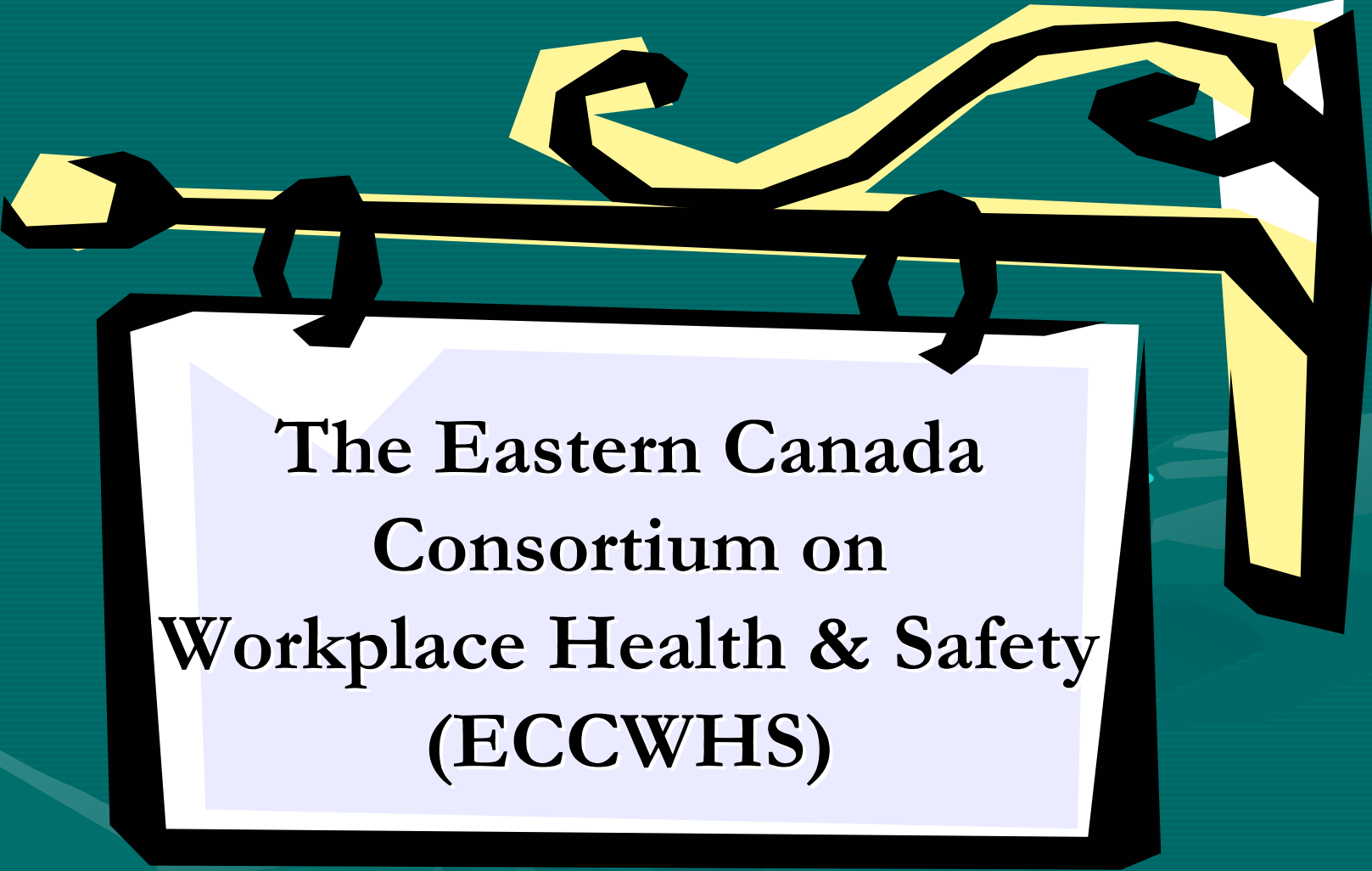


Dynamic Knowledge Transfer: A Strategy to Improve Knowledge Flow Among Workplace Health and Safety Researchers in Eastern Canada



