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# ANNUAL GENERAL MEETING AGENDA

November 24, 2011

1:00 PM – 2:15 PM

## Venue

Eye Care Centre Auditorium  
Vancouver General Hospital  
2550 Willow St.  
Vancouver, BC

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## AGM Agenda

1. Welcome
  2. Presentation & Discussion: Doug Kube
    - Workplace Accommodation: Integrating Knowledge and Experience to Inform Decision-making and Practice (Open to the public)**
      - o Challenges from the front line
      - o Factors contributing to success (from systematic reviews)
      - o Planning implementation - engagement of stakeholders (including workers)
      - o Evaluating interventions
      - o Sharing Knowledge – Health and Work Productivity Web-Portal
  3. Minutes of Annual General Meeting, December 16, 2010
  4. Annual Report
  5. President's Report
  6. Executive Director's Report
  7. Treasurer's Annual Report
    - o Financials
    - o Appointment of Auditors
    - o Annual Review Financial Statements for the Year Ending June 30, 2011
  8. Research Committee's Annual Report
  9. Nominations Committee's Report
  10. Election of Directors
  11. New Business
  12. Motion to Adjourn
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## PRESIDENT'S REPORT

**Cathy Rambarran**

The Canadian Institute for the Relief of Pain and Disability is celebrating its 25th year of providing programs and services to people in British Columbia and across Canada.

To create effective changes in the lives of people with chronic pain and disability, educational activities need to include practical guidance to support workplace accommodation and society at large. An important objective of CIRPD is to provide credible "evidence-based" resources to empower people with chronic pain, impairments and disability and assist them live healthy and productive lives. People living with chronic pain tend to face the extra burden of having an "invisible disability" - that can affect family relationships, work relationships and interactions with the health care community.

An important goal of CIRPD is to prevent and reduce pain and disability by closing the gap between what is known from high quality research and what is done in policy and practice. This year CIRPD has reached some new milestones towards this goal.

- This year CIRPD has rolled out a very successful Webinar Series, Chronic Pain: The Journey Forward, engaging community stakeholders throughout British Columbia and Canada.
- Under Dr. White's research appointment with the Department of Family Practice at the University of British Columbia, CIRPD participated in pilot-testing processes and procedure underpinning the Health and Work Productivity Web-Portal. The research project was funded by WorkSafeBC bringing together academic researchers from SFU, UNBC and UBC with community partners.
- In February 2011 CIRPD held an international conference entitled: Musculoskeletal Disorders & Chronic Pain: Evidence-based approaches for clinical care, disability prevention and claims management which was focused on closing the gap between research and system-based barriers preventing people receiving appropriate evidence-based care.
- CIRPD launched the [www.whiplashprevention.org](http://www.whiplashprevention.org) a province-wide neck injury prevention initiative focused on providing consumers and employers with information on how best to protect oneself from unnecessary pain and disability.

I would like to thank the BC Government for their continued support of our program and activities and the many volunteers who are committed to CIRPD's mission – the prevention and reduction of pain, pain-related suffering and disability.

I would like to thank the contribution of CIRPD board members who have provided strategic guidance and oversight, as well as CIRPD staff and office volunteers under the leadership of Dr. Marc White. CIRPD relies on the volunteer efforts of its academic and community partnerships to produce and disseminate high quality information to all stakeholders related to our mission.

We are an open organization and welcome your interest in our mission and activities.

# FINANCIAL REPORT

**Janette Lyons CMA, BCom**

This past year CIRPD was pleased to receive continued support from the Province of British Columbia's Direct Access Program that has assisted us in the planning and roll out of programs and activities throughout the province. This marks the end of 3 years of funding from Direct Access and CIRPD will need to reapply to the Province for future funding.

Last year the Finance Committee and board completed a strategic planning process in planning the past year's budget. I am pleased to report that CIRPD fulfilled many of its objectives. This included:

## **Health and Work Productivity Web-Portal**

- Completion of the first phase modules of the Health and Work Productivity Web-Portal.
- Completed pilot-testing the literature translation process with select stakeholders to assess the potential value of HWP as a collaborative environment to find credible relevant resources and pilot test academic/stakeholder translation process (Grants received via the University of British Columbia from a competitive WorkSafeBC Innovation At Work grant associated with Dr. White's UBC appointment and Healthcare Benefit Trust).

Actions planned for this year:

- To engage organizational stakeholder parties to participate in HWP project – engaging their membership in knowledge translation process
- To identify and engage academic topic editors to participate in HWP project
- To identify and engage academic/ workplace librarians to join HWP IRC
- To seek funding support in September/October for Phase II.

## **CIRPD – Consumer Health Programs and Services / Disability Stakeholders**

- Renewal of CIRPD resources providing relevant knowledge, tools and other resources (podcasts, video, interactive media) to prevent and reduce pain, pain-related suffering and disability.
- Updated CIRPD self-management resources
- Expanded CIRPD – BC Consumer Health Directory helping people in BC find programs, services and resources to help them live well with chronic disease.
- Secure more than 5 community health organization/ service providers to add to directory program
- Continued to demonstrate value to funders including BC Gaming of CIRPD's BC programs and services

**Actions planned for this year:**

- To create better tracking tools (google analytics) to report on progress
- To conduct a needs assessment of people with chronic pain across Canada using survey and interviews in collaboration with Canadian Pain Coalition. Funding secured via University of British Columbia associated with Dr. White's UBC appointment by Canadian Institutes of Health Research

- Prepare a new Direct Access budget and submit for funding in order to continue the funding for this years actions and projects

### **Woodbridge Grants and Awards Program**

- Supported Masters Training Awards for the Prevention and Mitigation of Injuries Arising from Auto Manufacturing or Motor Vehicle Collisions CIHR/AUTO21/CIRPD.
- Maintained our relationship as a CIHR Health Organization Partner, and utilizing this relationship to support CIRPD research interests.
- Maintained our relationship with AUT021

### **International Conference: Musculoskeletal Disorders & Chronic Pain: Evidence-based approaches for clinical care, disability prevention and claims management**

- Engage Canadian and US policy/ decision-makers, occupational medicine community, academic community to identify and address system-based barriers to the provision of evidence-based care.
- Continued our engagement with ACOEM
- Promoted HWP to stakeholders attending
- Retired debt owing Hyatt Regency

### **Special Project: CIHR Special Priority Announcement to conduct systematic reviews to better understand the risks of isocyanates as potential carcinogens or respiratory hazards**

- Brought together scientific and technical experts and representatives from government agencies, professionals organizations, and other agencies involved with occupational and environmental health to create a roadmap to address high priority needs.
- Created and implemented a roadmap to facilitate a CIHR knowledge syntheses competition on isocyanates.
- Completed Terms of Reference for launch of CIHR partnered competition in 2011.

