



## Position description

### Research Fellow, Victorian Injured Worker Outcomes Study

<b>Position number</b>	pending
<b>Department/Unit</b>	Monash Centre for Occupational and Environmental Health (MonCEOH)
<b>Faculty/Division</b>	Faculty Medicine Nursing and Health Sciences
<b>Classification (salary rates)</b>	Level A, \$68,186 - \$92,541 pa (includes 9.5% employer superannuation)
<b>Employment type</b>	Full time (1.0)
<b>Work location</b>	Alfred Hospital
<b>Date document created or updated</b>	10/08/2015

### Organisational context

**Monash University** is an energetic and dynamic university committed to quality education, outstanding research and international engagement. A member of Australia's Group of Eight research intensive universities, it seeks to improve the human condition and is committed to a sustainable future. Monash has six campuses in Victoria, a campus in Malaysia, a campus in South Africa, a centre in Prato, Italy, and numerous international partnerships and cooperative ventures.

Monash has approximately 56,000 equivalent full-time students spread across its Australian and off-shore campuses, and approximately 7000 full time equivalent staff. Approximately 3500 of these staff members are academic staff.

#### **Faculty of Medicine, Nursing and Health Sciences**

The Faculty of Medicine, Nursing and Health Sciences is the University's largest research faculty. World-class researchers work across disciplines including laboratory-based medical science, applied clinical research, and social and public health research. The faculty is also home to a number of leading medical and biomedical research institutes and groups, and has contributed to advances in many crucial areas: *in vitro* fertilization, obesity research, drug design, cardiovascular physiology, functional genomics, infectious diseases, inflammation, psychology, neurosciences and mental health.

Courses offered by the faculty include medicine, nursing, radiography and medical imaging, nutrition and dietetics, paramedic studies, biomedical sciences, physiotherapy, occupational therapy, behavioural neurosciences and social work. A range of research and coursework

postgraduate programs is also offered. The faculty takes pride in delivering outstanding education in all courses, in opening students to the possibilities offered by newly discovered knowledge, and in providing a nurturing and caring environment.

Further details may be found at: <http://www.med.monash.edu.au/>

**Monash School of Public Health & Preventive Medicine** is a teaching and research unit of the Faculty of Medicine, Nursing and Health Sciences and is centred at the Alfred Hospital Campus. It plays a prominent role in public health medicine in Australia and has a strong record for training individuals with the capacity and skills to assume leadership roles in Australia in this field. We work closely with the major Monash affiliated hospitals, research institutes and public health units within Victoria. Our skills provide a key resource underpinning translational research within our Faculty.

**The Monash Centre for Occupational and Environmental Health (MonCOEH)** is an Australian leader in occupational and environmental health research. Formed over 10 years ago, the Monash Centre for Occupational and Environmental Health (MonCOEH) has grown rapidly, and employs approximately 40 research, professional, teaching and administrative staff. It has obtained research grants from the NHMRC, Government and industry. Malcolm Sim is Professor and Director of the Monash Centre for Occupational and Environmental Health (MonCOEH).

The Monash Centre for Occupational and Environmental Health's (MonCOEH) research interests span aetiological studies in industry groups to identify occupational risk factors for disease, veteran and military health research, occupational disease surveillance, chronic disease screening in workplaces, exposure assessment, workplace health promotion, environmental health hazards and risk assessment. The Centre has rapidly expanded and has now added research and expertise in the areas of migrant health, the ageing workforce and firefighters' health.

Our research involves collaboration with many national and international research partners. The Monash Centre for Occupational and Environmental Health (MonCOEH) also has an active PhD, coursework degree and short course program.

## Position purpose

Nearly 8% of workers entering the Victorian Worksafe Compensation system and receiving wage replacement are still receiving wage replacement benefits at 130 weeks post claim acceptance. Although this is a small proportion of accepted claims, these workers represent a substantial and disproportionately high cost to the worker's compensation system. The Victorian Injured Worker Outcome study will use a mixed methods approach to identify factors that contribute to poorer outcomes and identify opportunities to improve outcomes for injured workers.

