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HSE's Musculoskeletal Disorders Priority Programme - Learning and achieving together

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Better Working Environment

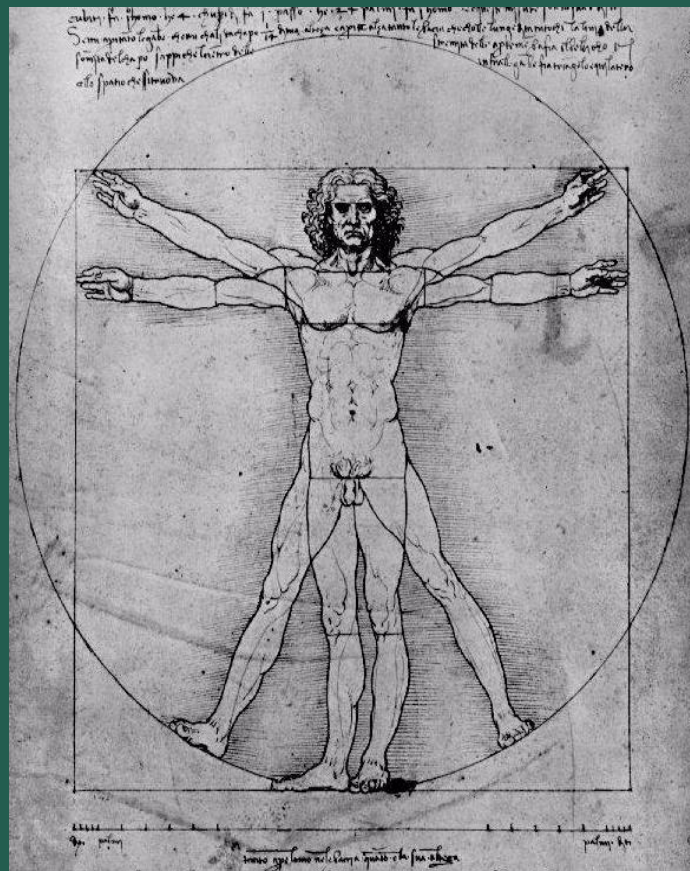
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Introduction

- GB's Health & Safety set-up, & strategy on occupational health
- HSE's strategy & Priority Programme for tackling MSD
- Learning and achieving:
 - ✓ What has and is working
 - ✗ What hasn't worked - and what we have learned
- Together: partnership working



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Background

- UK has over 200 years of Health and Safety legislation
- Developed piecemeal
- Robens Committee 1970-72 ▷
 - Recommended fundamental change in Health and Safety legislation
 - Health and Safety at work Act 1974
 - Created the Health and Safety Commission (HSC) and Health and Safety Executive(HSE)



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HSE's mission is

To ensure that risks to people's
health & safety from work
activities are properly controlled



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HSC's vision is ...

to gain recognition of health and safety as a cornerstone of a civilised society and, with that, to achieve a record of workplace health and safety that leads the world.





