



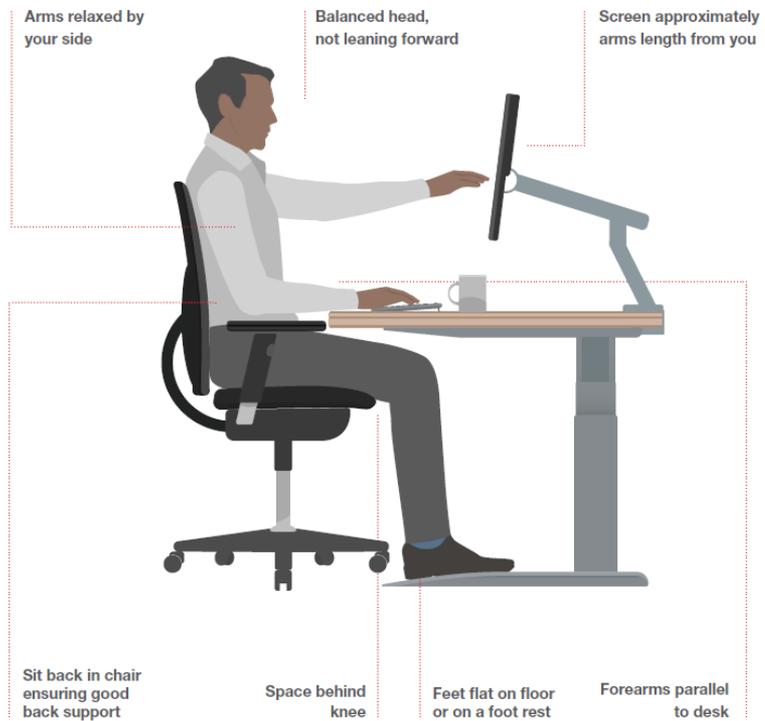
‘Managing MSD’s as work changes the challenges and opportunities

Katharine Metters

Purpose of the talk

- Exploring the MSD issues that are being seen within companies today mainly around DSE and Manual handling.
- The impact of sedentary behaviour and discuss options being used to reduce this and improve the wellness of employees.

The basics of DSE



Agile/Flexible
working



Agile working- potential

Benefits

- Good use of space
- Flexibility
- Right tools for the job
- Using advantages of IT development
- Reduced travel
- Employee increased control
- Increased movement

Drawbacks

- Communication difficulties
- Longer working hours
- Series of poor postures
- Difficult to control
- IT issues
- Lone worker issues
- Different management skills required

How often do we see this?



Management of risks

- Regulation
- Risk assessment
 - Identify the hazards.
 - Decide who might be harmed and how.
 - Evaluate the risks and decide on precautions.
 - Record your findings and implement them.
 - Review your assessment and update if necessary.

Why does it go wrong?

Employers

Lack of planning

Lack of consultation

Lack of focus on productivity

Focus on compliance

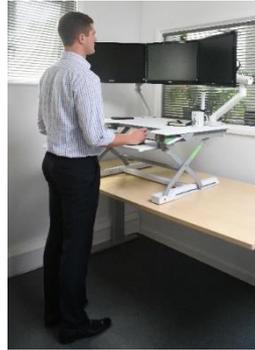
Employees

Poor decisions

Lack of appreciation of the issues

Culture

DSE decision making/ Risk taking summary



- Culture
- Work/home life
- Timing
- Not conforming
- Long term v short term gain

Hot desking

Poor Hot desking creates poor postures as users have to adapt, a route to pain!

Common problems

Often just a desk and chair

Limited adjustment

Mainly seated

Poorly maintained

Uninviting

Poor acoustics



Home working

Home working or 'working from home'

Common Problems

Poor equipment

Lack of space

Sharing space with others

Poor work choices

Lack of planning due to creep



Mobile DSE

Mobile DSE it's either head down, or hand up
and gripping!