Our fundraising target for the past fiscal year is \$150,000 to support the completion of additional modules for the Health and Work Productivity Web-Portal project. Fundraising efforts were delayed until the beta-site is populated with resources. We anticipate making this a priority for the current year.

Overall for the year-ending June 30, 2011, CIRPD spent a total of \$648k on various programs and initiatives and will need to obtain funding to support the current years programs, initiatives and costs.

## NOMINATION COMMITTEE REPORT

### Bill Dyer (Board Secretary and Chair of the Nominations Committee)

The following board members have agreed to stand for re-election: Sylvie Gelinas, Cathy Rambarran, Janette Lyons, Stan Jung, Kenneth Craig, Adrienne Hook, Mieke Koehoorn, Doug Kube, Lisa McGuire, Marisa Cornacchia and myself, Bill Dyer.

The following are new Board nominees:

#### **Liz McCulloch, CEBS** - Director, Group Underwriting, Pacific Blue Cross



Ms. McCulloch is the Director, Group Underwriting for Pacific Blue Cross, responsible for risk evaluation and pricing for group benefit plans. She has worked in the insurance industry for 35 years, with experience in claims management and administration, as well as underwriting. Her current leadership role involves strategic planning and budgeting, driving and measuring results, critical thinking, and active support of change and improvement. Liz is a Certified Employee Benefit Specialist (CEBS) and a Fellow, Life Management Institute (FLMI).

Liz was a member of the organizing committee for Benefits of Caring (a benefit industry bi-annual fundraising event in support of Ovarian Cancer) from 2002 - 2010, and in 2010 chaired the gala event. In 2011 she led the team who organized "Women & Wellness" evening - an initiative of the BC Division of the Canadian Mental Health Association to help raise mental health awareness.

We welcome nominations from the floor

#### **Board of Directors Standing for Re-election**

#### **Kenneth Craig, PhD** - Professor Emeritus of Psychology, University of British Columbia



Dr. Craig is Director of the Health Research Resource Office in the Office of the UBC Vice President Research, Chair of the Behavioural Research Ethics Board (B) and a Professor Emeritus of Psychology at the University of British Columbia.

At UBC he has served as Director of the Graduate Programme in Clinical Psychology, Associate Dean of Graduate Studies, CIHR Senior Investigator, and Distinguished Scholar in the Peter Wall Institute for Advanced Studies. Current activities at UBC include responsibility for development of health research teams. He has participated in a number of successful health research teams, including those pursuing pediatric pain, pain in the elderly and development of interdisciplinary training models for management of children's pain.

His research has pursued the application of social science methodology to population and public health challenges of pain and disability. He has challenged the biomedical focus upon pain by providing a comprehensive systems perspective on pain and disability that incorporates an understanding of social factors contributing to under-management of pain.

## NOMINATION COMMITTEE REPORT (continued)



**Sylvie Gelinas, BSc MA**, Human Resources Advisor for the Distribution Group, FortisBC

Ms. Gelinas has a Masters degree in Disability Management and is a Human Resources Advisor & Disability Management Team Lead for FortisBC (formerly Terasen Gas). As the Human Resources Advisor for the Distribution group at FortisBC, Sylvie provides a range of integrated Human Resources consulting services to support individual, team and organizational performance. She also provides advice on employee relations, staffing, performance and attendance management, career and succession planning, collective agreement interpretation and application and other related functions.

As the Disability Management Team Lead, she is also responsible for the Disability Claims management group which is responsible for overseeing the coordination of employee medical absences from the onset of illness or injury to the return to full time work. It enables Terasen to assume responsibility as coordinators of early intervention and services and encourages timely return to employability.

Ms. Gelinas has over 25 years experience in Labour Relations/Human Resources both in private and public sector. Her major project, "The Private Health Care Option in Disability Management" examines whether financing private surgery is a viable option in disability management by analyzing some of the associated benefits and risks.

**Adrienne Hook** – Director of Project Coordination and Collaborative Relations, Health Employers Association of BC

Ms. Hook currently holds the position of Director, Project Coordination and Collaborative Relations with the The Health Employers Association of BC. Adrienne has in excess of 20 years of Health Care experience having started her career providing direct clinical care as part of the team at the Juan de Fuca Hospital Society in Victoria. For the past 15 years she has worked in progressively more complex roles; the vast majority of her career working in complex labour relations environments with multiple unions and numerous stakeholders. Prior to her position with HEABC, Adrienne lived in her hometown of Victoria. Her organisational assignments have included implementing Attendance Management Programs and designing Critical Incident Response Toolkits for Managers. Her responsibilities included administration of the Employee Family Assistance Program, Design and implementation of an Early Intervention Program, WCB claims management protocols and case management of long term disability claims.

Her key area of interest has been developing and implementing evidence based employee centric disability management programs. As an advocate of ability management and accommodation, Adrienne is convinced of the value of working with the employee and their union to facilitate meaningful and sustainable return to work programs.



**Stan Jung, DC, FCCRS (C), FABDA – Chiropractic Specialist**

Dr. Jung is a Chiropractic Specialist Consultant in Rehabilitation and a Forensic Consultant. He is a Fellow of the College of Chiropractic Rehabilitation Sciences (FCCRS) and a Fellow of the American Board of Disability Analysts (FABDA). His practice is predominantly (approximately 95%) working with chronic pain patients involved in motor vehicle collisions. He was the Director of Rehabilitation at the (former) Thorson Health Centre, a multidisciplinary chronic pain facility. He has been involved with the CIRPD (formerly Physical Medicine Research Foundation) in various capacities (member, volunteer, conference participant) since the early 1990s. His area of academic interest includes studying motor vehicle collision injuries and how treatment and management of illness may contribute to chronicity.

