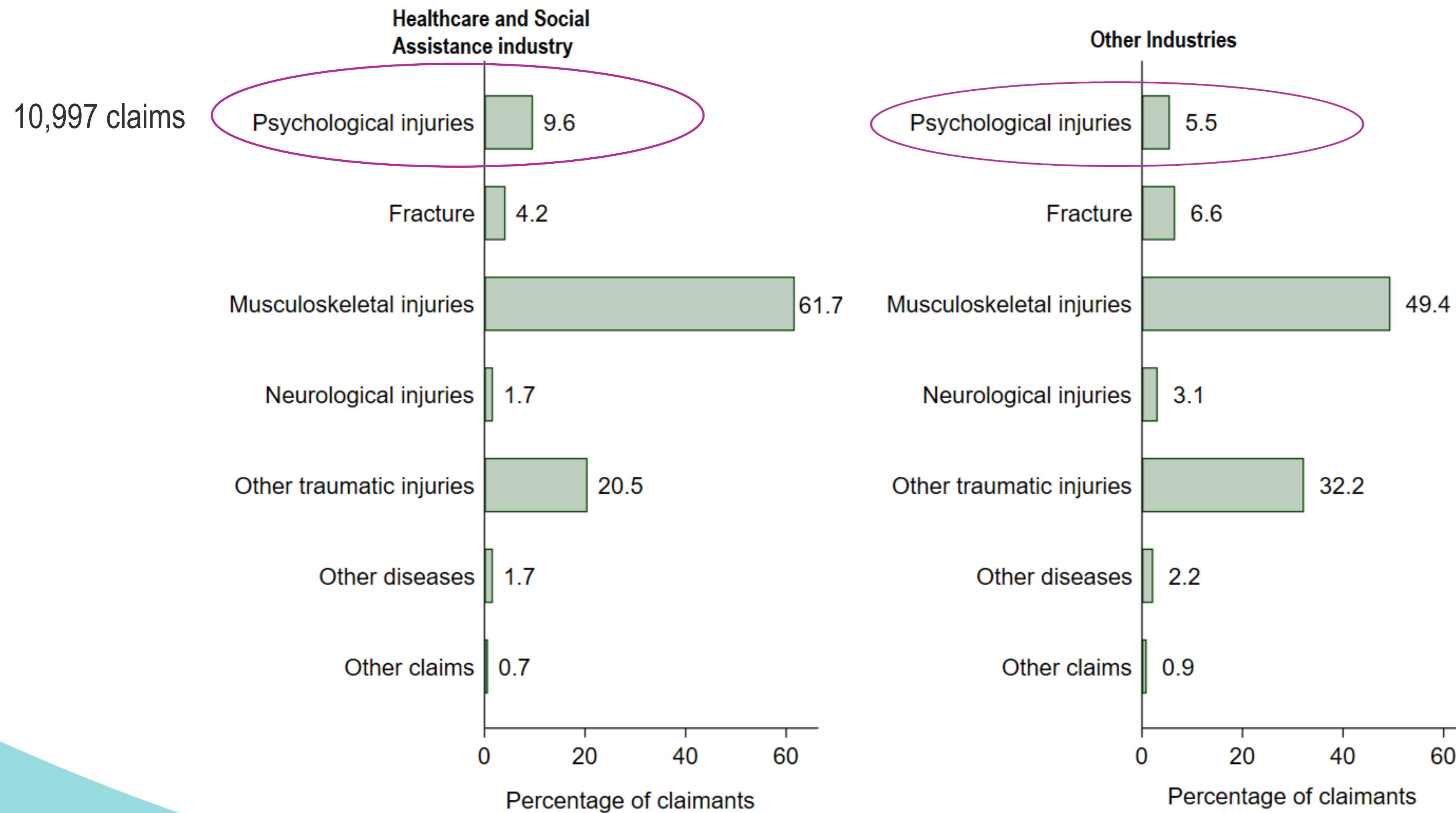
Method



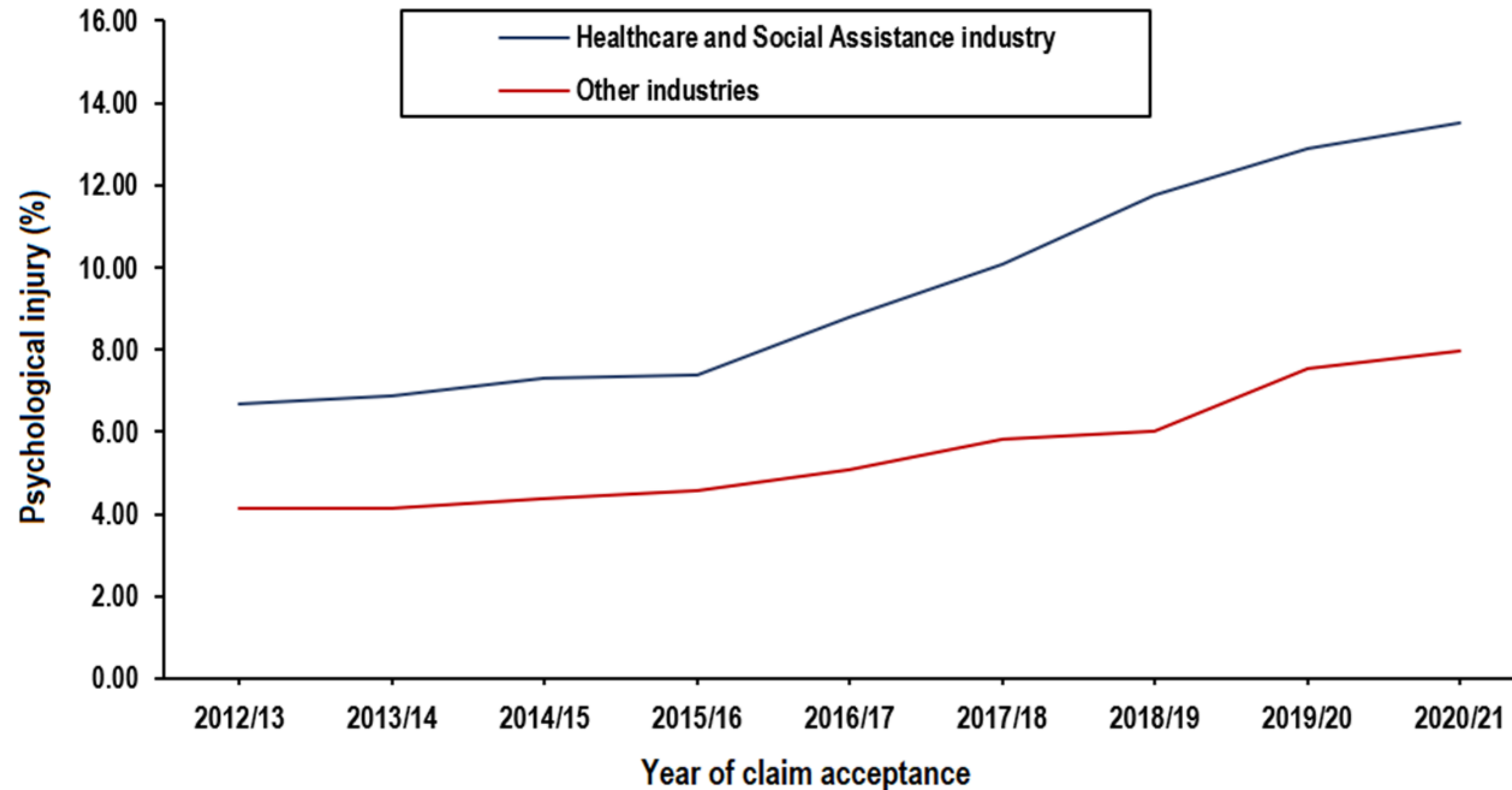


RESULTS WHOLE OF INDUSTRY

Percentage of all claims by nature of injury



Percentage of all claims by year



H&SA Industry

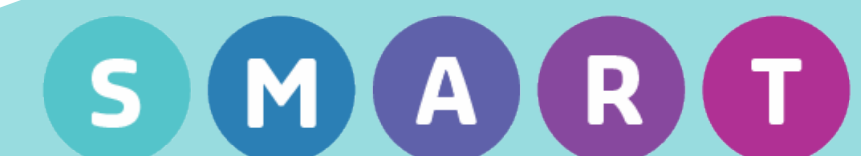