The Victorian Injured Worker Outcome study will have three main inter-related studies:

1. Qualitative research involving interviews of long term injured workers at different time points, including those who are no longer receiving compensation benefits and who have not returned to work. Key informant interviews with other participants in the compensation system processes will also be undertaken. As well as providing useful information in its own right, the outcomes from this substudy will help to inform the design of substudy 3.
2. Retrospective analysis of the Victorian Compensation Research Database and, where feasible, other relevant existing data sources.
3. A prospective longitudinal study of a cohort of workers at 6-12 months post injury and followed up from between 36 and 48 months post injury, including 2-3 follow-up assessments and linkage with other relevant data sources. This is the study which will provide the main insight into the factors impacting on lack of return to work and the full range of social, health and economic outcomes following cessation of benefits.

Working under broad supervision, the Research Fellow will be responsible for undertaking a retrospective analysis of the Victorian Compensation Research Database, and, where feasible, other relevant existing data sources (Objective Two above). Tasks will include defining two cohorts of long term injured workers with different Return to Work (RTW) outcomes and investigating factors earlier in their compensation pathway which have influenced this outcome using quantitative research methods. The feasibility of linkage with other health and social welfare datasets will be investigated and, where feasible, data from these datasets will be accessed. The outcomes of this project will also help in the design of the study for Objective Three above.

- **Reporting line:** The role reports to Assoc/Prof Peter Smith in relation to the retrospective analysis of the Victorian Compensation Research Database and to Dr Helen Kelsall, Senior Research Fellow in relation to its coordination in the overall study.
- **Supervisory responsibilities** The incumbent will liaise with Institute for Safety Compensation and Recovery Research (ISCRR) staff around obtaining Victorian Compensation Research Database data for the project and for any other data that may be required for the project, including obtaining relevant data dictionaries and definitions of variables.
- **Financial delegation and/or budget responsibilities** The incumbent has no financial delegation or budgetary responsibilities

## Key result areas and responsibility

The Research Fellow is expected to carry out independent or team research within the field in which she/he is appointed and to carry out activities to develop her/his research expertise relevant to the particular field of research. An interest in occupational health and return to work would be relevant.

Her/ His specific duties on the Injured Worker Outcomes study include:

- The conduct of data cleaning, variable creation and analysis using appropriate statistical techniques on the Victorian Compensation Research Database and other administrative and health databases as required.
- The appropriate documentation of analyses undertaken and preparation of a draft section for a report on this section of the project describing methods and statistical analysis.
- Liaison with Institute ISCRR staff around obtaining Victorian CRD data for the project and for any other data that may be required for the project, including obtaining relevant data dictionaries and definitions of variables.
- The conduct of research either as a member of a team or independently and the production of conference and seminar papers and publications from that research;
- Contribution to the preparation or, where appropriate, individual preparation of research proposal submissions to external funding bodies;
- Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental, school and/or faculty meetings and/or membership of a limited number of committees.
- Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise;
- Administrative functions primarily connected with his/her area of research;
- Other duties as required connected to his/her area of research.

## Key selection criteria

1. A postgraduate qualification in biostatistics, public health, epidemiology or related disciplines
2. Research experience in public health and/or epidemiology
3. Experience with analysing similar large epidemiological administrative databases and demonstrable evidence of a high level of attention to detail in conducting such analyses
4. Ability to interpret data findings and communicate with researchers in relation to analysis findings
5. Excellent statistical computing skills, with particular expertise in one or more of SAS, Stata, or R.
6. Excellent interpersonal, written and oral communication skills
7. High level organisational skills: the ability to set priorities, meet deadlines, initiate and follow-up actions
8. Emerging track record of peer-reviewed collaborative publications would be desirable
9. Experience as a statistical consultant, not necessarily in the biostatistics field

## Other job related information

The role may require:

- Travel (eg. to other campuses of the University)
- Shift work, overtime and out of hours work (including evenings, weekends and public holidays)
- On-call (including rostered on-call requirements)
- Peak periods of work during which the taking of leave may be restricted
- Possession of a current Victorian driver's license

## Legal compliance

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including:

- Equal Employment Opportunity, supporting equity and fairness
- Occupational Health and Safety, supporting a safe workplace
- Conflict of Interest (including Conflict of Interest in Research)
- Paid Outside Work
- Privacy
- Research Conduct
- Staff/Student Relationships