For relaxation, Dr. Jung likes to play video games (XBox, PlayStation, & Wii) as well as playing the piano. His favourite books include: *Tong: the Story of Tong Louie*, Vancouver's *Quiet Titan*; *My Country Versus Me*, by Wen Ho Lee; *Gifted Hands*, by Ben Carson; and generally any book by Jack Canfield, Mark Victor Hansen, Robin Sharma, or Les Brown. As an avid movie buff, his favourite movies include *The Castle*, *Top Gun* and *Enter the Dragon*. As a practical tip for patients, Dr. Jung recommends that patients should not be afraid to clearly explain their concerns to their doctors and not feel like they are creating an inconvenience.



**Mieke Koehoorn, PhD – Associate Professor, School of Population and Public Health, University of British Columbia**

Mieke Koehoorn, PhD – Associate Professor, School of Population and Public Health, University of British Columbia

Dr. Koehoorn is an Associate Professor in the School of Population and Public Health and an Associate Faculty member with the School of Environmental Health, University of British Columbia. She also holds an appointment with the Institute for Work and Health. Mieke is the Past President of the Canadian Association for Research on Work and Health and currently holds a Michael Smith Foundation for Health Research Senior Scholar award in the field of occupational health and epidemiology.

Mieke was drawn to join CIRPD's Board of Directors because of CIRPD's mission and Marc White's commitment to interesting and novel approaches to achieving that mission. Her research interests are occupational health, including: the surveillance of occupational injury and disease including asthma, cancers and musculoskeletal injuries; occupational epidemiology including studies of firefighting and cardiovascular disease, and heavy industry and back injuries; and the evaluation of workplace safety policy and programs including forestry certification and workplace injuries, and surgical setting and return-to-work outcomes.

## NOMINATION COMMITTEE REPORT (continued)



**Douglas Kube** – Senior Consultant, Stantec

Doug Kube has over 20 years of experience in occupational and public health, workplace safety, regulatory affairs, workers compensation, disability and risk management. As a Senior Consultant with Stantec his principal area of practice is workplace safety, health and productivity, risk management, corporate governance and auditing. Doug works with clients to identify and prioritize risks and to help them understand the human, social and economic costs of disability. He works with employers to develop programs that maximize savings in averted regulatory fines, reduced workers compensation and disability costs, leading to improved employee health, satisfaction, engagement, productivity and performance.

Doug has experience in many sectors, including aviation, aerospace, courier/mail, transportation, warehousing, healthcare, pharmaceutical, chemical, steel making and insurance. As former Director, Occupational Health Services at Air Canada he provided operational leadership to both medical and non-medical staff to implement new occupational medicine, disability management, accommodation and workers compensation programs. And, as the Director, Human Resources at Purolator Courier he led the implementation of occupational health and benefits programs that resulted in significant improvement to accommodation and return to work practices. Doug also has considerable experience working with unions including the Canadian Auto Workers, Canadian Union of Public Employees, International Association of Machinists and Aerospace Workers, Air Canada Pilots Association and the Teamsters.



**Janette Lyons, C.M.A., BCom** – Controller, Powerex

Ms. Lyons is currently a Controller at Powerex. Janette has held several senior and financial management positions for a number of organizations over the span of her career and most recently was with BCTC in the role of Manager, Budgeting, Forecasting and Analysis.

Prior to this appointment, she was the V.P. Finance at Wakefield Homes. Janette has a B.Comm (Finance) from University of Western Ontario, a C.M.A. (Certified Management Accountant), and a Leadership Development Certificate from Western Ivey School of Business. Ms. Lyons has over 20 years experience as a financial professional and her key strengths include strategic planning, process improvement utilizing Six Sigma and financial management. Janette is married with two children and resides in West Vancouver.

## NOMINATION COMMITTEE REPORT (continued)



**Lisa McGuire, CRSP** - Executive Director, FIOSA-MIOSA Safety Association of BC, formerly the BC Food Processors Health & Safety Council

Ms. McGuire's primary responsibility is to carry out the strategic plans and policies established by the FIOSA-MIOSA Board. The FIOSA-MIOSA is a not-for-profit organization that seeks to address challenges and opportunities specific to food & beverage processing and manufacturing and to set industry standards for health and safety in BC.

The FIOSA-MIOSA mission is "to foster commitment among employers to improve workplace health and safety". In order to achieve this goal, the FIOSA-MIOSA works closely with industry and other associations on developing best practices; offers courses such as leadership training for supervisors; provides resources such as the online 'Source for Occupational Safety'; one-on-one consultation and innovative programs such as the SYNERGY safety network. Lisa was one of the founders of the BC Food Processors Association, an organization set up by HR and safety professionals. Lisa served as a Director on the BCFPA Board and was the first Chair of the BCFPA Safety Committee. The accomplishments achieved by this committee include designing an industry 'Return to Work' form, producing an award winning training DVD and obtaining industry support for the establishment of a Safety Council for the Food Processing Industry.



**Cathy Rambarran** - Disability Management Consultant, Manulife Financial

Ms. Rambarran is a Disability Management Consultant for Manulife Financial with over 30 years experience. Formerly she was Disability Case Manager for Canada Life Assurance Company, Manager of Disability Department, Maritime Life Assurance Company; Manager of Underwriting, Sales Support Staff, Health & Dental Claims and Disability at Maritime Life Assurance Company; and Manager of Disability for Vancouver and Calgary Disability & Health and Dental Departments.

Cathy has been an active committee member for a number of initiatives under the auspices of the Canadian Institute for the Relief of Pain Disability (CIRPD). In this capacity, Cathy was a founding member of CIRPD's BC Task Force on Disability Prevention and Management Collaborative (renamed the Disability Prevention and Management Collaborative and was the Organizing Chair for CIRPD's 2006 Conference Business Health-Employee Health: Creation, Retention and Renewal.