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**The Eastern Canada
Consortium on
Workplace Health & Safety
(ECCWHS)**

Consortium Objectives



- Enhance the capacity for work on the analysis and prevention of injuries and occupational diseases in rural and remote Atlantic Canadian workplaces
- Identify best practices for Knowledge Transfer (KT) developed in Québec
- Investigate ways these can be applied to rural and remote, resource-dependent environments in Newfoundland and Labrador

Consortium Objectives (cont'd)

- Use action-research methods to test and refine KT practices
- Get research results into the hands of decision makers and workplaces in a timely manner

Methodology

Learning History (Developed in the late 1990's at MIT's Center for Organizational Learning)

- The learning history (LH) presents, via reflective interviews, the experiences and understandings of participants – people who initiated, implemented and participated in organizational transformation efforts, or some collaborative learning experience

The document

- Tells the story in participants' own words
- Reports actions and results
- Describes learning methods and techniques
- Includes descriptions of the underlying assumptions and reasoning that led to people's actions

Guiding Questions



- What are the factors that facilitate or impede health and safety knowledge transfer in and between organizations?
- How does knowledge about workplace health and safety gained in one culture get transferred to another culture?
- How can WHS knowledge gained from urban, industrialized settings be transferred to rural and remote environments?

Additional Questions



- How can new knowledge (i.e. research findings) about workplace health and safety be transferred effectively from the producers to the users of that knowledge?
- How can we best measure health and safety knowledge transfer?

Definition of WHS Knowledge

“WHS Knowledge is an organized representation of Workplace Health & Safety reality held to be true either based on experimentation, experience, practice, science or beliefs”.

Roy, M., Parent, R., Desmarais, L. (2003)



Definition of Knowledge Transfer

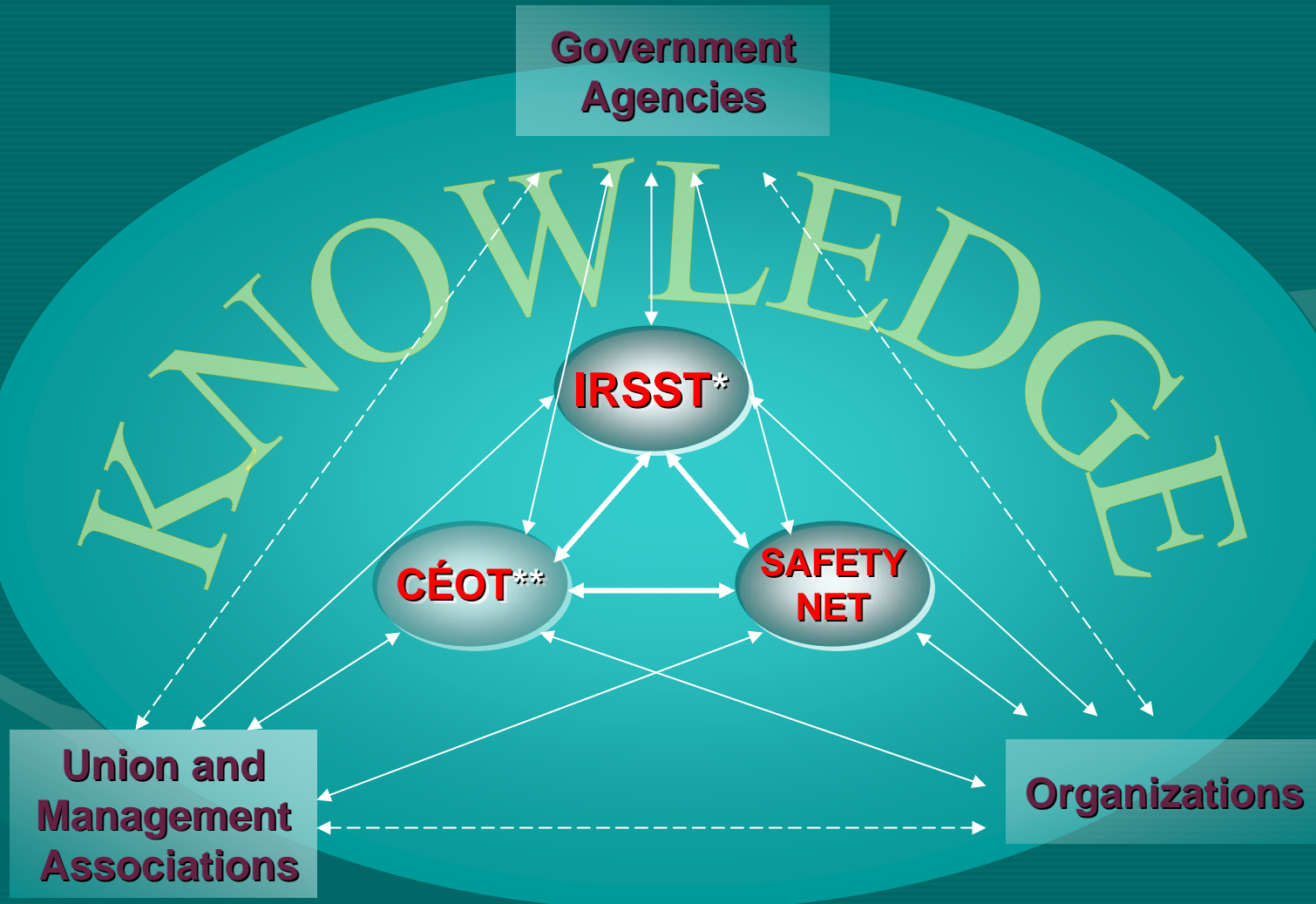
(Knowledge Translation)