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Securing Health Together



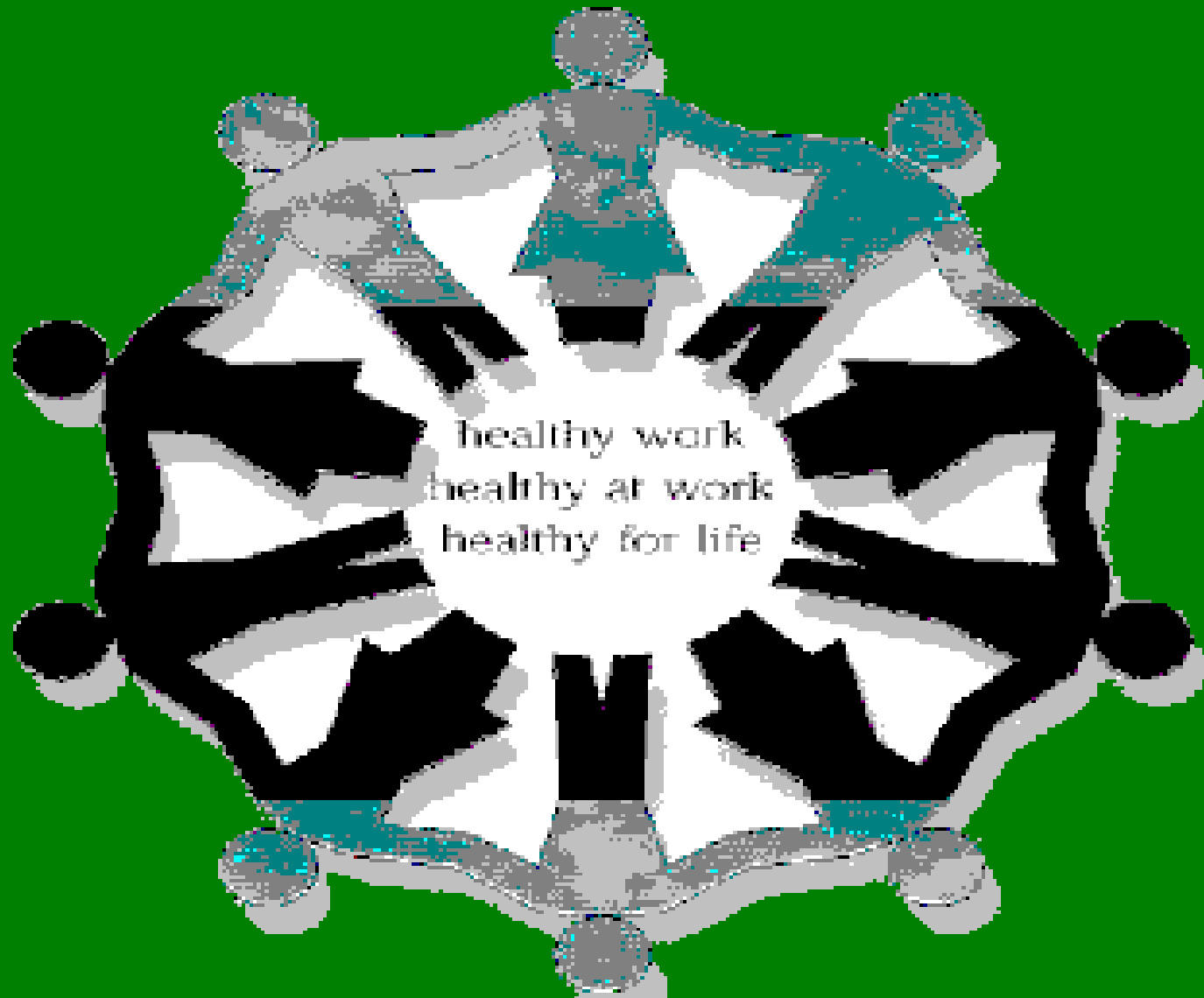
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GB's 2000 strategy on Occupational Health - a 10 year plan

Why?

- 2.3 m people have a health problem which is caused or made worse by work
- Too many people do not work because of ill health or disability.
- Too many people are giving up work due to ill health.

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Securing Health - Together

The Strategy aims to:

- reduce ill health in employees caused or made worse by work
- help people who have been ill return to work
- improve work opportunities for those excluded from work on health related grounds
- use the work environment to help people maintain or improve their health



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Securing Health Together - Targets for 2010

- To reduce the number of working days lost from work related ill health by 30%
- To reduce the incidence rate of cases of work related ill health by 20%



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What issues do we need to tackle to achieved targets?

	Total cases - caused or made worse by work (000's)
MSD	1126
Stress Related Illness	563
Breathing or lung problem	163
Hearing problems	87
Circulatory Disease	80

*Self-reported work related illness survey 2001/02 Estimated Prevalence, GB



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Scale and cost of MSD in GB

- 1.1 million cases of work-related MSD in GB in 2001/02
- 12.3 million working days were lost
- On average each affected worker took 19.4 days off work
- This costs the economy £5.7 billion (1000 billion yen) per year (1995 prices)



HSE's MSD strategy

- Evidence based
- Takes a wide view of occupational health
- Promotes a holistic approach to better management of acute work-related MSD





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Evidence Base:

(1) Prevention alone is not sufficient

Evidence*:

New Zealand found that:

- prevention initiatives, focused on primary and secondary prevention did not lead to a reduction in MSD compensation claims
- need to prevent acute episodes becoming chronic - hence need for early and effective intervention
- developed guidelines for assessment and treatment: physiological and psychosocial

*Shief J and Turner P (1997) Chronic back pain - a national strategy. Occupational Health Review



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Evidence base:

(2) Psychosocial as well physical risk factors must be addressed

Evidence:

- Back pain sickness absence is strongly inversely related to employment grade in the Civil Service (Hemingway et al (1997) Whitehall II study)
- Psychosocial intervention programmes, in addition to ergonomics and manual handling ones, are needed to reduce back injuries in nurses (Burton et al (1997) Occup Med 47 25-37)
- Whilst most cases of back pain have a physical origin, psychosocial factors often result in them becoming chronic (conclusion from British School of Osteopathy Symposium (1997))





Evidence base

(3) So what works?