2012/13 = 6.7%

2020/21 = 13.5%

Other Industries

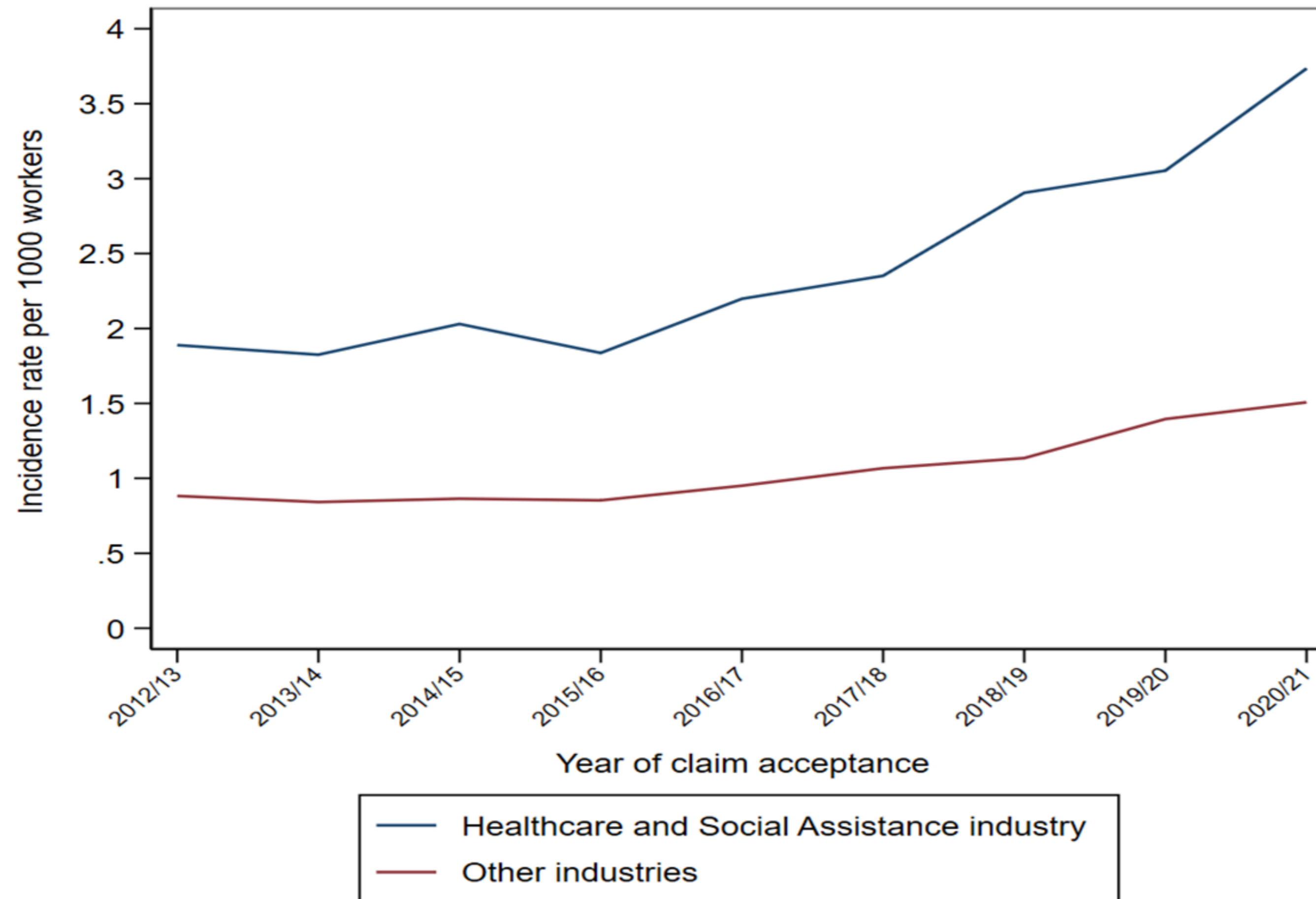
2012/13 = 4.1%

2020/21 = 7.9%



Design for Care

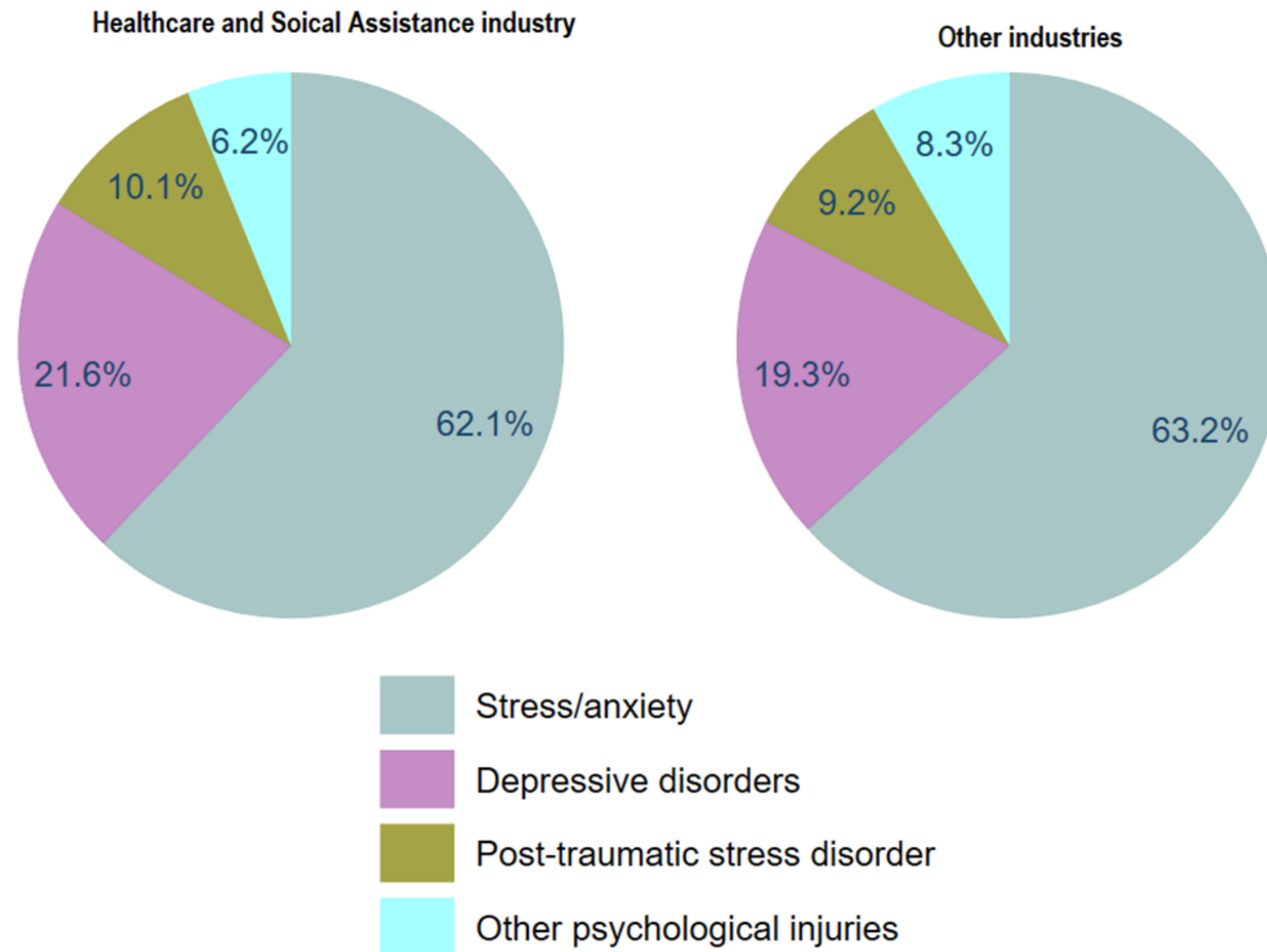
Incidence of psychological injury claims by year



