Preventing Manual Task Injuries

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Welcome

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The Recovre Group

"We make a difference by helping people to be safe, healthy, and productive at work."

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Overview

- ✓ Manual task injury case study
- ✓ The multi-factorial causes of manual task injuries
- ✓ Participatory Ergonomics & Consultation
- ✓ Strategies for the workplace

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Case Study – "Barry"
What are the causes of injury?

- Process worker at distribution warehouse
- 50 year old, over weight male
- Sick wife (unable to work)
- Packing KPIs
- Poor RTW culture = late or no injury reporting
- Company focus on LTIs
- Sustains a shoulder injury – after years of wear & tear

Every week, 400 Victorian workers suffer a preventable MSD.

Source: http://www.worksafe.vic.gov.au/about-worksafe-victoria/campaigns

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Multi-factorial Causes of MSDs

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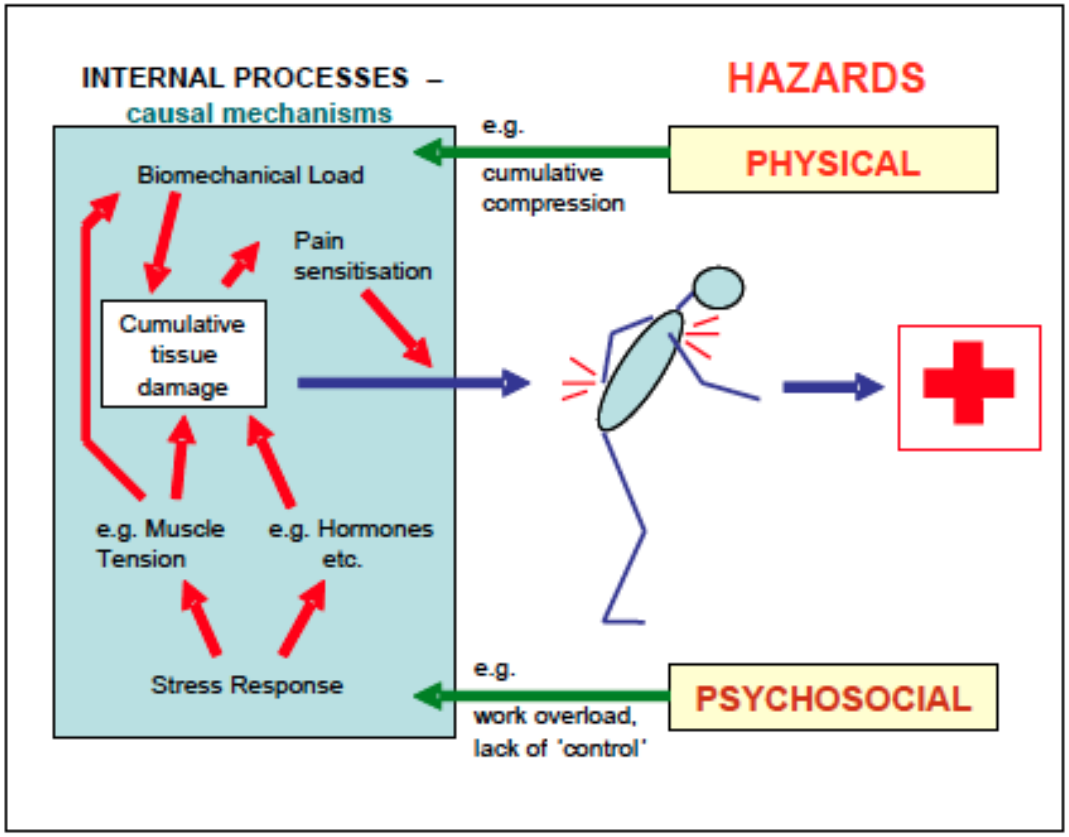
Musculoskeletal Disorders:
Psycho-social factors

- It's not just the physical environment; it is important to consider and assess **psycho-social hazards**



Dr Wendy MacDonald 2012

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Ergonomics – Fitting the Task to the Human

Derived from the Greek words:

- **Ergos** = “Work”
- **Nomos** = “Natural Laws” or “Study of”

The International Ergonomics Association (IEA) defines the domain of Ergonomics (or Human Factors) as the;

“Scientific discipline concerned with the understanding of the interactions among humans and other elements of a system, and the profession that applies theoretical principles, data and methods to design in order to optimize human well being and overall system performance”.