Common Problems

Head and hand aimed to the same place

Holding devices

Lighting

Used anytime any place

Difficult to see



Transport DSE

IT use on transport

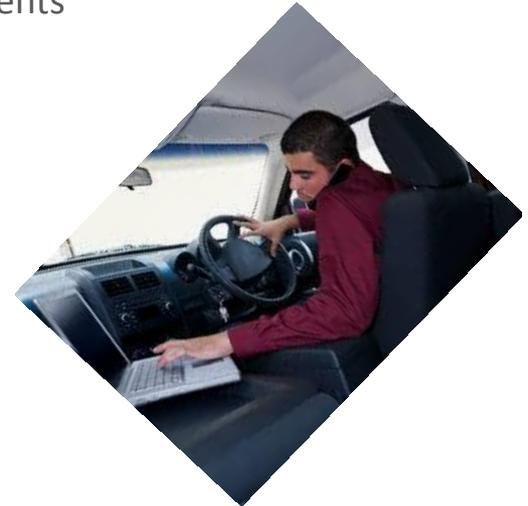
Common Problems

Lack of space leading to head down and neck flexion

Awkward arm, wrist and hand movements

Sustained holding of devices

Tension to navigate when moving



Importance of movement with DSE work

- 'office workers activities are mainly seated and using the computer, which generates pain mainly in shoulders and the cervical region. The physical exercise promoted lifestyle changes, which may have contributed to the reduction of musculoskeletal pain. Bernards *et al.* found that **the change of lifestyle both at work and in free time as behavioural changes, adjustments in the workplace, work breaks and exercise in their free time promoted improvement of pain in office workers.'**

Key Posture messages

Don't look down for extended periods- if neck muscles are tight or sore you are looking down too much.

Make sure you can feel back support, if not you are probably leaning forwards

Check your wrists and hands are relaxed, is there a straight line from elbow to fingers, are there angles at the wrists, is there tension, if so change?

Are your feet supported and the hips higher than the knees?

Move more often than your body asks you too!

What is good for the body is good for the eyes and the mind and thus the work!

Key body
messages we can
give

The worse the position the more movement required

Office work seated, good set up-

Movement and eye breaks every 20mins, bottom off seat each hour

Office work sit stand, good set up

Movement sit to stand every 20mins, stand for 10, short walk each hr. (to printer, glass or water etc.)

Laptop/tablet working, limited input, sitting

Movement and eye breaks every 20mins, bottom off seat each hour

Laptop/tablet working, inputting, sitting

Movement every 10 mins, get up every 15

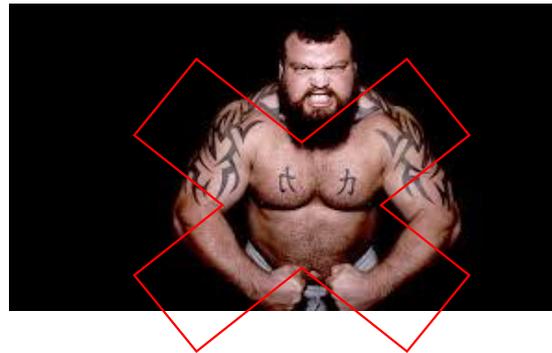
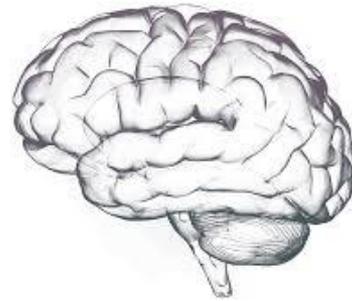
Small device work (holding device)

Swap and move hands and shoulders, neck at least every 5 mins, change position every 10, break from work at least every 15 mins. Each task change, move!

Manual handling



Brain beats
Braun



Reasons for failure

- Task
- Individual
- Load
- Environment

Training

What we often do:

Teach MH separately from Risk assessment and other job requirements

Assume employees will develop skills

Tell employees what is best from risk assessments, not involve them in the process

What we should consider doing:

Teach MH as part of how to plan and do things

Promote self learning, give people the tools to work things out for themselves e.g. wearables