H&SA Industry
2012/13 = 1.8 per 1000 workers
2020/21 = 3.8 per 1000 workers

Other industries
2012/13 = 0.9 per 1000 workers
2020/21 = 1.4 per 1000 workers

Types of psychological injury claims



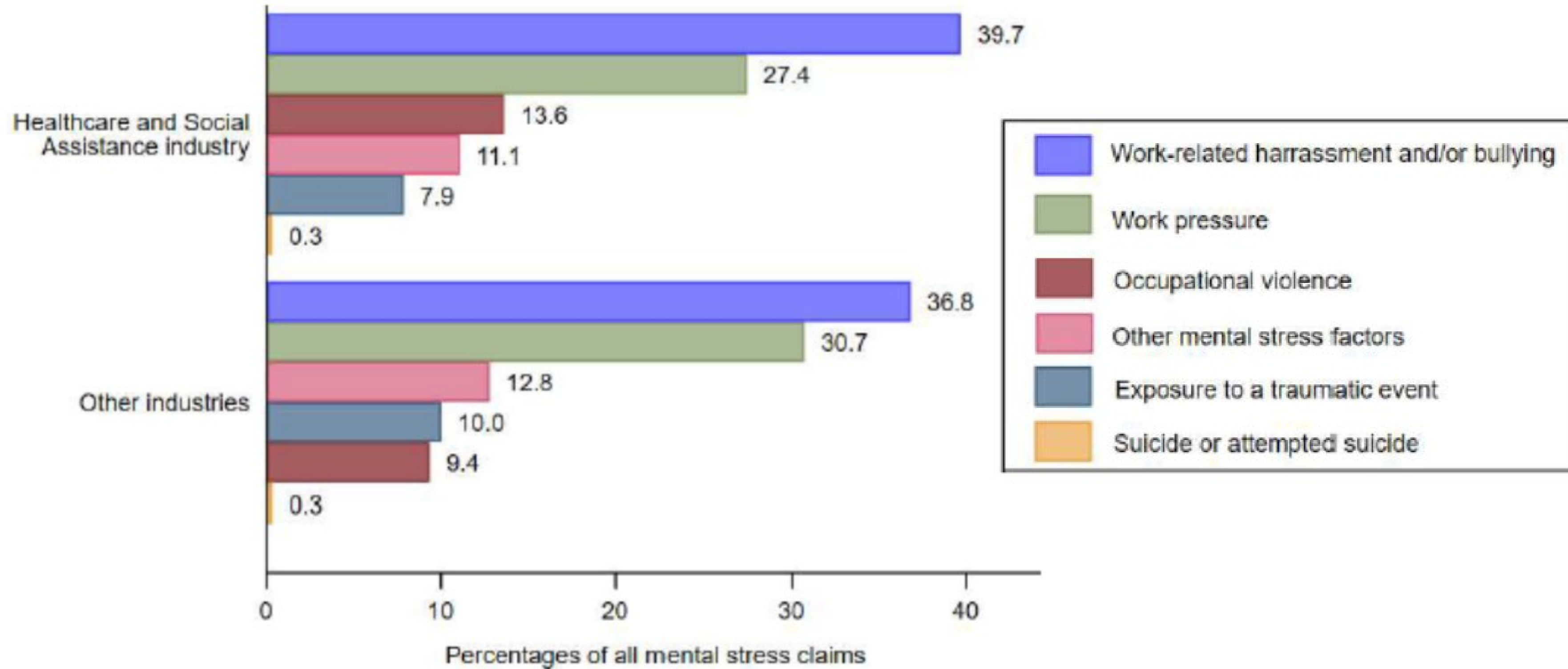
Very similar pattern between industries...