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Participatory Ergonomics

Relies on actively involving workers and all levels of the workplace in implementing ergonomic knowledge, procedures and changes with the intention of improving:

- ✓ health, safety & wellbeing
- ✓ safety culture
- ✓ productivity
- ✓ quality
- ✓ morale

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Participatory Ergonomics

Characteristics of this approach:

- **You are an expert**
- **Consultative Solution Focussed**
- **Teaching**
- **Risk Management**

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Participatory Ergonomics

The advantages to this method include:

- Risk controls developed that the work teams own (staff & management buy-in / solution ownership).
- Controls target the specific risk factors (useable by you, in your work environment)
- Adheres to legislative requirement to consult
- Assists RTW processes

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Health and Safety Legislation

- **Protect the health and safety** of workers and other people by eliminating or minimising workplace risks
- Ensure fair effective representation, **consultation** and cooperation in relation to health and safety issues in the workplace
- **Provide advice and promote information**, education and training on health and safety;
- Deliver **continuous improvement** and progressively higher standards of health and safety.
- **Involve** employees, employers in health & safety

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Manual Tasks

What does manual handling mean to you?

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Hazardous Manual Tasks

Repetitive or sustained force

e.g. bricklaying or pushing a wheelbarrow over long distances

High or sudden force

e.g. lifting bags of cement or the recoil of a large nail gun

Repetitive movement

e.g. painting, fastening long bolts or typing on keyboard

Sustained or awkward posture

e.g. holding up plasterboard sheets or installing roof insulation

Exposure to vibration

e.g. operating mobile machinery (e.g. Bobcat) or power tools

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Pro-active hazard identification

- A **hazard** is anything that can *cause* harm (consider “near misses”)
- When should we assess for hazardous tasks in the workplace?
- How do we identify hazardous tasks in the workplace?

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Discomfort survey

Completing this survey may assist to identify hazardous manual tasks. It is important that discomfort is reported early, so that treatment can be provided, and the risk controlled.

Description (tick)

☐ Swelling ☐ Pins and needles ☐ Tingling ☐ Stiffness

☐ Aches and pains ☐ Other:.....

Level of discomfort (cross)

1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10

Barely noticeable *Unbearable*

What caused the problem?

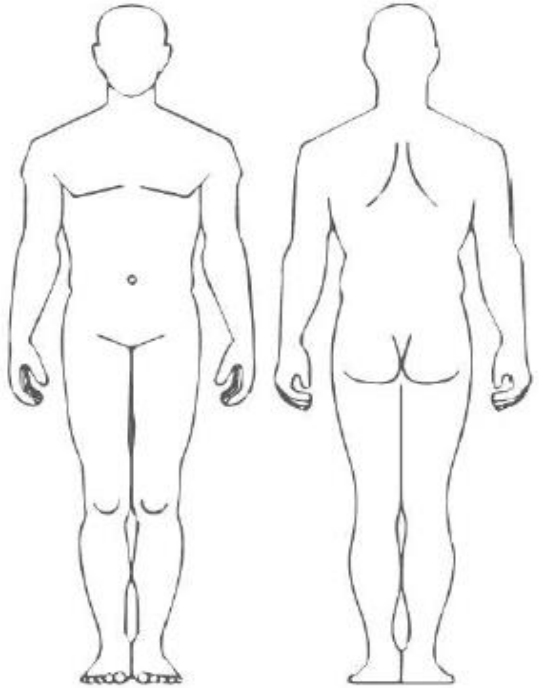
.....

.....

.....

.....

