

## Introduction

- In 1995 people off sick with musculoskeletal disorders averaged 11 working days per sufferer per year
- In the financial year 1995/96 the estimated COST to employers was £335 million
- More than ONE THIRD of all 'over 7-day' RIDDOR reported days off work are caused by manual handling problems
- Lifting and handling individuals is the single largest cause of injuries at work in health and care settings
- 1:4 workers take time off because of a back injury sustained at work

## Ergonomics

- Fitting the job to the person, rather than the person to the job
- Employers should have policies in place to make sure this happens and that the legislation is complied with

## The Lifting Operations & Lifting Equipment Regulations (1998)

- Effective from 5 December 1998 & applies to all workplaces
- Employers have responsibilities under LOLER
- Under the Management of Health & Safety at Work Regulations (1999) employees have a duty to ensure they take reasonable care of themselves and others who may be affected by the actions that they undertake

### Employers must ensure that all equipment provided for use at work is:

- Safe, strong and stable & positioned and fitted to minimise risks
- Noted to indicate safe working loads
- Thoroughly examined and inspected regularly by competent people

### Employers must also ensure:

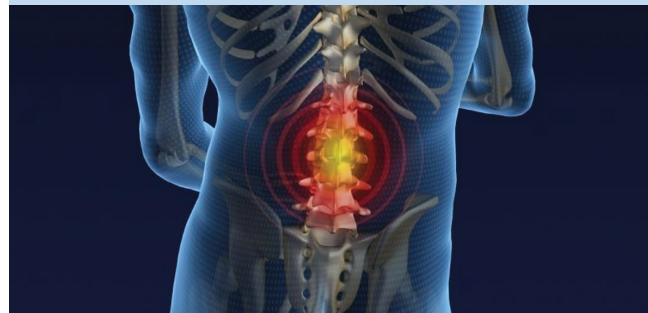
- Lifting operations are planned, supervised and carried out in a safe way by competent people
- Reports are submitted by competent persons after each examination or inspection

## Provision & Use of Work Equipment Regulations 1998 (PUWER)

- Suitable for the intended use
- Safe for use, maintained in a safe condition and inspected to ensure it is correctly installed and does not subsequently deteriorate
- Used only by people who have received adequate information, instruction and training

### The Manual Handling Operations Regulations (1992)

Require employers to avoid all manual handling where there is a risk of injury 'so far as it is reasonably practical'.



### Duties of employer

- To avoid the need for manual handling as far as possible
- To assess the risk of injury from manual handling that cannot be avoided (but may be potentially hazardous)
- To reduce the risk of injury as far as is reasonably practicable

### Duties of employees

- To follow appropriate systems or procedures of work
- To use equipment properly
- To interact with their employer to identify hazardous handling activities
- To ensure others are not at risk

- Accompanied by suitable health and safety measures, such as protective devices and controls. These will normally include emergency stop devices, adequate means of isolation from sources of energy, clearly visible markings and warning devices

## Use of equipment

- Lifting and handling aids should always be used
- Employers have a statutory duty to install lifting equipment but it is the responsibility of the employee to use the equipment that is provided

## Manual handling

- On occasions that it is absolutely necessary for manual lifting to be done the employer has to undertake a 'Risk Assessment'
- The employer has to put procedures in place to reduce the risk of injury to the employee
- E.g. sufficient staff available to lift or handle someone safely (up to 4 people)
- Failure to follow correct procedures or use of protective clothing and safety equipment

## Competence

- Employers should arrange for all staff to attend a moving and handling course
- Updating of such training should take place every year

## Complying with legislation & policies

- Encourage all individuals to help themselves
- 'Learned helplessness' can occur when care workers do things themselves because it is quicker and easier
- Clients may stop making the effort to maintain their independence – they learn how to become helpless
- Any encouragement should be made in an appropriate way and upholding the principals of the Care Value Base
- The views of the person being moved must be taken into account
- Employer and staff need to ensure that no staff member is put at risk by moving or lifting but the person needing assistance should not be caused pain, distress or humiliation.

### Equipment

- Load Equipment must be inspected once a year (as a minimum)
- Equipment designed for lifting and handling people must be inspected every six months (as a minimum)
- An Examination Schedule should be set down by a nominated competent person



### Individual care plans

- Should detail equipment needed, manual handling actions required and suitably noted regarding individual procedures
- This should take into account the physical, intellectual, emotional and social needs of the client.

## Summary

- Equipment should be safe, tested and inspected regularly
- Equipment should always be used
- A Policy should be drawn up in each setting
- Staff should be trained, competent and regularly updated (and supervised where necessary)