Stress/anxiety ~ 2 in 3

Depressive disorders ~ 1 in 5

PTSD ~ 1 in 10

Causes of psychological injury



Most common causes

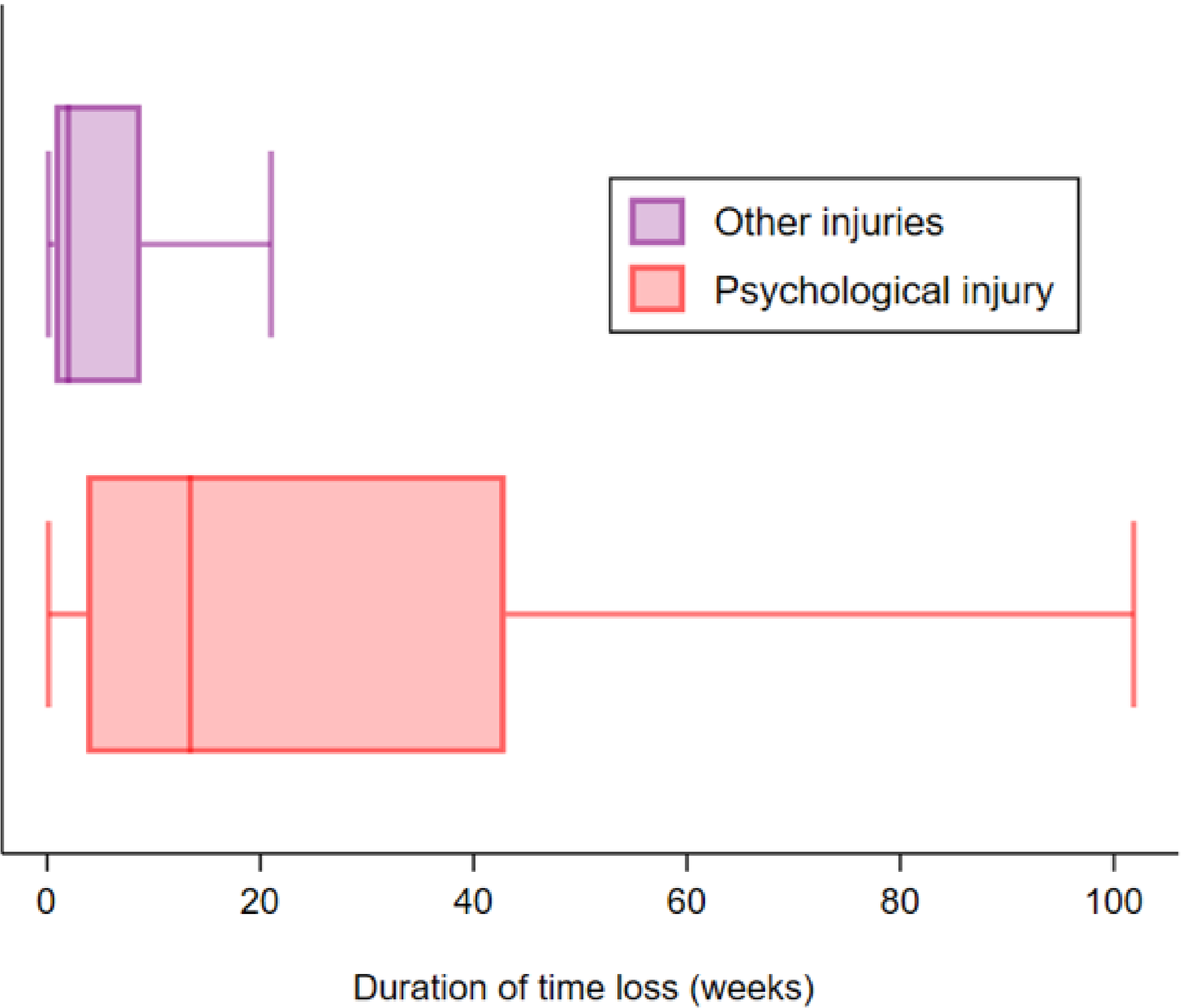
H&SA Industry

Harassment and/or bullying
Workplace pressure
Occupational violence

Other Industries

Harassment and/or bullying
Workplace pressure
Other mental stress factors

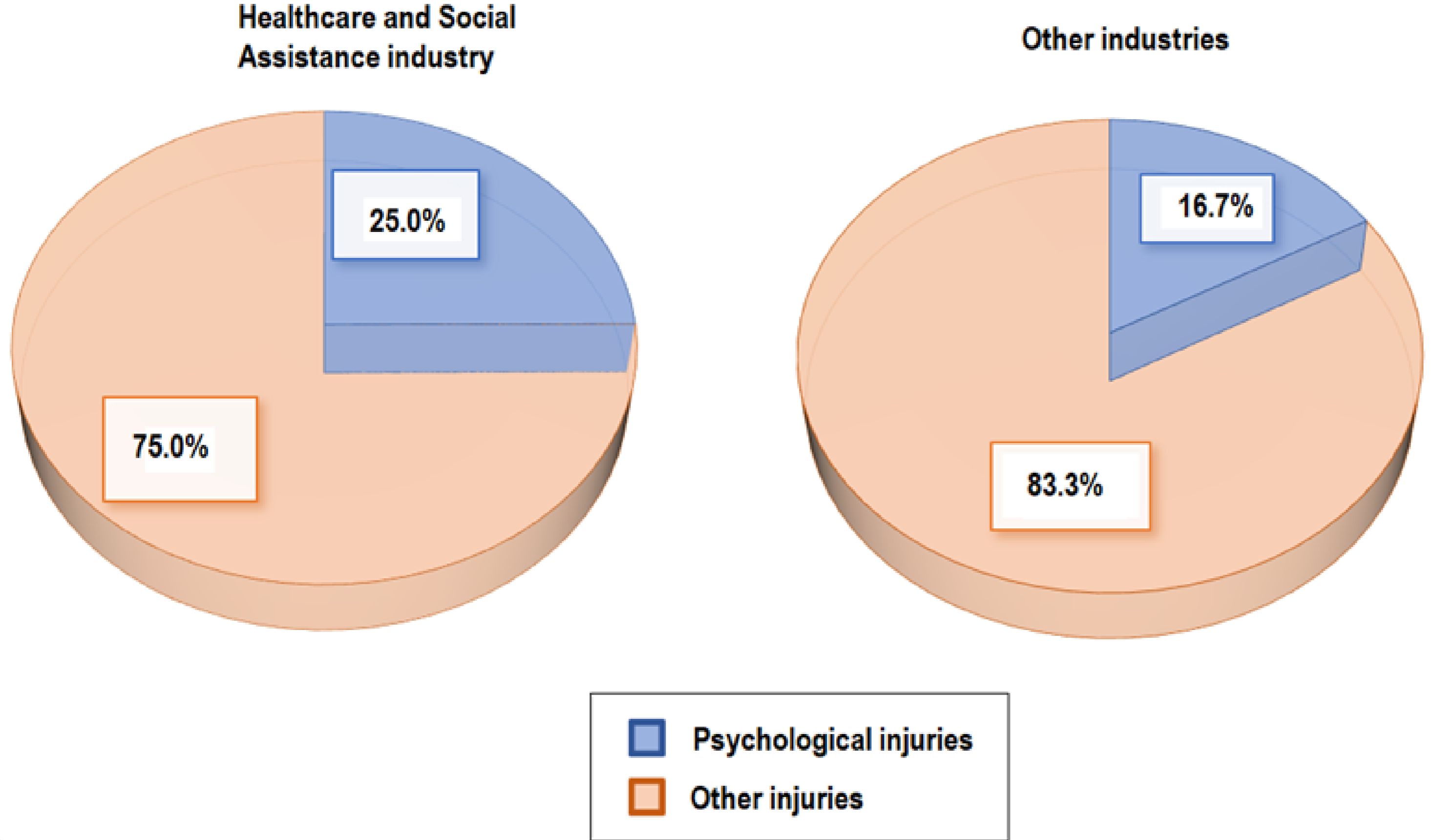
Duration of psychological vs other claims



Median duration of time loss
Psychological injury = **13.4 weeks**
Other injuries = **2.0 weeks**

75th percentile of time loss
Psychological injury = **43.0 weeks**
Other injuries = **8.9 weeks**