Locations of discomfort (circle)



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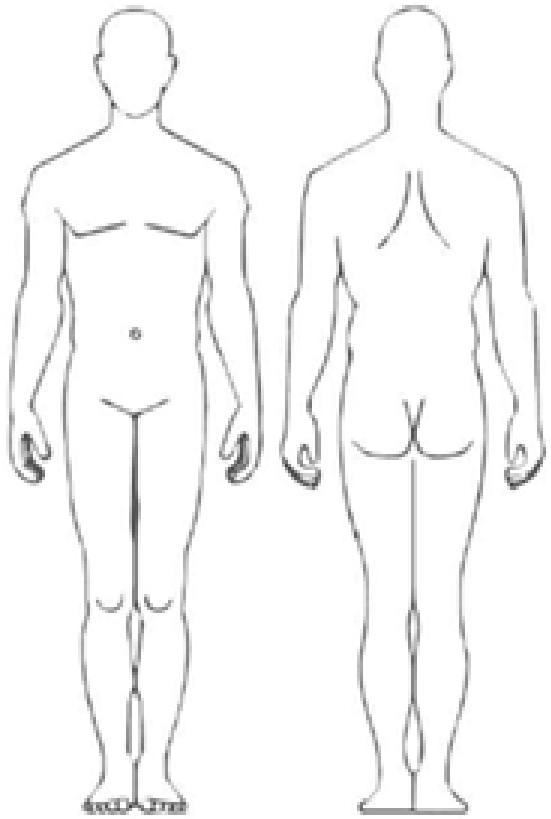
Hazardous Manual Tasks

The Risk Factors

1	2	3	4	5
Application of force - how much effort it required?				
No effort		Moderate effort/speed		Maximal effort/speed
Duration - how long does the task require?				
<10 min		30 - 60 min		>2 hrs
Awkward body position - How uncomfortable is your posture?				
Neutral		Moderately Uncomfortable		Very Uncomfortable
Repetition - How often if the same action repeated?				
None		Cycle time <30 sec		Cycle time <10 sec
Vibration - How much vibration for the body or hands?				
None		Moderate		Extreme



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Hazardous Manual Tasks

Assess the risk

Think about the task and draw a line from each affected body part connecting the body part to it's score on each section. Use different colours for each body part.

1	2	3	4	5
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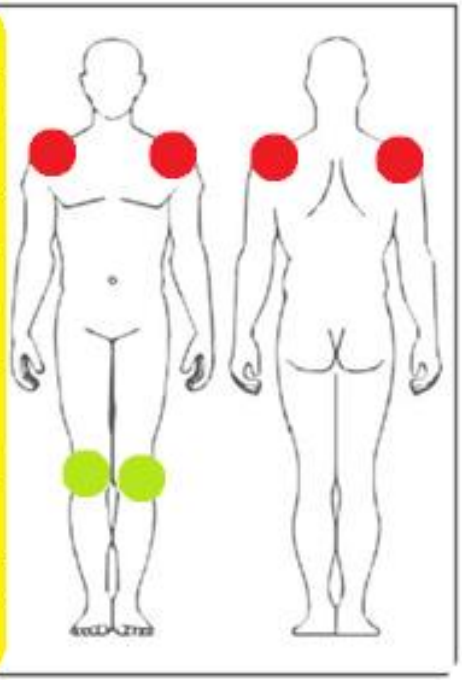