“The exchange, synthesis and ethically-sound application of knowledge – within a complex system of interactions among researchers and users – to accelerate the capture of the benefits of research for Canadians through improved health, more effective services and products, and a strengthened healthcare system”.



Canadian Institutes of Health Research (CIHR), 2003

KNOWLEDGE SUPPORT NETWORK ON WHS



* IRSST : Institut de recherche Robert Sauvé en santé et en sécurité du travail

**CÉOT : Chaire d'étude en organisation du travail

Creations of the Consortium

- Rapid Interprovincial KT Initiatives (Quick Hits)
- Knowledge Translation Research Laboratory
- Pilot Projects
- Collaboration Tools (Sametime Quick Place)
- Interdisciplinary Multi-Site Seminar
- Funding and Training for Researchers



Preliminary Findings

- Workplace Health & Safety Network
 - Québec has a strong integrated network
 - Newfoundland doesn't
- “Quick Hits”
 - Developed using a push approach were unsuccessful
 - Now in the process of facilitating a pull approach
- Considerable researcher time and effort involved in engaging recipients and building a network
- The use of virtual tools to facilitate collaboration requires considerable time and effort on the part of researchers

The Workplace Health and Safety (WHS) Network in Québec and the Newfoundland & Labrador Equivalents



**Robert-Sauvé
Workplace Health
and Safety Institute**
~ No NL
equivalent

Ministère du travail
~ Department of Human
Resources, Labour &
Employment

**Ministère de la santé et
des services sociaux**
~ Department of Health and
Community Services

Permanent
committee

**Joint sectoral
safety
associations (12)**
~ Sectoral Safety
Associations (2)

**CSST regional
departments (21)**
• prevention/inspection
• compensation/
rehabilitation
~ Workplace Health,
Safety &
Compensation
Commission

ADTLSSSM(15)
* public health division
• regional workplace health team
~ Regional Health Boards

Regional
consultation tables

CLSC
(Local community services
centres)
• local workplace health team
~ no NL equivalent

Workplaces – WHS Committee/Representative