Burden of work disability due to psychological injury



Total weeks lost to psychological injury

H&SA Industry
170,669 weeks
3,556 years
25.0% of total time loss

Other Industries
117,287 weeks
16.7% of total time loss



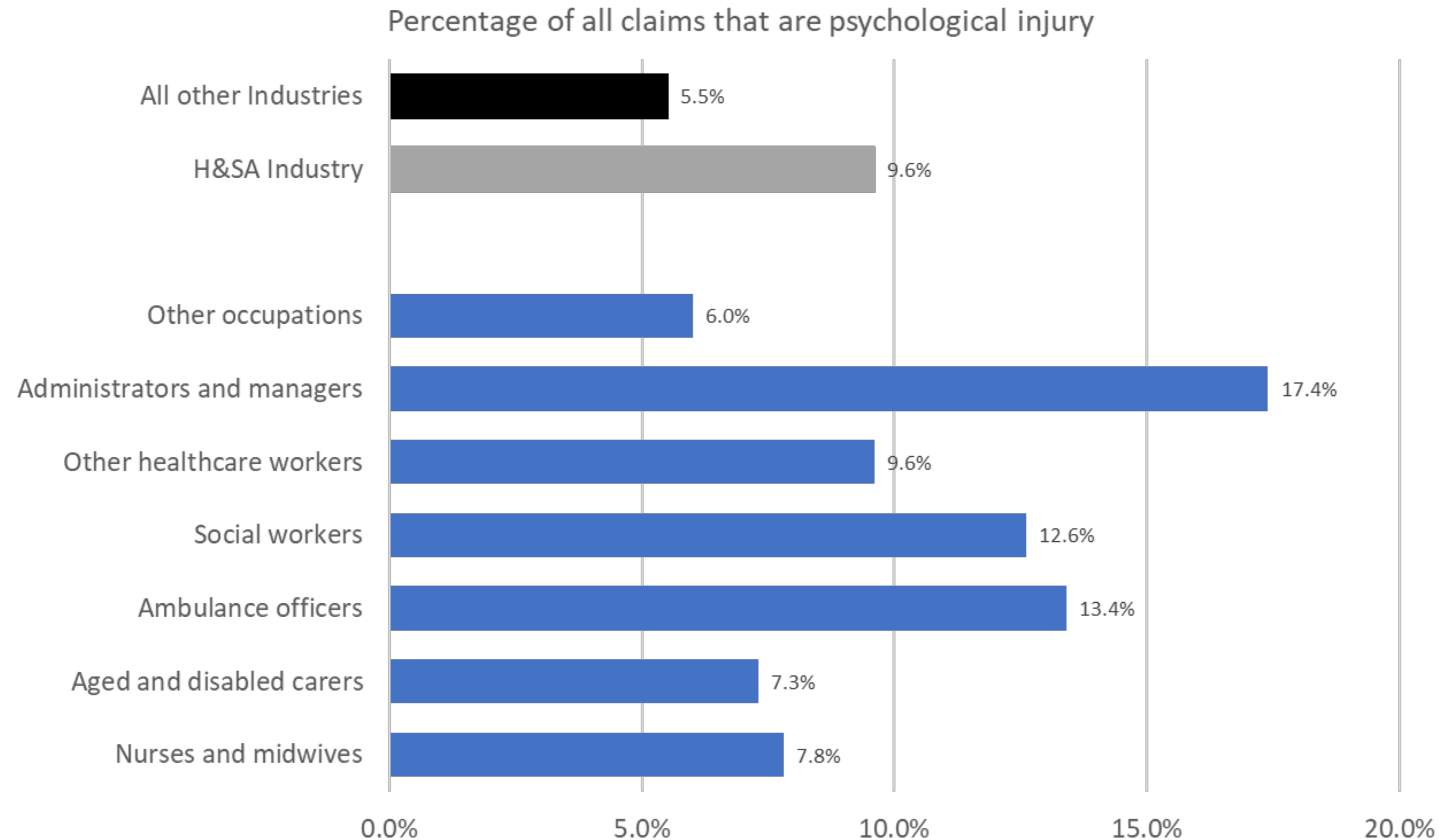
RESULTS

SPECIFIC OCCUPATIONS

Occupational groups

Occupation group	Job titles (from ANZSCO)
Nurses and midwives	Registered nurses, Nursing support and personal care workers , Enrolled and mothercraft nurses, Midwives, Nurse managers, Nurse educators and researchers.
Aged and disabled carers	Aged and disabled carers
Ambulance officers	Ambulance officers and paramedics
Social Workers, psychologists and counsellors	Social Workers, Counsellors, Psychologists
Administrators and Managers	Managers, Professionals, Clerical and administrative worker
Other healthcare workers	Health professional, Health and Welfare Support Workers
Other Occupations	Labourers, Technicians, Trade workers, Machinery operators and drivers

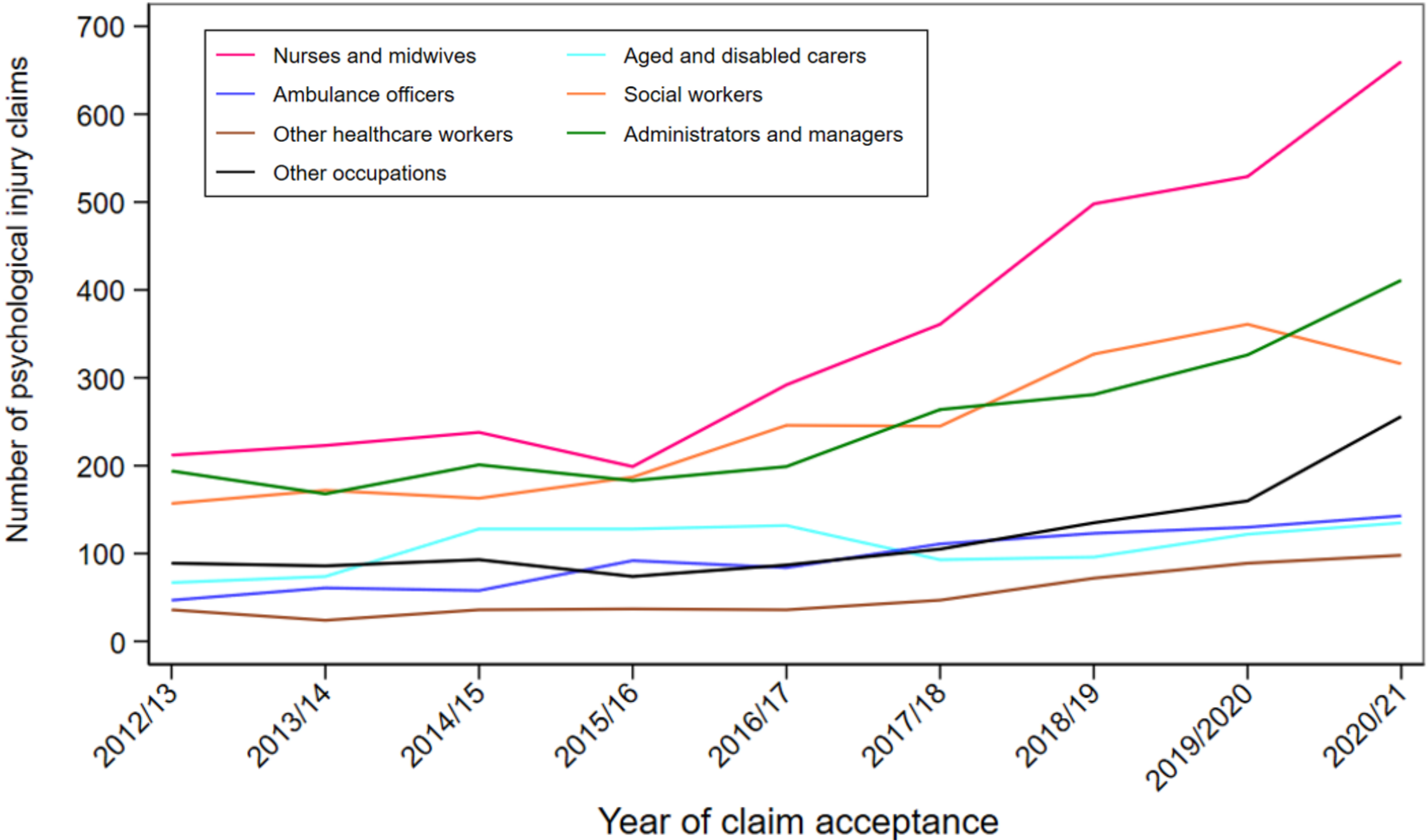
Percentage of all claims by occupation



Above industry average
Administrators & Managers
Ambulance officers
Social workers
Other healthcare workers