Risk factor rating

1 No risk	2	3	4	5 High risk

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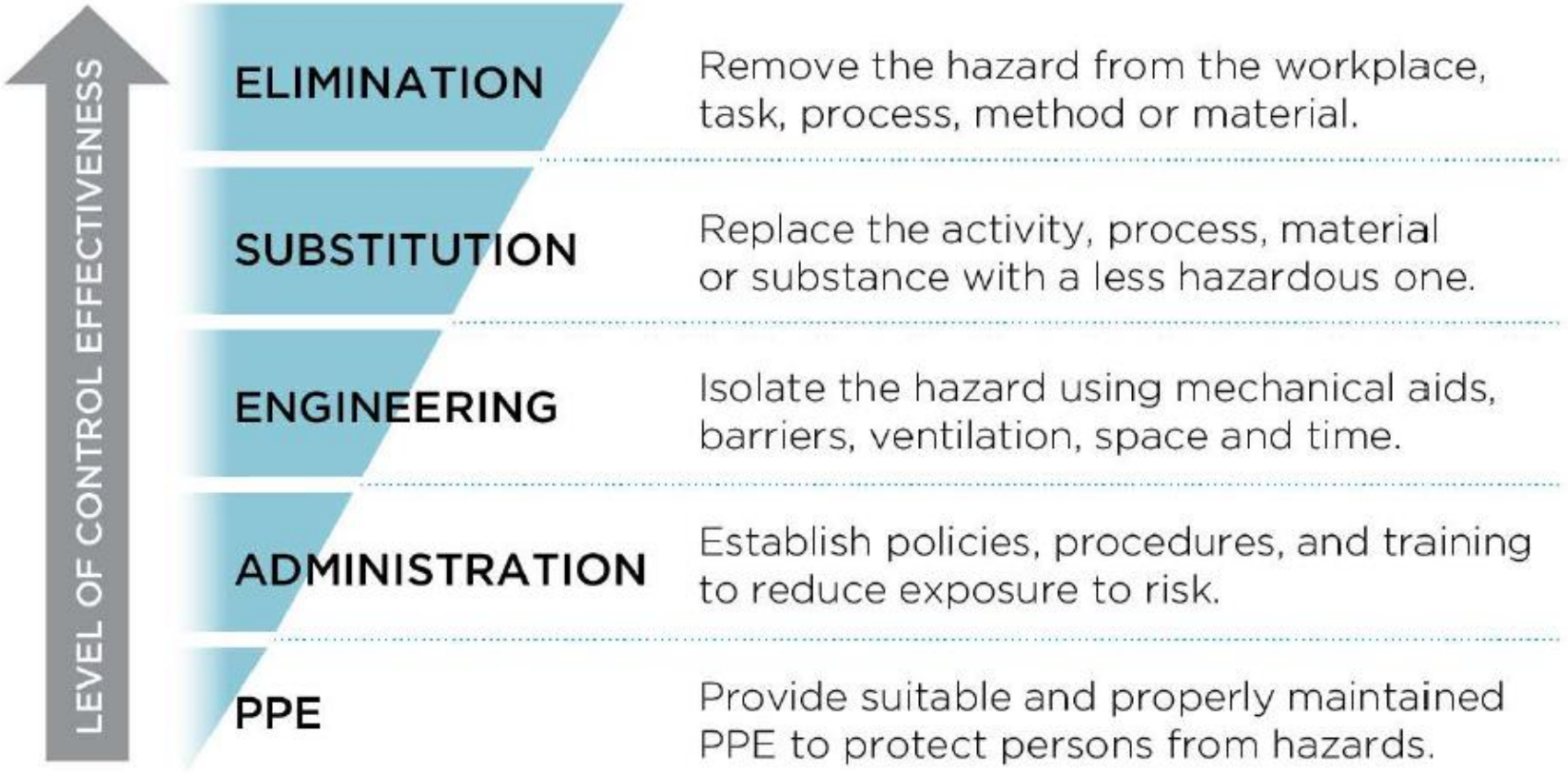
The Hierarchy of
Controlling the risk