Cathy was appointed to Board of Directors for the Canadian Institute for the Relief of Pain and Disability in November 2008. She is also member of the Mental Health BC Roundtable and a member of the Steering Committee for the BC Summit to Prevent Needless Work Disability and a Co-Chair of the BC Collaborative Task Group, Social Marketing.



**Marisa Cornacchia, BA, RN, COHN (C), DOHS** – Occupational Health Nurse

Ms. Cornacchia is a registered nurse with a specialty in critical care and occupational health nursing. She has a Bachelor of Arts from York University with a focus in psychology and sociology, a Diploma in Occupational Health & Safety from McMaster University and is currently completing a Masters in Business Administration at Columbia Southern University. She is an active member of the Canadian Occupational Health Nurses Association and is licensed to practice nursing in Ontario, Manitoba and British Columbia.

Marisa has been recognized with several awards. In 2007 she was the recipient of the Robert Saulter Humanitarian award at the Hospital for Sick Children. She was the first ever recipient of the award from an acute care setting. She was recognized as the first acute care practitioner to provide strong compassionate care efforts with lasting effects in a short stay area.

Marisa has a strong interest in program development, project management and research. Currently she is working with the emergency room team of doctors and nurses on programs for pain management in the acute care setting. With over 17 years of critical care nursing in conjunction with occupational health nursing Marisa's focus is on evidenced based care in the rehabilitation field, for both adult and youth workers, to enhance and restore functional abilities and quality of life.



**Bill Dyer** – Manager, Workplace Claims Services, Air Canada

Mr. Dyer has a Bachelor degree in Business Administration and is a Certified Disability Management Professional as well as being a Fellow Chartered Insurance Professional. Bill has worked in the insurance sector for over 23 years, focusing primarily on early intervention and disability management programming.

Before establishing his own consulting firm of Dyer & Associates in 2008 he has held a number of senior positions within the industry; a Senior Consultant with Marsh Canada's Integrated Disability Management division; the General Manager of FIDAS (Forest Industry Disability Adjudication Service), which adjudicates the LTD claims for the Forest Industry in British Columbia. In this role Bill was responsible for the development and implementation of this organisation including policies, procedures, staffing, systems and transition from the previous supplier.

Bill started his insurance career with ICBC, most notably holding the position of Manager, Injury Management Support, where he was responsible for a provincial program of early intervention protocols for clients injured in motor vehicle crashes in BC. Bill was ICBC's liaison officer for CIRPD's BC Whiplash Initiative a province-wide multi-agency initiative working with academic leaders across the continuum of medical education.

Bill was drawn to his current occupation by interest in working with people and desire to make a difference. He is currently interested in research that touches on disability management & early intervention programming. During his time at ICBC 15 years ago, he was fortunate to be introduced to CIRPD and their relationship has continued since then! Bill finds great relaxation in hiking the Grouse Grind. His favorite books are thrillers and his favorite movies are action flicks.

## EXECUTIVE DIRECTORS REPORT



### Reflections on the Past 25 Years

Twenty-five years ago the charity was incorporated under the name of the Physical Medicine Research Foundation. Its mission at that time was to better address the health care needs of people with common musculoskeletal pain. The co-founders were Dr. John McM. Mennell and myself. Dr. Mennell was a physical medicine and rehabilitation specialist, and former Senior Medical Consultant for the Three Armed Forces in the United States. I was working as a registered massage therapist in British Columbia. Dr. Mennell had developed a general system-based approach to the differential diagnosis of common musculoskeletal conditions and was training physicians, physical therapist and massage therapists on the use of manual methods to assess “joint health” and a variety of manual techniques to address certain types of joint problems. In 1985 I had been using his methods on three patients who were off work on disability. Each patient had waited 12-18 months to go to a specialist back pain clinic, and at the end of their diagnosis and treatment were still in pain and disabled. In all three cases after a short course of treatments by a “lowly” massage therapist they had returned to work and life! This was not a case of magic fingers, it was simply a case where my “tools of the trade and experience” appeared to help these folks get back to life. It was this experience that led to a phone call with Dr. Mennell and the decision to create a multidisciplinary organization to improve the quality of care for people with chronic pain and musculoskeletal conditions.

Both Dr. Mennell and I shared a vision of improved standardized research-based care for people with common musculoskeletal conditions. Why is that if you had a heart condition and saw four different heart specialists you would more likely receive the same diagnosis by at least three of them. However, if you suffered from back pain and went to 10 health care professionals you would likely receive 10 different diagnoses and a whole range of therapies or products to “cure you”.

Our goals were simple – to facilitate multidisciplinary clinical research in the area of musculoskeletal and pain conditions, to enhance communication and collaboration across all health professionals, and to facilitate the translation of high quality research into policy, training and practice with the ultimate goal, as Dr. Mennell stated at our first scientific conference and planning meeting held at the University of British Columbia in 1986 the mission of the charity was to “improve the lot” for people with musculoskeletal disorders and chronic pain.

Over time our mandate was expanded beyond musculoskeletal disorders and pain, recognizing that “disability” itself was a “disease-like process” and many times had little to do with biomedical factors. To be effective we needed to build research capacity, improve the quality of research, work collaboratively across all disciplines and stakeholders, and most importantly translate high quality research and gain expertise in moving research to training and practice across all stakeholders.

### **Musculoskeletal Disorders and Chronic Pain: Evidence-based approaches for clinical care, disability prevention and claims management February 10-12, 2011**

A key focus of this conference was the identification and mobilization of high quality research evidence that if implemented into policy and practice would improve clinical outcomes and prevent disability for adults with musculoskeletal disorders and chronic pain. An important goal of the conference was to identify potential system-based and policy solutions to support evidence-based clinical practice, and congruent evidence-informed claims and human resource processes.

We would like to thank the scientific chairs for the conference **Dennis C. Turk, PhD**, John and Emma Bonica Professor of Anaesthesiology and Pain Research, Department of Anaesthesiology, University of Washington and **John P. Holland MD, MPH**, Clinical Professor, Department of Occupational and Environmental Health Sciences, University of Washington and past president of the American College of Occupational and Environmental Medicine.