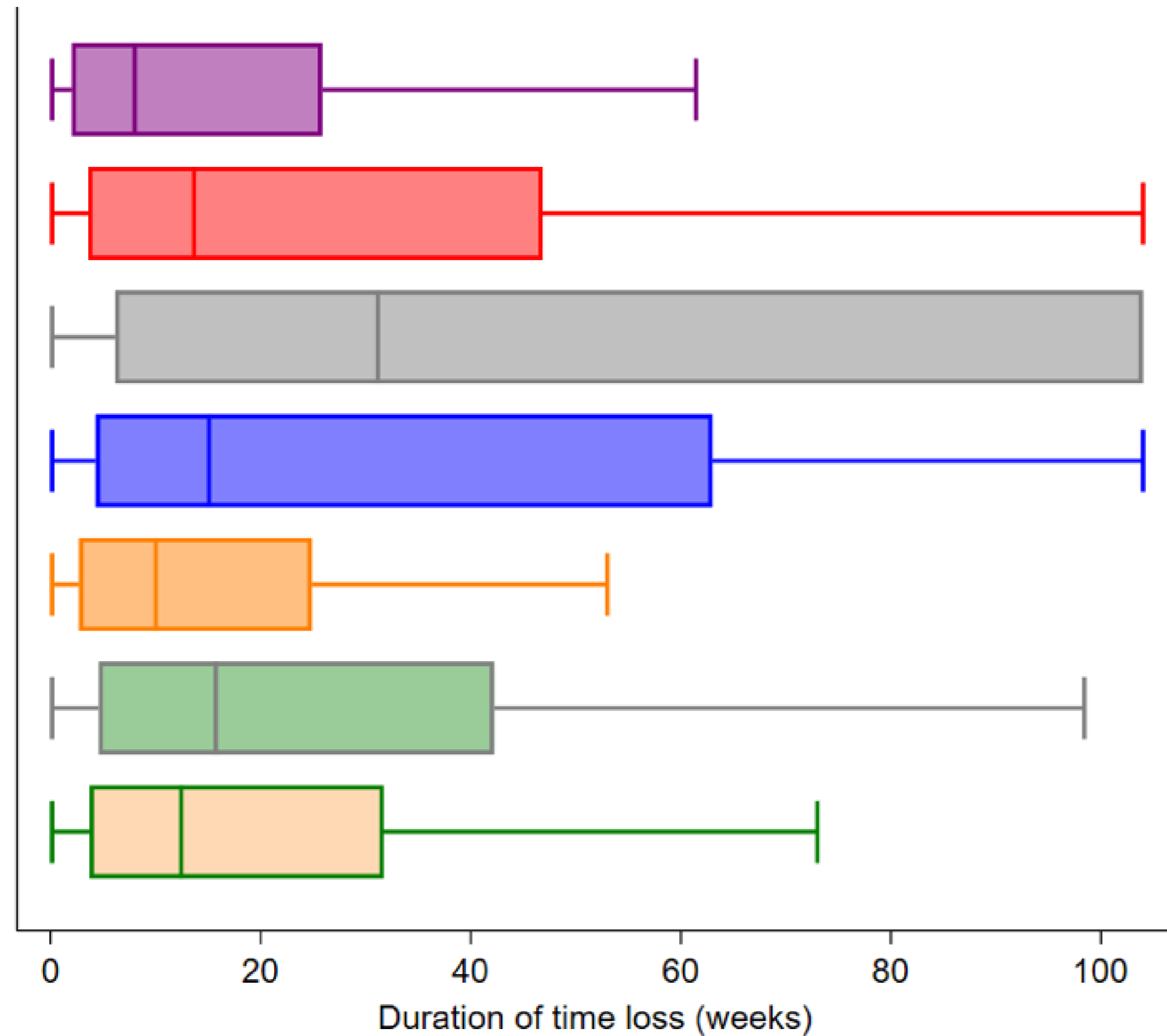
Below industry average, but above average of other industries
Nurses and midwives
Aged & disabled carers
Other occupations

Growth in claims frequency by occupation



Occupation	Percent growth from 2013-15 to 2018-21
Aged and disabled carers	31.2%
Administrators and managers	80.8%
Social workers	104.1%
Ambulance officers	138.5%
Nurses and midwives	150.5%
Other healthcare workers	169.8%

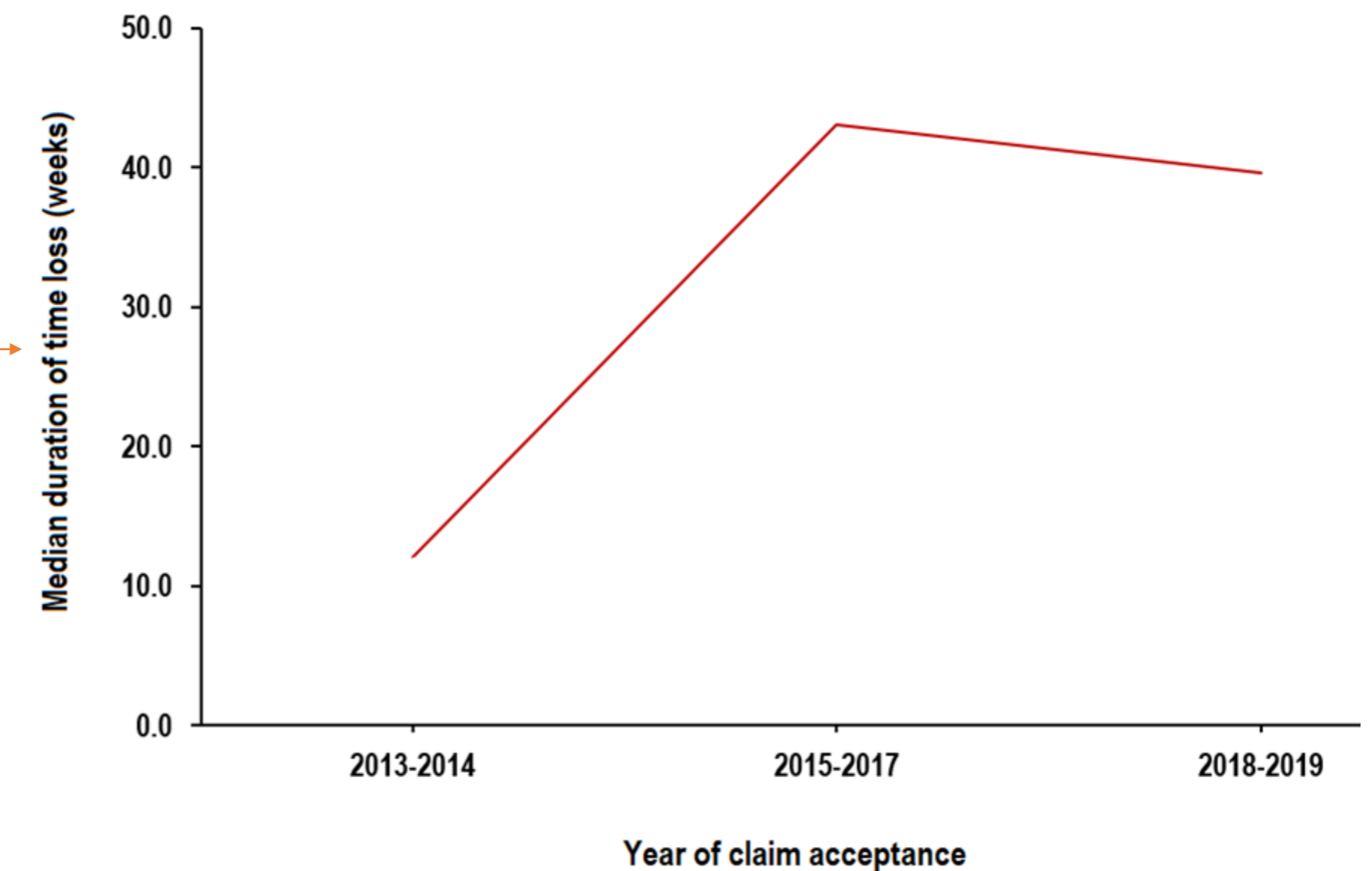
Duration of psychological injury claims by occupations