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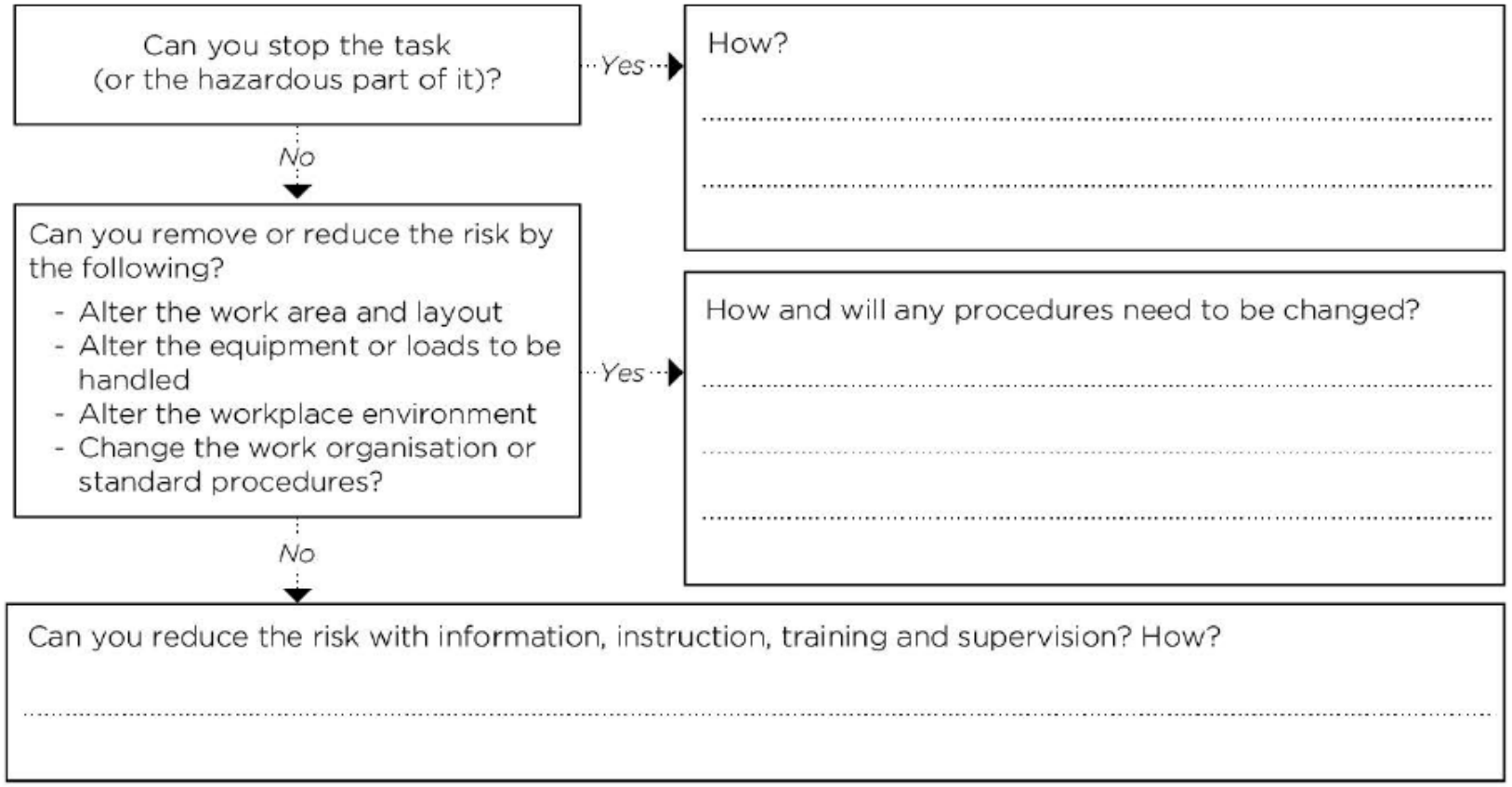
Barry – What are the controls?

Go through the flow chart to work out control/s to minimise the risk as low as possible.



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Multi-factorial controls

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Summary

Key elements in strategy include:

1. Leadership and accountability
2. Employee consultation and communication
3. Ongoing management / monitoring
4. Proactive programs
5. Effective and early management of injuries and RTW
6. Set non-negotiable behaviours for yourself and your workplace

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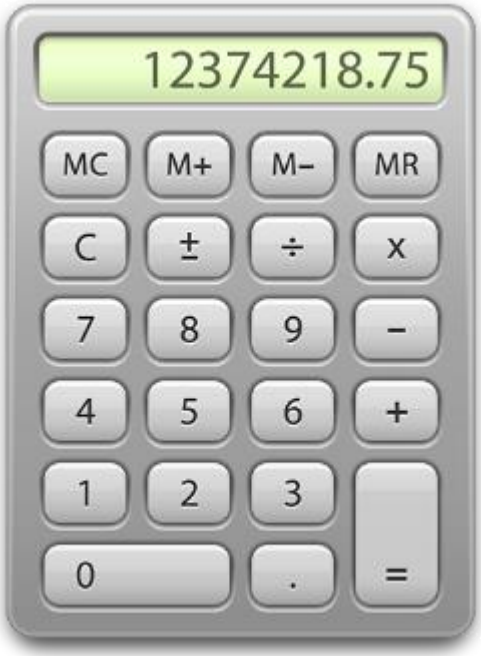
Can you afford not to address manual task hazards?