Six core elements of a successful management programme.

- Senior management commitment
- Employee involvement
- Identification of problem jobs
- Development of solutions (control measures)
- Training and education
- Appropriate medical management
- *(USA General Accounting Office report - HEHS -97-163)



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Evidence base:

(4) We can change the way people deal with MSD

Evidence*:

- Positive messages about back pain can change population and GP beliefs, influence medical management and reduce disability

- Based on the UK work of Gordon Waddell and Kim Burton
 - The Back Book, the Stationery Office, ISBN 0 11 7029 491
 - Back in Work: Managing back pain in the workplace - HSE Books, INDG 333



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* Buchbinder et al: BMJ 2001;322: 1516 - 1520

HSC's MSD Priority Programme

Aims to reduce the incidence of MSD and the sickness absence resulting from it by:

- ✓ Improving compliance
- ✓ Promoting continuous improvement
- ✓ Increasing knowledge
- ✓ Developing skills
- ✓ Improving and developing more support





Compliance

- Improving compliance with law
- Where necessary improving the law and the guidance on it
- Increasing the involvement of workers' health and safety representatives to promote compliance





Regulations designed to prevent MSD

- Management of Health and Safety Regs
- Manual Handling Operations Regulations
- Display Screen Equipment Regulations
- Workplace health, safety and welfare Regs





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Continuous Improvement

To secure continuous improvement in occupational health

- by promoting a culture where occupational health issues are addressed through interested parties collaborating and forming partnerships



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MSD Continuous Improvement activities include:

- Sector ergonomic intervention programmes
- Promoting best practice for the case management of MSD



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Knowledge

To acquire, e.g. by new research, and promote the spread of knowledge on occupational health

HSE has:

- Commissioned extensive research on MSD, some in partnership with others
- Published* the results and used them to inform our guidance and policy making.

*All HSE research is freely available on www.hse.gov.uk/research/publish.htm



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Skills

- To promote a better spread of the necessary competence and skills necessary to ensure good occupational health
- To reduce the incidence of MSD - more people skilled at ergonomic assessment and control
- To reduce the sickness absence due to MSD - more people skilled at case management, i.e. early and correct diagnosis, proper treatment, prompt and appropriate rehabilitation



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Support

- Improve the delivery of advice and support where it is needed
- Improve and promote better guidance on the prevention and management of MSD
- Improve access to advice and support on preventing and managing MSD



Learning and achieving - compliance

- HSE's new MSD inspection approach
 - addresses MSD hazards when and where they present a significant risk
 - focuses on things that make a difference to successful management of MSD risks and records employers performance against them
 - enforces where appropriate





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HSE's new MSD inspection approach

- uses a new assessment tool (MAC)
- helps objectively to identify high risk tasks
- has been made available to all on www



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HSE's new MSD inspection approach

- employers performance is assessed against 3 risk control indicators:
 - avoidance and control
 - instruction and training
 - management commitment and worker involvement
- using a 4 point scoring system
 - (1=good,4=bad)
- enforces where appropriate
 - scores of 4 are likely to result in an enforcement notice