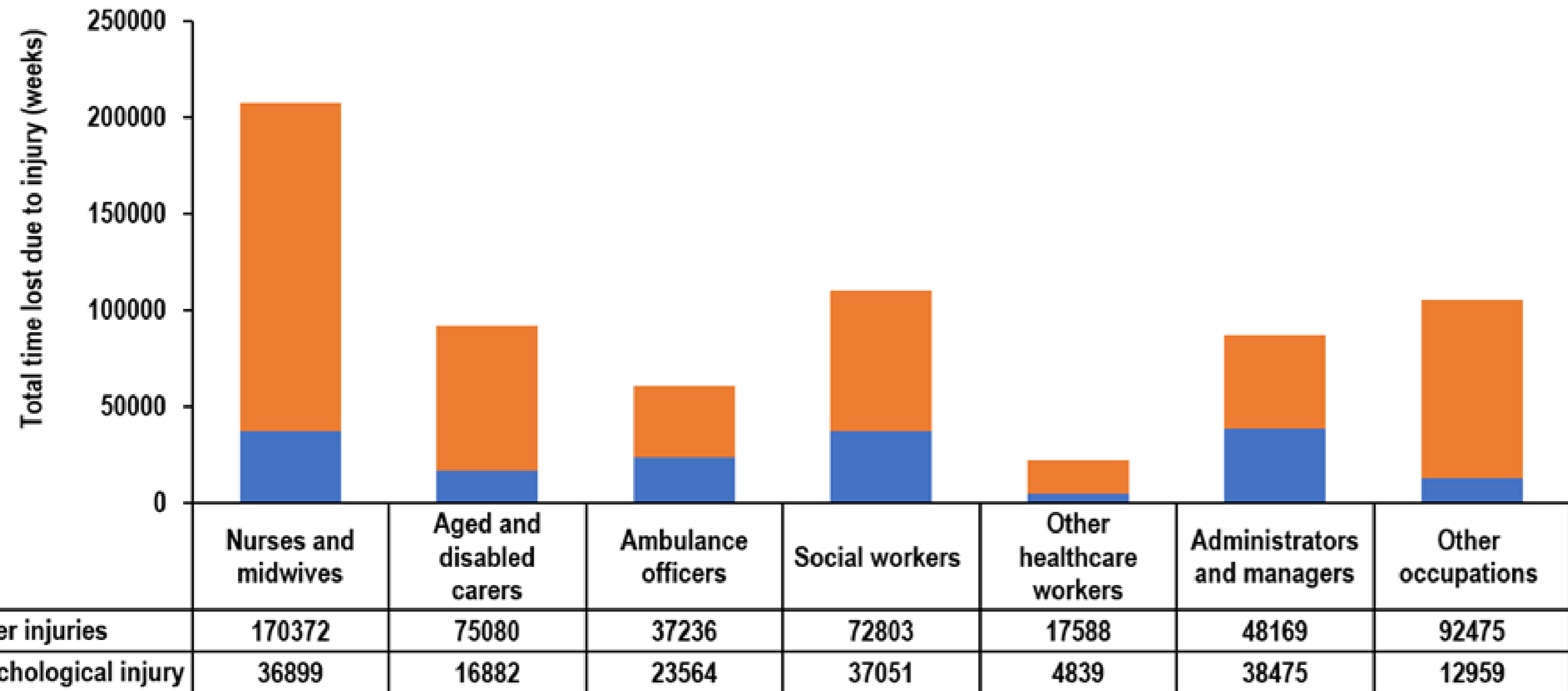
Occupation	Median weeks time loss
Ambulance officers	31.1
Administrators and managers	15.7
Social workers	15.1
Aged and disabled carers	13.6
Other healthcare workers	12.4
Other occupations	10.0
Nurses and midwives	8.0

Growth in duration of time loss by occupation

Occupation	Median weeks time loss	
	2013-14	2018-19
Ambulance officers	12.1	39.6
Aged and disabled carers	8.6	22.6
Social workers	10.7	20.1
Administrators and managers	12.8	18.9
Other occupational	9.2	17.1
Other healthcare workers	9.9	10.5
Nurses and midwives	5.0	10.2



Burden of work disability by occupation



Occupation	% time loss to psychological injury
Administrators and managers	44.4%
Ambulance officers	38.8%
Social workers	33.7%
Other healthcare workers	21.5%
Aged and disabled carers	18.4%
Nurses and midwives	17.8%
Other occupations	12.3%



RESULTS RISK FACTORS

Risk factors identified in global literature review



A photograph of a young female nurse in blue scrubs with a stethoscope around her neck, smiling and assisting an elderly female patient in a hospital bed. The patient is wearing a yellow sweater and holding a glass of water. The nurse has her hands on the patient's shoulders. The scene is set in a hospital room with a bed, a chair, and a wall with some papers. The entire image is overlaid with a semi-transparent teal color.

CONCLUSIONS

Summary of key findings

- Psychological injury claims in the NSW H&SA industry between 2012 and 2021:
 - Higher prevalence than in other industries
 - Substantial growth in claims frequency
 - Occupation specific patterns
 - Diverse set of risk factors but job design is very important
 - Very long and growing duration of time loss
 - Substantial and growing burden of disability
- 170,000 working weeks (3,540 working years) were lost to psychological injury claims alone

“There is a pressing need to focus on prevention and early intervention in the H&SA industry, to minimise the frequency of psychological injury and its associated disability.”