The plenary sessions integrated themes were:

- Prevention of disability (systems and policy aspects, clinical, evidence of effectiveness)
- Musculoskeletal Disorders and Chronic Pain (societal impact, clinical management; systems and policy issues)
- Opioids and alternatives (societal impact, clinical care issues, impact on work and safety interaction with disability, policy and practice)
- Getting to evidence-based care (how to move from research to policy and practice for musculoskeletal disorders and chronic pain)

The conference contained a combination of presentations and panels on identified key issues and scientific evidence from experts on clinical practice, policy and health care systems followed by small working group break-out groups. Small break-out groups will brainstorm and identify potential pathways to close the gap between what is known from high quality research and what is done – policy, training and practice.

As a result of this conference CIRPD expanded its resources concerning pain including webinars for consumers on current trends in pain research, self-management of chronic pain, mindfulness and chronic pain, technology and pain treatment and additional resources for the BC Consumer Health Directory.

## WhiplashPrevention.org – Update

Having personally suffered from two rear-end vehicle collisions, including one involving being hit by a “HandyDart Bus” [a public transit vehicle for people with mobility disabilities], I can appreciate the pain and suffering people can experience from a motor vehicle collision. The good news arising CIRPD’s scientific conferences and current research is that serious neck pain can be prevented and reduced by 35% if people purchased vehicles with better head restraint systems and adjusted them appropriately.

CIRPD was pleased to learn that under Dr. White’s UBC’s research appointment, funding was secured for an additional year to support the BC Whiplash Prevention Initiative. The project team members are: Douglas Romilly P.Eng. (UBC Dept of Mechanical Engineering), Ediriweera Desapriya PhD (UBC Dept of Pediatrics, Faculty of Medicine & BC Injury Research & Prevention Unit) Marc White (CIRPD & UBC Department of Family Practice), Gunter Siegmund (MEA Forensic), Anne Snowdon (University of Windsor), Jean-Sébastien Blouin (UBC Human Kinetics) and Peter Lawrence (UBC Department of Electrical & Computer Engineering).

This past year we applied and received funding support from UBC’s Work Summer 2011 Study Program for summer student participation in the “whiplashprevention.org” website and observation study. We would like to thank Terry Chou and Rahul Chandra two undergraduate students who worked on the project up to 20 hours per week over the summer. We have collected and created new educational materials for the whiplashprevention.org website.



We are currently developing a web-based tool to assist consumers and other stakeholders to find new or used cars with high safety ratings and integrated green rating information. Special thanks to ICBC for a \$7,500 grant to support the "Rate My Car" and "Find Car" web-tool and the terrific support from the Insurance Institute for Highway Safety (for safety data), US Environmental Protection Agency (green data), and Canadian BlackBook (vehicle price data). This funding supported programming work on the project and the integration of additional safety fields in the database.

We delivered several presentations to different stakeholder groups at their professional meetings, and published articles about the project in conference proceedings and added new material on whiplash prevention on Wikipedia.

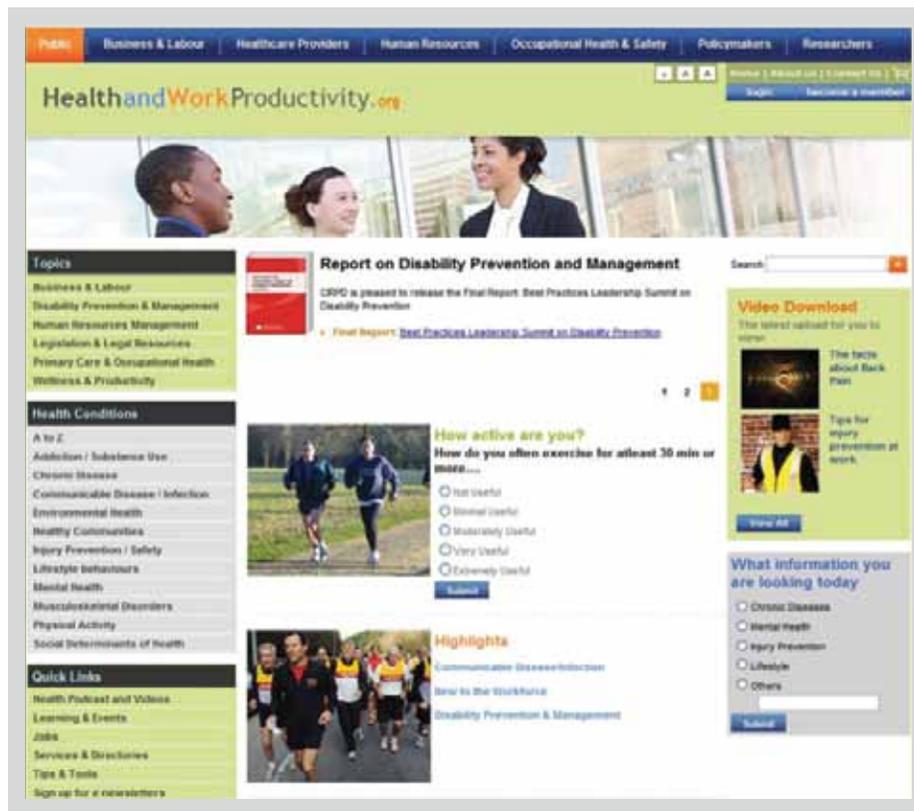
### **Health and Work Productivity Web-Portal Building Phase I**

As discussed in last year's report numerous rigorous scientific studies have shown that workplace absences, injuries and associated disabilities are often preventable. Prevention requires collaborative action by many stakeholders who play different roles within the worksite and the broader social milieu. These stakeholders include government policy makers, insurers, unions, health professionals and business and health professional educators. All of these stakeholders have a common desire to prevent disability and recognize the importance of work productivity. There is also strong interest for collective action related to growing concerns about work absenteeism, presenteeism (at work but not productive), the rising prevalence of chronic disease in the population, and low work productivity across public and private sectors.