Ensure skills are learnt, pointing out benefits beyond the job, provide feedback

Empower employees to suggest/make change

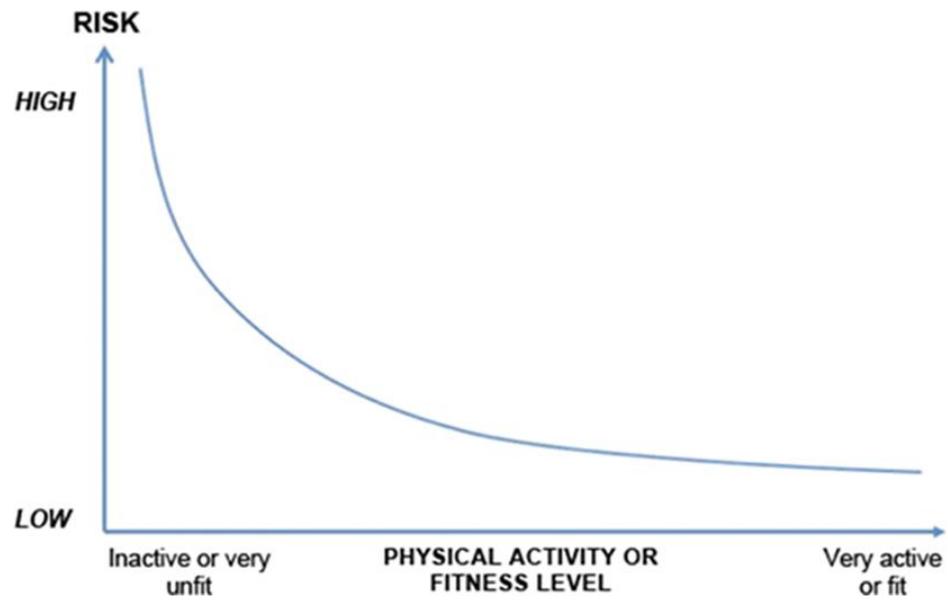
Costs of inactivity

- **10th of NHS budget spent on Diabetes** and expected to double over next 25yrs
- For **each extra hour** per day of sitting the resultant blood glucose effect equates to either **3 years off your life or 2 cm extra** on your waist
- Activity physiologically promotes productivity and reduces stress responses but **12.5 million people in England failed to achieve 30 minutes of moderate intensive physical activity per week**. *Sport England, active people survey, survey 7 (2013)*
- Activity is the answer, not only going to the gym

Benefits of active work

- Burn more calories
- Better control of blood sugar
- Better posture
- Better respiration
- Better circulation
- Lower disc pressures (if less sitting)
- Lower risk of some cancers

Benefits of activity



Easy movement

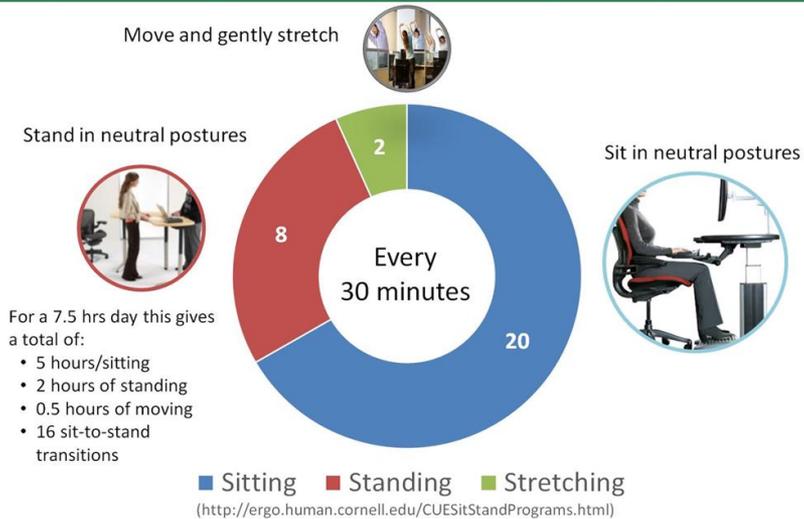
- Short standing meetings
- Walking meetings
- Timed walking routes
- Sit stand work stations
- Calories burned on flights of stairs
- Encourage walk/stand when on the phone
- Move printers
- Encourage breaks away from desks at break out areas in the building- nice canteens
- Managers lead by example
- Exercise times

Sit/stand desking



Key body messages

HEDGE'S 3S's IDEAL WORK PATTERN



Questions