http://www.deir.qld.gov.au/workplace/resources/pdfs/ind-cost-calc.pdf

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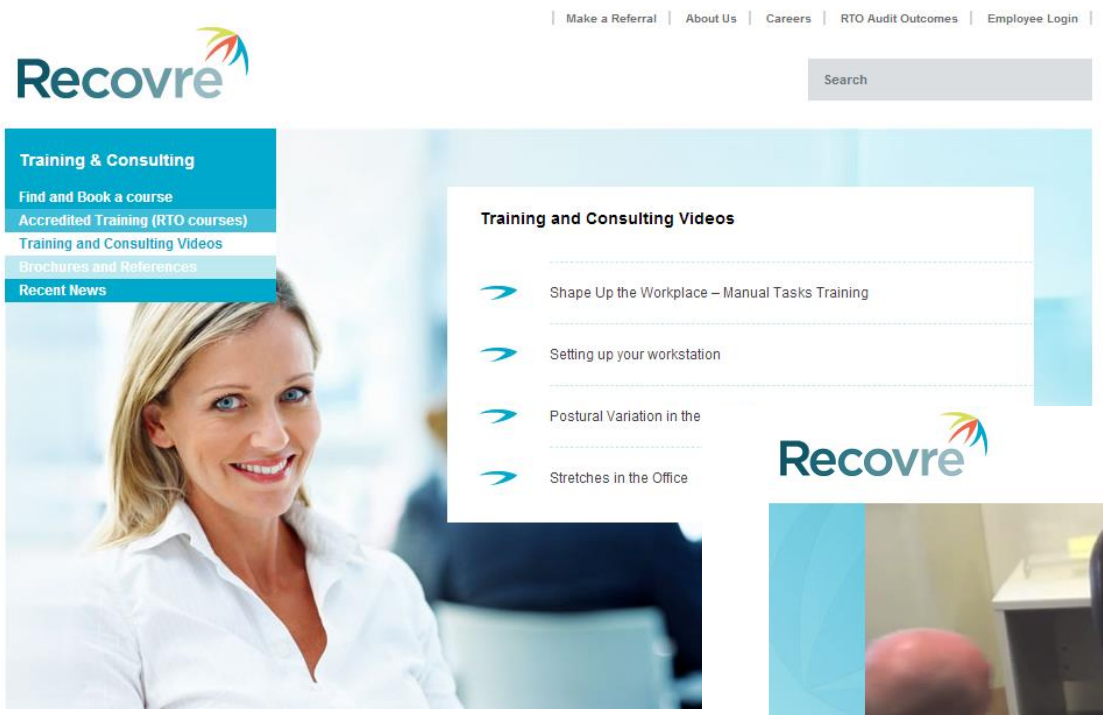
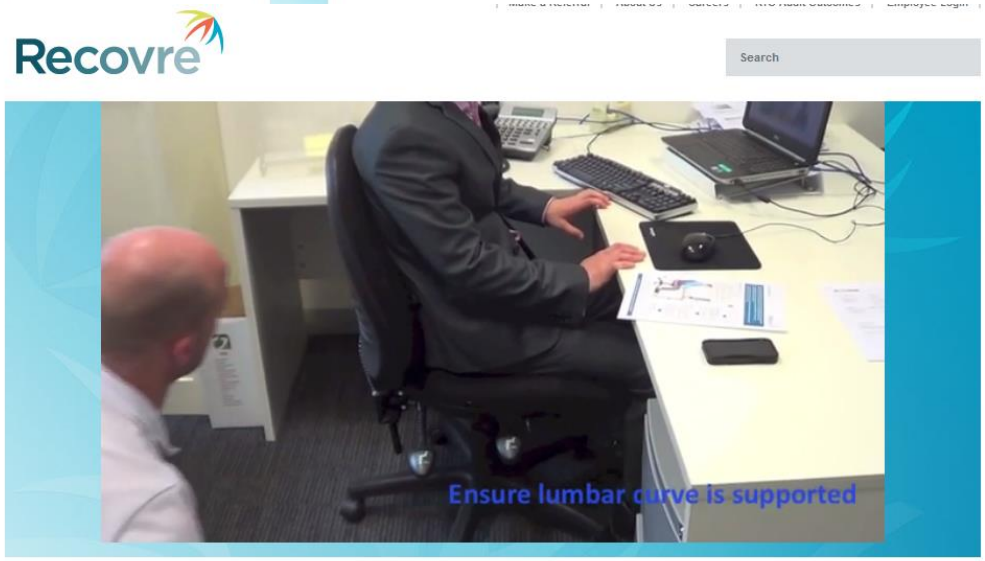
“SHAPE UP”
Video Resources

http://www.recovre.com.au/training-consulting/training-and-consulting-videos/





Question Time!

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