The goal of the Health and Work Productivity Web-Portal (HWP) is to provide easily accessible, understandable, credible resources directing stakeholders to resources being sought. The HWP consists of an intranet site, an extranet site and public website, using Microsoft SharePoint Portal 2007 (which is the fastest growing collaborative platform in business). The intranet site is the production area where academic and community partners representing different targeted audiences can efficiently and systematically participate in the identification, evaluation (academics rating scientific merit, community partners rating relevance and pragmatic value) and translation of research evidence, tools and other resources. The extranet site is a professional collaborative environment for "subscribers and partners" to actively engage with the knowledge, tools and resources including topic-based discussion forums. The public website provides open access to resources for both workers and the general public.

The HWP technology development team has created automated and manual data linkages with public database providers (e.g. the National Library of Medicine using evidence-based filters) and other credible knowledge brokers (i.e. Health-Evidence.ca) to pull content into the HWP production environment. Using a series of workflows and social media technologies (blogs, wikis, twitter) academic and community stakeholders participate in the review and translation across different domains of judgment (scientific merit, relevance, perceived value, usability). When warranted (highly rated) academic and

community stakeholders participate in the creation of audience-specific key messages in collaboration with community partner reviewers. Using push and pull web technologies, key messages are pushed out to targeted community partners through their communication networks, in addition to the deployment of marketing tools, e-bulletins, Twitter networks, and Facebook to pull target audiences to the HWP.



The project has created working relationships with Health-Evidence.ca, Canadian Cochrane Network and Centre, College of Physicians and Surgeons of British Columbia Medical Library, UBC School of Library, Archival and Information Studies, PubMed-National Library of Medicine (US) and the College of Family Physicians of Canada. To facilitate population of the web-portal production area will first entail the creation of highly refined search strategies (using keywords related to identified topics and subtopics) across various databases/indices with an emphasis on systematic reviews and high quality large population randomized controlled trials. Secondly, data retrieved needs to be converted into standardized metadata fields (mapping of various database fields to common taxonomy) and the development of efficient mechanism to upload data efficiently in a systematic way to avoid possible duplication of resources across different databases.

Phase I of the HWP project is almost complete. BrickRed Technologies, our development team dedicated 1.5 FTE during this support period to address minor bugs and fixes at no charge. During this support period our focus will be to: (i) populate the website with content for sale of project to potential sponsors, (ii) improve CIRPD's financial situation to meet anticipated new development costs, (iii) determine requirements for Phase II, and (iv) complete audit of coding review and documentation of Phase 1.

Once funding is secured we plan to migrate to the latest version of Sharepoint 2010. We are currently seeking volunteer assistance from researchers, professional organization stakeholders to participate in beta-testing and populating the website.

### **WorkSafeBC UBC Research Project – Testing the Value of HWP**

With the nearing completion of Phase I, Dr. White sought and received a grant from WorkSafeBC to pilot-test a beta-version of web-portal with academic and community stakeholders and determine whether the collaborative process helps to close the gap between research and practice. The pilot project had two primary aims:

- To determine whether the web-portal provided an efficient and effective mechanism for academic researchers and community stakeholders to identify, translate and dissemination reliable and meaningful knowledge, tools and implementation resources?
- To create an evaluation framework to assess whether the HWP Portal initiative provided sufficient value to both academic and community partners to warrant further investment (human and financial) in the portal project.

We would like to thank our research team and collaborators: **Shannon Wagner** is Associate Professor of Health Sciences, Director of UNBC Institute for Social Research and Evaluation and co-leader of the (MSFHR) Workplace Traumatic Stress Team, **Rick Iverson** is Professor of Human Resource Management, Faculty of Business Administration, Simon Fraser University and has published over 50 refereed research articles and book chapters. Izabela Schultz is Professor in the Counselling Psychology Program at the University of British Columbia where she also serves as Director of the graduate program in Vocational Rehabilitation Counseling. **Janusz Kaczorowski** is a Professor and Research Director at the Department of Family Practice at UBC, an MSFHR Senior Scholar and Director of Primary Care and Community Research at the Child & Family Research Institute. **Werner Schulz** former Vice President and Director of Integrated Health and Disability Management at Healthcare Benefit Trust, **Lisa McGuire** is the executive director of the FIOSA - MIOSA Safety Alliance of BC and **Vernita Hsu**, Injury Management Coordinator for the BC Construction Safety Alliance. We would also like to thank the hard work of our research associate, **Eleanor Murray**, is an epidemiologist with experience in occupational health and safety, and Sue Bradley and Paula Oshalf and, members of the information research team.

As a result of this project we have submitted a new application to WorkSafeBC 2011 Innovation at Work Grants program. The 2011 application is entitled: Academic Community Partnership: Systematic Review of Systematic Reviews on Interventions to Address Modifiable Risk / Protective Factors for Preventing Work Disability to Support Best Practices in Disability Prevention. The 2010 WorkSafeBC Innovation at Work funded project entitled: Health and Work Productivity Web-Portal: Knowledge to action for disability prevention and management - A Pilot Study conducted a stakeholder-centred review of systematic review (qualitative and quantitative) to identify modifiable and non-modifiable risk and protective factors contributing to prolonged disability duration and risk of chronic disability. The proposed project will utilize these findings to conduct a stakeholder-centred systematic review of systematics reviews to identify interventions that are more likely to positively address modifiable risk and protective factors across health conditions and occupations contributing to prolonged work absences.

### **BC Consumer Health Resources Update**

The latest online version of the BC Consumer Health Resources Directory was released in June 2011. This version provided better viewing and filtering options. Tonya Hyde has been the project manager for this project working with Mehmet Ali Vural our senior web consultant, Alicia Priest our media/ writer and volunteers. The latest rendition of the website offers the following features:

- A more comprehensive resource list for a broader range of health conditions
- A blog for community updates
- New information and resources for employers and employees
- An updated BC Consumer Resources Guide
- The long awaited intranet site for board and committee members
- More interactive resources (Videos, Polls, Podcasts, etc)

The New CIRPD Website



The BC Consumer Guide has been updated to include over 500 resources available to people in British Columbia. These resources include support groups, webinars, videos, podcasts, educational workshops, community resource centres, and referral resources. These resources are available in 91 communities online plus a variety of online resources available to anyone with a computer and internet access.

