

Priority programme	Musculoskeletal Disorders
Programme targets	<p>Outcomes:</p> <p><u>PSA Targets:</u></p> <ul style="list-style-type: none"> • Reduce the annual incidence rate of work-related musculoskeletal disorders (WRMSD) by 12% by 2004. Using the self-reported work-related injury survey 2001/02 (SWI 01/02) figures for illustration, this means around 29,000 fewer new cases in 2004. • 2. Reduce the number of working days lost per 100,000 workers due to WRMSD by 15% by 2004. Using the SWI01/02 for illustration, this means a around 1.8 million fewer days in 2004. <p><u>Baselines:</u></p> <ul style="list-style-type: none"> • There were 240,000 new cases for WRMSDs in 2001/02. • 12.3 million working days were lost as a result. • An estimated 1.1 million people in Great Britain suffered from a WRMSD they believed was caused or made worse by their work.
Contributions to achieving the PSA targets	<p>PSA Target 2</p> <ul style="list-style-type: none"> • It is estimated the programme will contribute 31% of the 2004 target <p>PSA Target 3</p> <ul style="list-style-type: none"> • It is estimated the programme will contribute 42% of the 2004 target
Strategy	<p>MSDs are the most common type of work-related illness in Great Britain and account for over one third of all working days lost due to work-related illness. They are well studied and we know how to manage them. The programme uses this know-how to develop practical interventions within the framework of the GB occupational health strategy, Securing Health Together. The key features of the strategy are that it is evidence based, takes the Securing Health Together wide view of occupational health, and therefore promotes a holistic approach to better management of acute work-related musculoskeletal disorders. Evidence shows that the incidence of MSDs can be considerably reduced by the application of ergonomic principles to achieve effective and efficient interventions. These must incorporate all of the following elements: senior management commitment, worker involvement including safety representatives, risk assessment, appropriate control measures, instruction and training, and the proper management of cases that do occur. A significant element of the strategy is aimed at securing compliance with the specific regulations applying to MSDs. Preventing MSDs is the cornerstone of our strategy, but there is strong evidence that relying on prevention alone, HSE's traditional approach, is not sufficient and there is an important and growing element of the strategy that is about case management and rehabilitation. Finally, the evidence shows it is also important to address psychological as well physical risk factors.</p>

**Key work stream 1
Compliance :**

Inspection and enforcement

- a) Continue to improve the management of MSDs by applying the new inspection approach in the HSE enforced sector. [For more information link to FOD page on MSD compliance](#)
- b) Continue 3rd year of HID Land Division inspection/ compliance project with the objectives of 1) ensuring that premises visited are complying with the MHOR, and 2) seeking feedback on participation in the Manual Handling Campaign
- c) Pilot a new inspection project on reducing manual handling of gas cylinders.

Milestones and outputs:

- a) FOD has allocated 44 staff years to MSD work.
- b) HID Land Division has allocated 90 staff days to this work in 2003-04.
- c) the project plan will be developed and piloted by the end of March 2004

Methodology for progress management/indicators:

- a) Data from the HSE Inspector MSD assessments using the Risk Control Indicators will be analysed for information on the impact on employers.
- b) RIDDOR reports will be assessed – approximately 10% of accidents result in MSD injury – to see if the incidence rate is falling. This will be a particularly useful measure in sectors where reporting is high.

**Key work stream 2
Compliance**

Guidance and working with stakeholders on compliance with the law

- a) In Agriculture, reduce the manual handling risks associated with the pack sizes of supplied goods.
- b) Continue to organise in association with Agriculture stakeholders Safety and Health Awareness Days in which MSDs will be featured. For more information link with Ag plan workstream on SADs
- c) In the printing industry, the Sector will commence a project to engage intermediaries to raise awareness of MSDs. Includes production of a standard pack to provide ready made solutions to problems
- d) Publish revised guidance on the Manual Handling Operations Regulations to aid compliance
- e) Promote the implementation of two sets revised guidance 1) on work-related upper limb disorders (WRULD) 2) on Display Screen Equipment
- f) Continue work with Local Authorities to improve enforcement of DSE regulations in LA enforced sector
- g) Develop and implement a new initiative to reduce the incidence of frequent and heavy lifting and increase the use of lifting aids
- h) Begin work on a 4 year inspection project examining offshore duty holders' policies and procedures on health and test how these are delivered at installation level for some specific topics

Third party involvement:

- a) Work will be carried forward with the United Kingdom Agricultural Suppliers Trade Association (UKASTA)
- b) see Ag plan workstream on SADs
- e) External journalists promoting our guidance through articles in recent Health and Safety publications.
- f) Local authorities running the pilot projects and contributing to the newsletter.
- g) not yet known as the project plan has yet to be written.

Milestones and outputs:

- a) 14/05/2003 – Presentation of UKASTA research into pack sizes; 31/07/2003 – Meeting with UKASTA to discuss next steps
- b) Ag plan workstream on SADs
- c)
- d) External consultation on a draft in October 2003, published by March 2004.
- e) Guidance promoted on the website and speakers pack on DSE developed by end of July.
- f) Ongoing contributions to the LAU newsletter exchanging information about DSE issues.
- g) Project plan developed and agreed by MSD PP Management Group at its Autumn Meeting.
- h) HID Offshore has allocated 80 staff days to this work.

