

MUSCULOSKELETAL INJURIES PROFESSIONAL PRACTICE WORKSHOP FOR LOCAL AUTHORITY INSPECTORS

June 2018



AGENDA

- Why are MSD injuries so important to us and to industry?
- The Law and MSDs
- Where to find the guidance
- How to approach the investigation of MSDs
- Our options and likely challenges
- Enforcement options
- The science behind MSD and how to change behaviours
 - Dispelling myths and fallacies
 - Scientific facts for manual handling
 - How to apply to industry



Why bother with MSD?

- From the LFS - Musculoskeletal Injuries account for 44% of all work related injuries.
- The number and rate of MSD injuries fell in the ten years to 2011/12 but rose in 2013/14 and have remained at the same level since
- Roughly 9.5m working days are lost every year - an average of 17 per case
- It affects all industries and most occupations
- Work related MSD can be affected by activities outside work (and vice versa)
- It costs!



The Law and MSDs

- Manual Handling Regulations 1992 - require employers to:
 - **Avoid** the need for hazardous manual handling, 'so far as is reasonably practicable';
 - **Assess** the risk of injury from any hazardous manual handling that can't be avoided;
 - **Reduce** the risk of injury from hazardous manual handling, 'so far as is reasonably practicable'
- The Management Regulations Reg 3(1) also requires employers to make a suitable and sufficient assessment of the risks to the health and safety of their employees while at work
- The Regs do NOT set a weight limit



What do the Regs do?

- The main aim of the Regulations is to prevent injury, not only to the back, but to any part of the body. They require employers to take into account the whole handling operation
- The Regulations apply to the manual handling of loads - Human effort is involved
- The Regs do NOT apply to tools when used for their intended purpose - although injury can still occur



What can you require?

- A suitable and sufficient Risk Assessment
- Appropriate steps to reduce MH to the lowest level that is reasonably practicable
- Information for the employee on the weight and C of G
- An assessment of physical suitability
- Specific employee information and training
- Specific group risk assessments for pregnant, disabled, young or older workers
- ACTION based on the risk assessment
- Employees have duties too.....



Inspection of MSD in 2018/19

- LAC 67/2 rev 7 - Setting Priorities and Targeting Interventions
- Section 18(4) of the Health and Safety at Work Act etc. 1974 places a duty on Local Authorities to make 'adequate arrangements for the enforcement' of health and safety
- MSD Priorities for 2018/19 include:
 - Manual Handling in Larger Warehousing/Distribution
 - Musculoskeletal Injuries in residential care
- But don't forget Local Knowledge and MEC/MPMC



Investigation of MSD injuries

- What sort of MSD are we investigating?
- Gather the evidence
- Who, What, How, Why and When?
- Key failures to look out for?
- Action open to us
- Expertise available - ask for support via ELO?
- Confounding Factors?



Enforcement Options

- Letter - a good letter may be sufficient, remember previous advice can be a critical factor in deciding enforcement action in the future
- Improvement Notices - useful to get company to take action, make sure the Notice is SMART and you can check compliance
- Prohibition Notices - rare for MSD unless extreme
- Prosecution - rare for MSD and often combined with other offences



Potential IN wording?

- The Easy Option:
 - Failure to make suitable & sufficient risk assessments for manual handling operations
- The better Option:
 - Employees are exposed to the risk of injury and ill health arising from the manual handling in the warehouse, including manoeuvring packages, lifting and carrying packages and moving palletised products. These activities have not been sufficiently assessed to minimise the risk of musculoskeletal injury from the work activity and you have not, so far as reasonably practicable, introduced methods that avoid the need for employees to undertake manual handling operations, or reduce the risk of injury
- Don't Forget:
 - Failure to provide such information and training for employees regarding the loads they manually handle and introduce a suitable and sufficient management arrangements to ensure that training is followed.



The Science behind MSD and how to Change behaviours

- Dispelling myths and fallacies
- Scientific facts for manual handling
- How to apply to industry
- You've taken enforcement - how does a company react?
- What can we do together?
- What's the value of paper?



The Guidance

- *Manual handling at work: A brief guide* Leaflet INDG143(rev3) HSE 2012 - www.hse.gov.uk/pubns/indg143.htm
- *Managing upper limb disorders in the workplace: A brief guide* Leaflet INDG171(rev2) HSE 2013 www.hse.gov.uk/pubns/indg171.htm
- *Upper limb disorders in the workplace* HSG60 (Second edition) HSE 2002 www.hse.gov.uk/pubns/books/hsg60.htm
- *Manual handling assessment charts (the MAC tool)* Leaflet INDG383(rev2) HSE 2014 www.hse.gov.uk/pubns/indg383.htm
- *Risk assessment of pushing and pulling (RAPP) tool* Leaflet INDG478 HSE 2016 www.hse.gov.uk/pubns/indg478.htm
- *Assessment of Repetative Tasks Tool (ART)* Leaflet INDG438 HSE 2016 <http://www.hse.gov.uk/pubns/indg438.pdf>
- *Full manual handling risk assessment: Examples of assessment checklists* www.hse.gov.uk/msd/risk.htm
- HSE Musculoskeletal disorders web pages www.hse.gov.uk/msd
- Pristine Condition International Ltd Web pages <http://pristinecondition.com/>



Questions?

- Any Questions?
- Further Information required?
- What would you like from Pristine Condition International?