Our most recent educational program has been our “Chronic Pain: The Journey Forward” webinar series. This series has drawn over 700 participants from all over Canada. This series includes free webinars as well as videos and audio podcasts. CIRPD is presenting this series in collaboration with community partners including PainBC and the Canadian Pain Coalition. The series is partially funded by the Province of BC through the Direct Access/Community Gaming Grants. These webinars have had a tremendous response from people with pain, pain advocates and health professionals. The series has also provided an opportunity for the creation of new programming by some of the community partners. For instance, on Vancouver Island one of the regional health centres offered to host a group of clients for the webinar. The webinar provided them additional resources and an educational focus around which to bring their clients (mostly those dealing with chronic pain) together. Also, in Kelowna, seven health professionals in Kelowna got together to listen to one of the webinars which provided them with a review.

**Canadian Pain Coalition**

In April 2011, I was elected as Vice President of the Canadian Pain Coalition having been a board member during the previous year. The Canadian Pain Coalition is a partnership of pain consumer groups, health professionals who care for people in pain, and scientists studying better ways of treating pain. The goals of the organization are to:

- Increase recognition by public and professionals that chronic pain is a disease,
- Promote Best Practice guidelines for the treatment of pain,
- Reduce new cases of chronic pain through better treatment of acute pain,
- Increase number of specialized facilities to treat chronic pain adequately,
- Increase research activities into novel treatments of intractable pain.

The CPC achieves these goals through:

- Developing educational programs for the public,
- Informing government about the needs of the pain community,
- Increasing media coverage of pain.
- Developing our website [www.canadianpaincoalition.ca](http://www.canadianpaincoalition.ca), that will become a powerful educational and information tool.

During the past year I was chair of the Research Committee & Education Grant Committee and created policies and procedures to review applications for supporting research applications, or providing education grants to member organizations. CPC although an independent organization is associated with the Canadian Pain Society, the President Elect for CPS is a member of CPC board. This provides CIRPD with a greater network of academics and researchers to expand the creation of resources for people living with chronic pain and will reduce unnecessary duplication of efforts.



**UBC Chronic Pain Needs Assessment Survey**

CIRPD has been participating in the planning and implementation of a UBC Chronic Pain Needs Assessment Survey.

**Background to the Survey:** Many studies investigating information needs of people with chronic pain have recruited people through consumer health organizations with a specific health condition and have focused primarily on information needs relevant to pain management. The purpose of this study is to use multiple sampling frames to broaden participation from typically under represented populations including young adults, working populations, and seniors and to seek a broader range of other health information needs (sleep/ fatigue, exercise, coping skills) common to people with chronic pain conditions. The research pilot study has two primary foci.: (i) To assess the potential value of using multiple recruitment vehicles to purposively seek participation of people with chronic pain using the following sampling frames: (a) randomly selected

pharmacies, (b) social media (facebook, twitter, google ads, barcode), (c) consumer health and senior organizations, and (d) advertisement in community papers, and (ii) To evaluate the information needs of people with chronic pain across different demographic factors (age range, work status, perceived pain and function status, insured or uninsured populations) and the recruitment method used.

Results from this survey will be available next year and will help us and our community partners better meet the needs of people living with pain, their families and support network. Results will be published on our website.

### CIHR Special Priority Announcement - Isocyanates Project Update

CIRPD has been working with the Canadian Institutes for Health Research to launch a Special Priority Announcement to seek proposals to conduct knowledge synthesis reviews to better understand the absolute and relative health risks of isocyanates and related compounds as potential carcinogens or respiratory hazards in controlled work environments, and determine best practices in differential diagnosis of occupational asthma.

We held an excellent planning meeting in Montreal at the Institut de Recherche en Santé et en Sécurité du Travail du Québec with the following stakeholders: **James L. Henry PhD** (Professor and Chair in Central Pain, McMaster University), **Mary Cushmac** (Project Manager, Design for the Environment (DfE) Program Economics, Exposure and Technology Division Office of Pollution Prevention and Toxics, U.S. EPA), **Pertti (Bert) J. Hakkinen, PhD** (Senior Toxicologist, and Toxicology and Environmental Health Science, Advisor (to the Director), Specialized Information Services, National Library of Medicine, National Institutes of Health), **John P. Holland MD, MPH, FACOEM** (Past President of the American College of Occupational Medicine), **Catherine Lemièrè MD** (Professor, Department of Medicine, and Department of Environmental Health and Workplace Health, Université de Montréal), **Chaidwick Leneis** (Senior Advisor on the Knowledge Synthesis, Canadian Institutes for Health Research), **Jacques Lesage MSc**, (Director of the Service and Expertise Laboratory, Institut de Recherche en Santé et en Sécurité du Travail du Québec), **Martin Nicholas PhD** (Head, Public Awareness, Surveillance and National Compliance Coordination, National Office of the Workplace Hazardous Materials Information System, Health Canada), **Pierre Band PhD** (Senior Medical Epidemiologist, Health Canada, Environmental Epidemiology), **Carrie A. Redlich, MD, MPH** (Professor of Medicine, Professor of Medicine (Occupational Medicine); Director, Occupational and Environmental Medicine Program), **Jack Richman MD**, (Senior Medical Consultant, The Woodbridge Group), **Robert Streicher PhD** (Chief, Chemical Exposure and Monitoring Branch, Division of Applied Research and Technology, National Institute for Occupational Safety and Health, CDC) and myself. Other stakeholders participating in this process are Marc Baril PhD (Institut de Recherche en Santé et en Sécurité du Travail du Québec), **Jeremy Beach MBBS, MD, FRCP(Edin)** (Associate Professor, Department of Medicine, and Residency Program Director, Occupational Medicine Residency Program, University of Alberta) and **Claude Emond PhD** (Clinical Adjunct Professor, Department of Environmental and Occupational Health, Université de Montréal).

There were four recommendations arising from the Montreal meeting.