Methodology for Progress management:

- a) Line management monitoring
- b) Ag plan workstream on SADs
- d) By adhering to the project plan.
- e) Sales of guidance
- f) Responses to DSE Forum and updates from LAs on progress.
- g) By adhering to the project plan

**Key work stream 3
Continuous
Improvement**

Promote ergonomic interventions with stakeholders and establish integrated approaches to the management of WRULD and lower back pain

- a) Provide support to the NHS Back in Work campaign [link to Health PP](#)
- b) Promote the use of MSD case management rehabilitation and retention.
- c) In construction inspectors will track-back to designers where site inspection indicates failure to avoid/reduce risk of MSDs where reasonably practicable. They will select and visit 1) designers to discuss risk avoidance/reduction either specifically for MSD issues or including MSD within a more general intervention; and 2) clients to discuss selection of competent designers and contractors.
- d) Cast Metals Federation (CMF) and unions' 3 year initiative to reduce ill health and accidents in line with RHS targets managed by HSE/CMF/Unions. The top 8 type of accident will be tackled; MSDs will be highlighted during the first year of operation. Examples of best practice will be published on the trade federation website, together with guidance on MSD risk assessment, MH training and a self-audit questionnaire
- e) Ceramics, heavy clay, refractory and glass JHSC – CHARGE (CERiac successor) will establish a subcommittee to formulate methods of implementing MSD control strategies in their industries

Third party involvement:

a) see Health PP for more information

d) External organisations are union representative from the National Union of Domestic Appliance, employers representation from Cast Metals Federation, Casting Techniques International Consultancy, Institute of Cast Metal Engineers and individual employers.

e) external stakeholders will be involved through the sub committee, which has yet to be established.

Milestones and outputs:

a) see Health PP for more information

d) Target Scheme Launched by the group in July. Guidance published by the group on MH in January 2004. Self-audit tools will be considered in year 2 of this 3 year project.

e) the Project Plan will presented to CHARGE on 23 October.

Methodology for Progress management:

d) & e) Project management by steering group in line with the project plan (which is still being finalised).

**Key work stream 4
Knowledge**

Improve and maintain the knowledge base of current and proposed projects in the MSD PP

- a) Maintain and revise as required the MSD PP research strategy? [link to strategy on web pages](#) (NB not yet on web site, but should be soon)
- b) Commission research from HSL or external providers in the following areas by the dates shown:
 - MD4/02/303 'The challenge of managing upper limb disorders, how can health professionals become more effective (started Feb 03)
 - MD4/02/304 'Effective management of ULD's' (early 03-04)
 - Rehabilitation cost-benefit studies (late summer 2003)
 - The benefits of warming up (summer 2003)
 - Gathering cost-benefit studies that support tackling MSDs (late 2003/04)
 - MD3/02/303 'Risk perception in relation to MSD' (summer 2003)
 - A staged approach to improving health and safety in the workplace (started January 2003)
 - Better DSE-related ill-health data (late 2003/04)
 - Extent and source of manual handling problems in farming and measures for reduction of risk (Autumn 2003)
- c) Maintain and commission research work in HID to improve understanding of how stakeholders perceive MSDs
 - Continue the postal survey of HID LD duty holders reporting an MH accident to provide them with information on control/prevention of MH problems and gather intelligence to inform guidance and improve the targeting of inspection and investigation work and guidance.
 - HSL to conduct a benchmarking study of manual handling risk management performance in the offshore industry. This will be based on one done in the chemicals sector in 2000. It will assess the current on manual handling safety management systems and include a range of safety climate measures referenced to manual handling risk assessment and control

Third party involvement:

Some of the research projects may be jointly funded, but no proposals including that option have been received yet.

Milestones and outputs:

- a) the research strategy will be reviewed at the quarterly meetings of the MSD PP Management Group
- b) Commissioning research can be lengthy and difficult process and there is often a long gap between selecting a researcher and signing a contract. The dates shown above are, therefore, approximate and subject to change. Other research projects may be commissioned if those above fail to get off the ground.
- c) the postal survey is reactive and depends on the numbers of accidents reported through RIDDOR. Until there is a sufficient number for statistical analysis nothing more will be done.

Methodology for Progress management:

HSE has strong research management protocols and systems and the research will be managed through these systems.

