Manual Handling: Current Strategies at Workplace Level

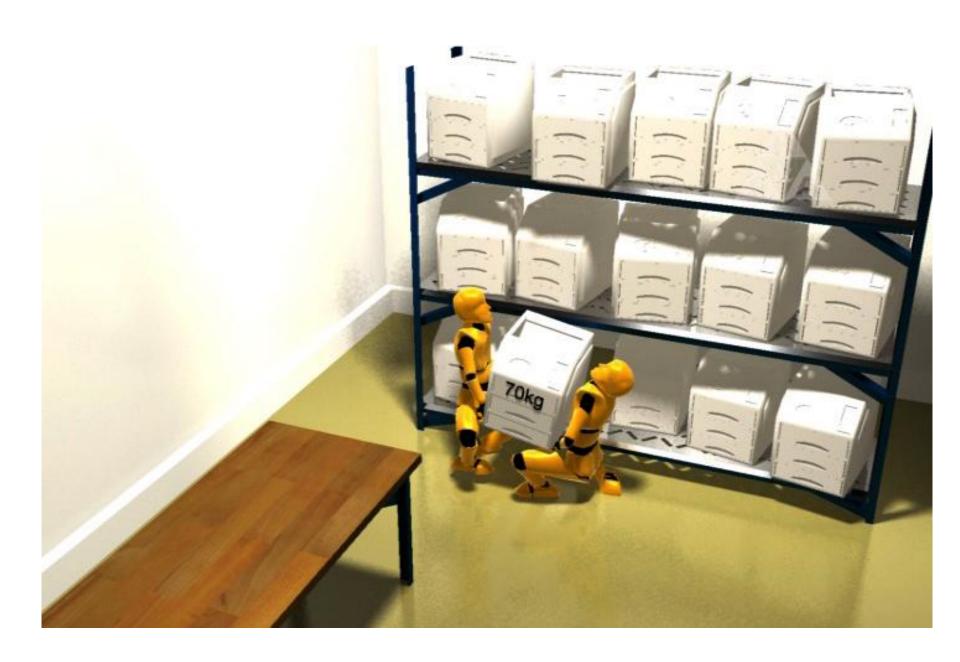
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- Manual Handling Defined:
- "Any transporting or supporting of a load by one or more employees which includes lifting, putting down, pushing, pulling, carrying or moving a load, which by reason of its characteristics or unfavourable ergonomic conditions, involves risk"





- Manual Handling
 - It is conducted by a person at work
 - It normally involves the handling of a load,
 - It requires the person to move a load from one place to another and may involve risk
 - Four key constituents:
 - The person
 - The load
 - The activity and the environment





The Manual Handling of Load regulations 2007

- Key focus of the regulation is on prevention of injury through:
 - Risk assessment of systems of work which involve manual handling
 - Avoidance of Manual Handling
 - Reduction of Manual Handling









- Manual Handling
 - It is more than a phrase in a Safety
 Statement or Risk Assessment
 - It cannot be addressed without looking at work activity
 - It will not be managed through a one size fits all "Provision of Training" Intervention

 Injury and illness due to manual handling – The Statistics?

- 35 manual handling injury claims cost € 2.9
 Million (Manual Handling Incidents in the Health Care Sector, 2007)
- 25% (3,700 claims approximately) relate to injuries to the back, disc, muscle spasm or strain (Occupational Injury Benefit Claims 2010)

- Injury and illness due to manual handling – The Statistics?
 - Manual Handling continues to be the most common accident trigger accounting for 25% of all reported non-fatal accidents in 2009 (Summary of Workplace Injury, Illness and Fatality Statistics 2008-2009)

- Injury and illness due to manual handling – The Statistics?
 - —€31.4 million awarded in respect of 972 Employer Liability claims for workplace accidents in 2008. A review of the types of injuries sustained indicate that 42% of victims suffered sprain injuries. (Injuries Board Annual Report 2009)

- Action at Workplace Level: H.S.A. Approach: Main Elements
 - Element 1: Guidance Development: Risk
 Assessment focused
 - On line Risk Assessment Case Studies
 - Sector Specific Manual Handling Risk
 Assessment Guides for Retail, Hospitality and Healthcare Sectors
 - Guides planned 2012 for Manufacturing and Construction sector

- Action at Workplace Level: H.S.A. Approach: Main Elements:
 - Element 2: New Manual Handling Training
 System
 - New FETAC Level 6 Manual Handling Instructor Standards published – March 2010
 - Validation of new FETAC Level 6 Training Programmes – October 2010
 - Recognition of Prior Learning Process May 2011

- Action at Workplace Level: H.S.A. Approach: Main Elements:
 - Element 3: Development of Inspector
 Training Programmes on addressing
 manual handling during inspection
 - Close co-operation with Inspectors
 - Increased number of Referrals

- Action at Workplace Level: H.S.A. Approach: Main Elements:
 - Element 4: Evidence Based Research
 - Investigation of Manual Handling compensation claims in the healthcare sector (2007)
 - Investigation of Manual Handling Tasks in Construction (2009)

- Action at Workplace Level: H.S.A. Approach: Main Elements
 - Element 5: Development of contacts with external organisations (e.g. Arthritis Ireland Coalition on MSD Prevention)

- Action at Workplace Level: H.S.A. Approach: Main Elements:
 - Element 6: Manual Handling Risk
 Management
 - Initial work on this initiative during 2010/11
 - Plan to develop further in 2012

- Manual Handling Risk Management:
 - Meeting with corporate health and safety managers
 - To be up front on our approach
 - To underline the focus on good quality risk assessment as opposed to large quantities of risk assessment paperwork
 - To change the culture in dealing with Manual Handling, more focus on task specific risk assessment and why it can be beneficial

- Manual Handling Risk Management: Key elements:
 - Manual Handling Policy
 - Manual Handling Task Specific Risk Assessment
 - Implementation of Control measures and safe systems of work
 - Manual Handling Training: (Focus must be task related)
 - Internal Audit/Supervision
 - Communication with employees
 - Employee accountability

Closing Points

- We need to focus on work activity improvements through risk management and continue to develop practical guidance
- We need to consider other issues such as ageing workforce, health of workforce, rehabilitation
- We need to consider the productivity benefits as well as health benefits
- We need to continue to give input to the Proposed new MSD Directive
- We need to recognise that there are challenges and work with external organisations

Thank you.