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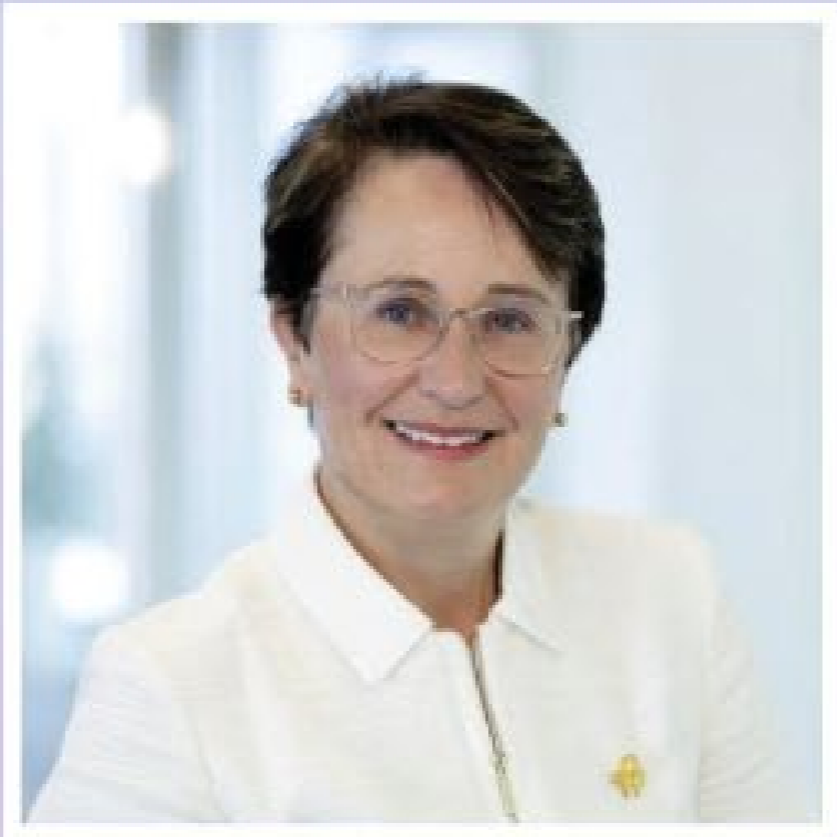


Industry Response Panel



Professor Alex Collie

Director of the Healthy Working Lives Research Group, Monash University



Lucinda Brogden AM

Director, Australian Unity and Former National Mental Health Commission Chair



Brad Wakeling

National Manager - Workplace Health and Safety, Regis Aged Care



Suzanne Becker

Chief Executive Officer - Lifestart



Design for Care



Q&A from the floor

Solution focused research

- Design for Care project is working to develop preventative evidence-based solutions to this problem.
- Inviting Expressions of Interest for new members of the Design for Care Community of practice.

Follow the research

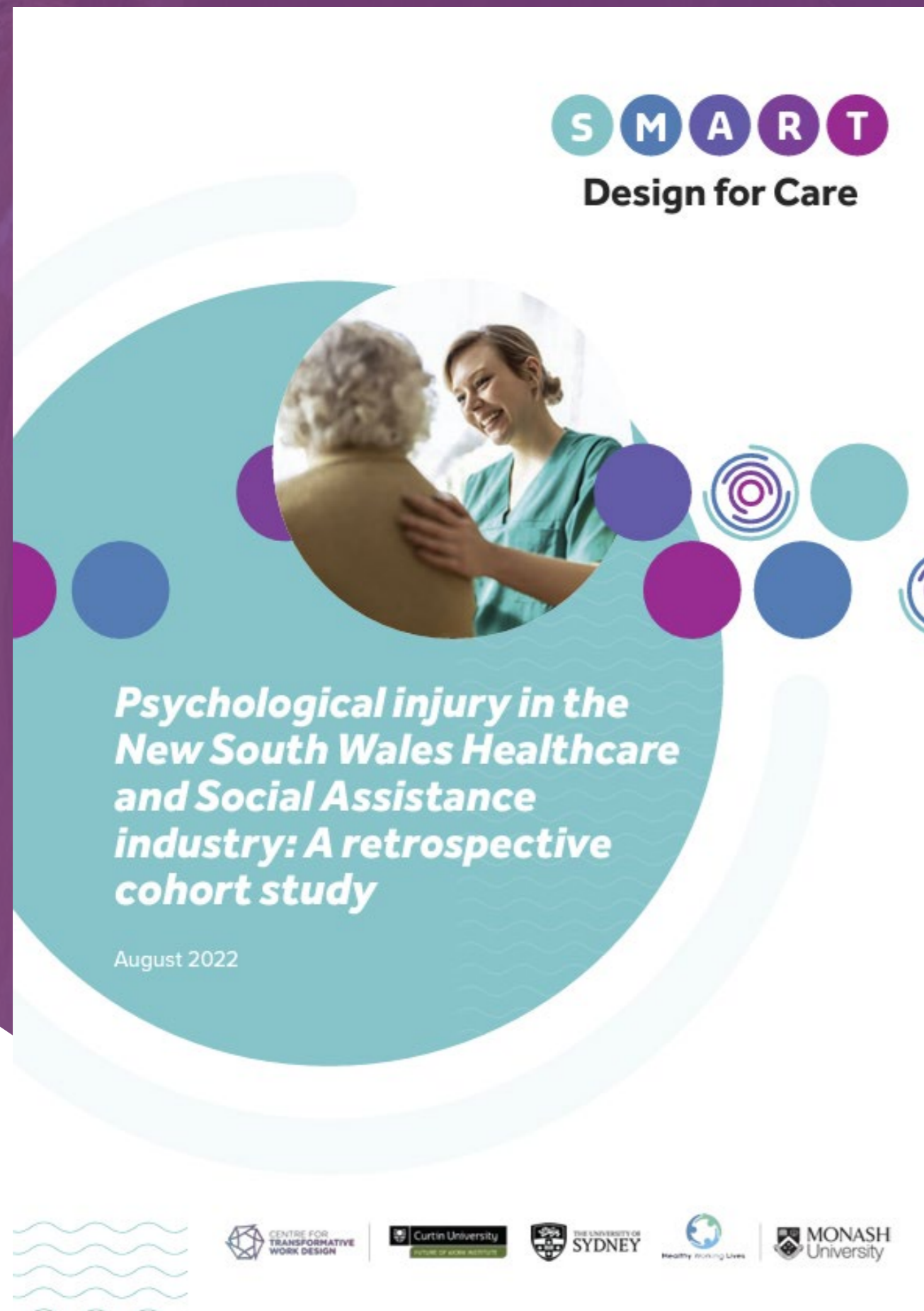
We will post project updates and emerging research findings on our Linked In page.



Scan for
@SMART design for care
Linked In page

Access the Full Report

A copy of the full report is now live on our website. This QR code is also found on the infographics handout in your information pack.



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What did you think of this event?



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Please complete this short evaluation.

You can also use this form to register
your interest in the Design for Care
Community of Practice (CoP)

S M A R T

Design for Care



Design for Care is funded by **icare**