<p>Key work stream 5 Knowledge</p>	<p>Manage the following current projects to a successful conclusion by the dates shown and publicise the results:</p> <ul style="list-style-type: none"> • Evaluation of the NIOSH Lifting Equation • The Role of Work Stress and Psychological Factors Upon the Development of Musculoskeletal Complaints. Dec 03 • Workplace Risks Associated with Pushing and Pulling • Obstacles to Recovery from Musculoskeletal Disorders (September 03) • Low Back Pain in Drivers: Roles of Whole-Body Vibration (WBV), Posture, and Manual Materials Handling • Further Development of the Usability of the Quick Exposure Check [QEC] July 03 • The Effects of Thermal Environments on the Risks Associated with Manual Handling. October 2004 • 10 Year follow up study of MR Imaging of the lumbar spine • Development of functional magnetic resonance imaging [MRI] to measure the central nervous system response to chronic back pain • Publish results of current initiative in steel stockholding and transport (Nic Ratty) <p><u>Third party involvement:</u></p> <p><u>Milestones and outputs:</u></p> <p>The projects should be completed by the dates shown</p> <p><u>Methodology for Progress management:</u></p> <p>HSE has strong research management protocols and systems and the research will be managed through these systems.</p>
<p>Key work stream 6 Skills</p>	<p>Increase the number and availability of those who skilled in ergonomic assessment and control and MSD rehabilitation for HSE, other stakeholders and duty holders.</p> <ol style="list-style-type: none"> a) Provide comprehensive training for 75 inspectors to enable them to identify WRMSD risks and take appropriate action b) Set up a forum for nominated specialist inspectors for MSDs to share experience and promote good practice c) Address the skills gap in ergonomists within HSE and elsewhere can be addressed [DN: BWED and then PEFD should this go in will it be reported on elsewhere as part of the HSE Change programme?] d) Training of LA inspectors in topic inspection [DN: LAU to advise on wording and activity] e) MAC training for LA enforcement officers. DN: LAU to advise on wording and activity] <p><u>Third party involvement:</u></p> <p><u>Milestones and outputs:</u></p> <ol style="list-style-type: none"> a) 3 courses to be run (July and October 03 and February 04) b) at least one forum meeting by end July 03 <p><u>Methodology for Progress management:</u></p>

<p>Key work stream 7 Support</p>	<p>Improve the guidance and delivery of advice for duty holders who have to prevent and deal with MSDs</p> <ul style="list-style-type: none"> a) Ensure that the proposed OH support pilots for the Construction and Agriculture sectors (link to Ag plan work stream on OH support) and the OH pilot for support for SMEs in Scotland properly address the needs of the duty holders who have to prevent and deal with MSDs. b) Continue to update the MSD pages on the web site – including case studies c) Publication of sector specific guidance in various industries, including waste recycling, glass, and concrete. d) Agric sector to run a competition for agric students on manual handling solutions in the industry e) Construction sector will develop and promote an Information Sheet on the Laying of Kerbstones to support compliance work. Link to Construction Sector plan f) Cascade results of IOM research to MH trainers in agriculture <p><u>Third party involvement:</u></p> <ul style="list-style-type: none"> b) Work with external organisations to improve links to the site. d) The competition will be promoted through the established networks of the National Association of Principal Agricultural Education Officers (NAPAEO) and the Land-Based Colleges National Consortium (LBCNC) e) see Construction sector plan f) Trainers will be engaged through Lantra (the sector skills council for the land-based industries and the environment) <p><u>Milestones and outputs:</u></p> <ul style="list-style-type: none"> a) this will be achieved through good liaison with those responsible for running these projects. b) Monthly reviews of the site to keep it up to date. Manual handling Assessment Charts on the website by june/july. c) DIAS timetable not yet available? d) 30/06/2003 Sponsors for prizes to be found; 19/07/2003 Colleges to be aware of competition; 30/09/2003 Colleges to have entry forms available; 30/11/2003 Entries submitted for judging; 1/02/04 Winner announced. e) see Construction sector plan f) 30/09/2003 Attend Lantra MH trainers update meeting. <p><u>Methodology for Progress management:</u></p> <ul style="list-style-type: none"> a) b) Information received via the feedback form. Monthly review meetings. c) d) and f) Line management monitoring
<p>Third Party Involvement</p>	<p>Stakeholders include staff managing and working on the programme and people or organisations directly or indirectly contributing to the programme. As well as the involvement specified in project above, the programme has a general stakeholder management strategy. In the case of the MSD PP internal stakeholders are represented on the MSD PP Management Group – formerly the ISGMD. External stakeholders include individuals or groups outside HSE who have an interest either in specific projects (as partners for example) or in the outcome of the programme as a whole, such as the TUC and CBI. Stakeholders will be identified and involved according to the guidance given by the Office of Government Commerce and HSE’s stakeholder strategy</p>
<p>Evaluation</p>	<p>Progress towards targets will be assessed using a variety of techniques. A national survey in 2004, similar to SWI0102, will provide data about days lost and incidence.</p>

Input assumptions	<p>Research budget: 2003-04 allocation is £1 million of which 633k funds existing research. Up to ten new projects to be commissioned this year using the other £367k.</p> <p>DIAS: allocated 100k to the MSD PP last year allocation this year not known</p> <p>FOD: has allocated 44 staff years to MSD work both proactive and reactive) for 03/04</p> <p>BWED: resources: BWED 1 = 7.82 staff years, BWED 7 = 14.78 staff years. Total Staff Years = 22.60</p>
Key assumptions	<p>The Key assumption is that resources will continue to be made available for this work from all parts of HSE. Risks will be managed in accordance with the advice from the Office of Government Commerce.</p>