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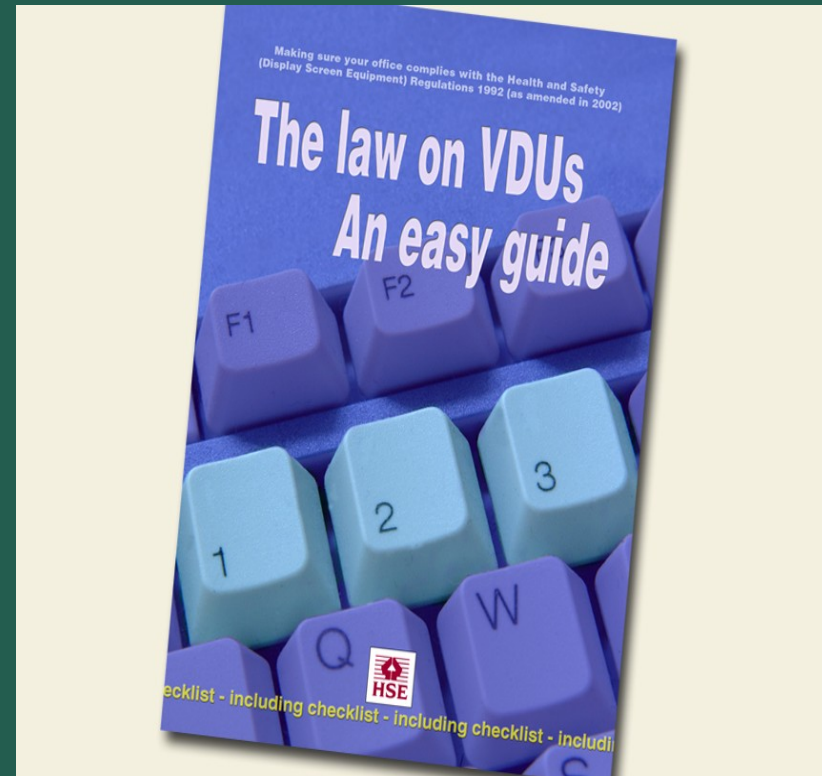
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Learning and achieving - compliance



Improving the law and the guidance on it

- New DSE Guidance - published Feb 2003
Why?
- Equipment and working practices have changed.
- Better Knowledge.
- Changes in DSE Regulations.





HSE's New DSE Guidance

Main changes:

- Inclusion of CCTV
- Checklist modified
- Working with a mouse
- Use of portables
- Health risks incl. stress



Advice on using a mouse!



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Colored By Fayebe

Learning and achieving - continuous improvement

“Back in work” Project 1999:

- identified and developed new ideas to tackle back pain in the workplace
- developed examples of good practice
- fully demonstrated the value of an holistic approach and partnership working



Learning and achieving - continuous improvement

Working Backs Scotland - Launched in 2000

- Partnership of HSE and 19 other groups/bodies
- Promotes the simple messages of:
 - stay active, try simple pain relief and seek further advice if necessary
- Has so far:
 - shifted by over 30% what people think they should do if they have acute low back pain
 - increased by 18% Doctors giving the stay active message
 - decreased by 10% Doctors advising rest/avoid activity



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Learning and achieving - continuous improvement

Examples of successful sector initiatives:

- Corrugated Packaging Association - set targets, awards good practice, has road shows & interventions to create behavioural change in workers and a management action plan for use throughout the industry
- Polythene Industries plc
 - has a programme for rapid rehabilitation
 - uses network of osteopaths, chiropractors and physiotherapists
 - estimate benefits outweigh the costs by 12:1



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Learning and achieving - knowledge

Recent research which is informing the Priority Programme includes:

- Diagnostic criteria for ULDs
- Development of a Doctors' aid on ULDs
- Evidence based patient handling
- Principles of good manual handling: achieving consensus
- Health and safety of non-keyboard input devices
- Health and safety of portable DSE



Learning and achieving - knowledge

Current and proposed research which will inform the development of the Priority Programme:

- Obstacles to recovery from MSD
- Effects of the thermal environment on manual handling risks
- The role of stress and psychosocial factors upon the development of MSD
- Whether social support ameliorates MSD
- Peoples perception of MSD risk
- The effective management of ULDs
- The value of "warming up"



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Learning and achieving - skills

- Ongoing training for HSE and local authority inspectors in ergonomic enforcement
- But HSE has recognised there is a general lack of people skilled at:
 - undertaking practical workplace ergonomic risk assessments and identifying solutions
 - rehabilitation of MSD sufferers