- To support competitive grants to conduct a knowledge synthesis and critical appraisal of the literature to better understand the absolute/relative risk of isocyanates as a potential human carcinogen - CIHR agreed to co-fund a \$100K knowledge synthesis grant.
- To support multi-stakeholder scientific conferences to discuss exposure pathways to isocyanates and best practices. These meetings will identify and prioritize research and information needs, present current research in the field, and to help establish a research agenda with international partners.
- Knowledge Dissemination on work-related asthma (clinical identification, assessment, intervention)
- Competitive grant on Isocyanates exposure & health impact

In addition CIHR funding commitments seed funding was received from The Woodbridge Group, Magna International, Lear Corporation, Vitafoam, and Polyurethane Foam Association.

### **BC Collaborative for Disability Prevention**

The BC Collaborative for Disability Prevention was established in February 2009 by volunteers from the BC Summit held in 2008. Its goal is to foster and enable ongoing multi-stakeholder collaboration in order to catalyze the transition from vision to action.

The BCDP Steering Committee includes representation from the provincial government (Ministry of Housing and Social Development and the Public Service Agency), insurers (WorkSafeBC, Manulife, Sun Life, Pacific Blue Cross), business/employers (Business Council of BC, BC Chamber of Commerce), medicine (BC Medical Association), non-profit (Canadian Institute for the Relief of Paion and Disability) and disability services (Ultima Medical Services, Centrix Disability Management Services). Task Group membership provides even broader representation from all sectors and all key stakeholder groups from the disability system in British Columbia.

The BDF Steering Committee will guide and coordinate the activities of the six Task Groups in an overall effort to improve the quality and consistency of disability practices throughout British Columbia by:

- Informing Disability Policy and Legislation
- Mobilizing Communities to adopt standardized, evidence-based practices
- Foster Coalitions and Networks of key stakeholder groups
- Change Organizational Practices
- Educate Providers
- Promote Community Education
- Strengthen Individual Knowledge and Skills

CIRPD assisted BCDP with a successful application to the BC Labour Market Partnership program which will be providing Dr. Larry Myette with financial support to build organizational capacity, generate sustainable resources and facilitate the advancement of Task Group projects and proposals.

### **The Woodbridge Grants and Awards Program – CIRPD, Auto21 & CIHR**

Thanks to the support of The Woodbridge Group we are pleased to continue our CIHR Partnered Masters Training Awards.

#### **Current Award Winners**

- Doctoral Research Award

**Tara Kajaks** – *Automotive Manufacturing Injuries: Towards Workplace Injury Reduction by Improving Proactive Ergonomic Assessments using Virtual Reality and Digital Human Modeling, McMaster University*

**Daniel Mang** - *Seat-human interface: Optimizing car seat properties to the individual for injury prevention, University of British Columbia*

**Ziad Kobti** - *A population based examination of the influence of social networks on children risk of injury in vehicles using artificial intelligence computational models, University of Windsor*

**Diana Elisa De Carvalho** - *Effectiveness of a lumbar support in maintaining lumbar lordosis in sitting: A radiographic comparison of initial and long term effects on the lumbar spine and pelvic posture during simulated prolonged driving, University of Waterloo*

**Mylene Hazel** - *Neuropsychologique factors involved in a driving safely: a simulation study in individuals*

### **Personnel**

This part year we hired Ann Gillespie as a project administrator to assist us with several projects. Ann has worked as project manager and advisor on major primary healthcare and water programs on international projects including CARE/CIDA. She owned her own communications business for three years and was involved with strategic development, writing and designing professional business and organizational communication materials including project proposals and reports, brochures, publicity materials, fundraising packages, website, newsletters. She is currently assisting with some conference logistics, and is assisting us with the whiplash prevention project, WorkSafeBC project and BC Consumer Health Directory.

We have also just hired Sam Wang one day per week as bookkeeper. Sam is an accounting professional with over 10 years of experience in manufacturing, high-tech industry and service sectors. He is proficient in handling full cycles of accounting aspects, such as A/P, A/R, payroll, banking, inventory, reconciliation, cash flow, project management. Sam was a volunteer bookkeeper with us for approximately 3 months and we are delighted to have him join us.

### **Other Donations**

Thanks to Galaxy Multimedia Inc. for providing us with VOIP services and DSL connection, CIRPD has further reduced its telecommunication expenses. Radiant Communication Inc provided CIRPD collocation services for the Health and Work Productivity Web-portal servers.

FluidSurveys provided us with their online survey tools which has proven to be invaluable with our various project activities Thank you!

In summary, during the past year CIRPD managed to maintain and further develop its range of programs and services. Our 25th year will mark the launch of a new technological platform to support program innovation creating efficiencies in the delivery of CIRPD programs and services.

# EXECUTIVE DIRECTORS REPORT (continued)

## Some Pictures from the Last 25 Years



Dr. John Mennell (co-founder)



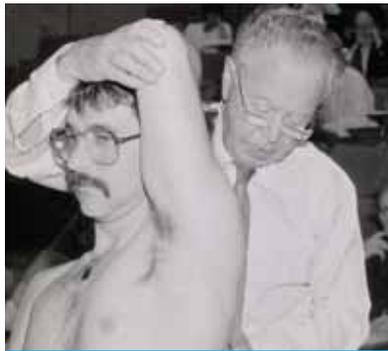
Dr. Richard Ellis, UK Chair



Dr. Vladimir Janda, European Chair



Maureen Dwight



Dr. Karel Lewitt



Dr. Adrian Grice

## Some of our conferences



## EXECUTIVE DIRECTORS REPORT (continued)



### Fundraising Activities

1. Seaboard Life Million Dollar Shoot Outs (Hyatt Regency)
2. Gala Event – Featuring Michael Buble
3. Dr. Jack Richman & Ian Barclay
4. Research Investment from Insurance Corporation of British Columbia, State Farm Insurance and Manitoba Public Insurance

# THANKS TO OUR SPONSORS

## CIRPD Education Resources



## Health and Work Productivity

### Sponsors



## Academic Partners



## THANKS TO OUR SPONSORS (continued)

### Whiplash Prevention Campaign



Online Survey Software

### Research Grants & Awards