Learning and achieving - support

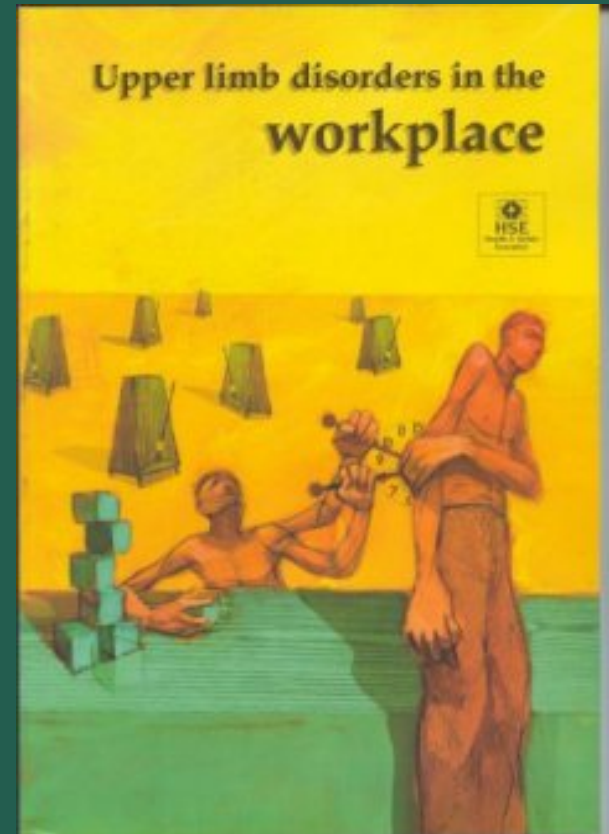
HSE has continued to provide further support to employers and employees, by ensuring that they have the right information and advice to manage MSD



Learning and achieving - support

New guidance on *Upper Limb Disorders in the Workplace* - HSG 60

- promotes an active management approach
- based on ergonomic principles and the latest scientific evidence
- encouraging employee involvement in assessing risks and developing control measures
- includes case studies, a risk assessment filter and checklist, medical aspects of ULDs



Learning and achieving - support

Aching arms - free leaflet for small businesses

- explains the main risk factors for RSI.
- advocates taking an ergonomic approach - fitting the task to the worker.
- includes ideas and tips for reducing risks.

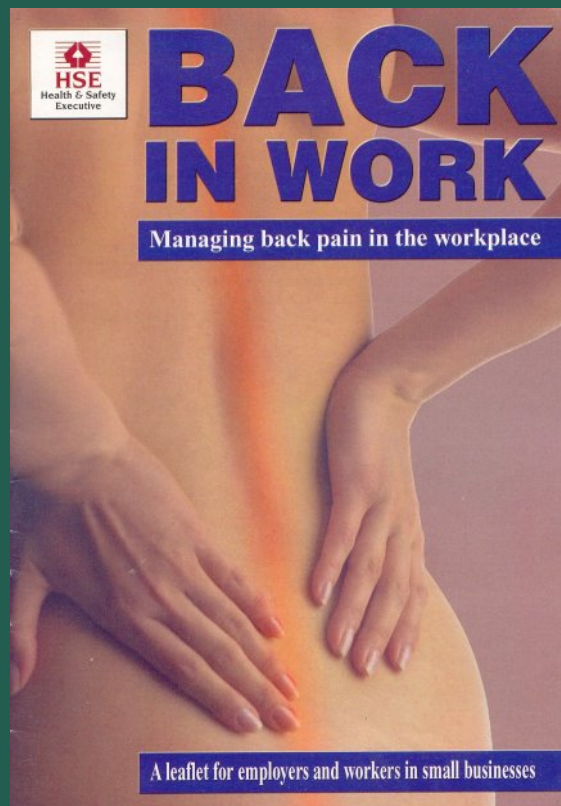




Learning and achieving - support

Back in Work - advice on managing back pain for small businesses

- Promotes the stay active message and a prompt treatment and rehabilitation approach





Learning and achieving - support

To improve occupational health and safety support provision:

- we intend to work in partnership with others to provide independent occupational health and safety advice and support
- the scheme will have national coverage
- it will actively prevent ill health, promote rehabilitation, and get people back to work more quickly



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Learning and achieving - together

Working in isolation seldom, if ever, makes a real difference

- Forging partnerships and working to common agendas is the key to success

- Partnership working can be carried out on many levels



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Learning and achieving - together

Will we achieve the targets?
What else needs to be done?



- More and better compliance
 - To reduce heavy and frequent lifting and handling
 - By encouraging the increased use of lifting aids
- More sector based continuous improvement /ergonomic intervention initiatives
- More and better case management



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MSD key messages

- MSD is a challenge in all workplaces - not just in a few high risk sectors
- You can prevent MSD/minimise the effects - and it is cost effective
- But you can't prevent all MSD - so appropriate management - early reporting of symptoms, correct diagnosis, proper treatment and suitable rehabilitation, is essential



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Information

- Website www.hse.gov.uk/msd





Thank you

Any questions?

