

safety news

Employment Relations and Union Services



THE CHARTERED SOCIETY OF PHYSIOTHERAPY

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The MSD Campaign Edition Information for members, March 2010

OUR MSD HISTORY

In 2005 the CSP undertook a major research study on work-related musculoskeletal disorders affecting the physiotherapy workforce. What we learned is that 68% of our members suffered a MSD sometime during their career and that as a consequence 1 in 16 would likely leave the profession because of it. Only 16% notified their line manager and only 10% completed a workplace accident form.

32% members are injured in the first five years after graduating. Younger physios and newly qualified graduates are most at risk.

FIVE YEARS ON HAS ANYTHING CHANGED?

Late last year we received the findings of the Health and Wellbeing of NHS Staff Review (also known as the Boorman Review), which showed MSD is still the leading cause in sickness absence and early ill health retirement for staff.

The following factors could also be perpetuating the problem for our members

- Introduction of electronic patient records and the correlating problems of upper limb disorders through inappropriate equipment/non adaptable work stations/furniture.
- A reduction in physio admin time between patients and an increase in patient throughput- brought about by waiting list targets cutting physios and associates' down time to physically recover from physical work.

- We now have more members including new grads working in the community dealing with manual handling challenges on their own.
- Decline in new graduate posts in the NHS and pressure on existing staff to work longer hours without sufficient breaks or support.
- Increasing number of bariatric patients without adequate resources provided

SHARE YOUR MSD EXPERIENCES WITH US

If you have had experiences of being injured and suffering an MSD at work or are aware of physio colleagues being put at risk we would appreciate hearing from you. We would like to know if you sought support and how your employer responded to you. Did they make any changes to your work situation or environment as a direct result?

Email Donna Payne, Health & Safety Officer at payned@csp.org.uk

ROLE OF THE CSP SAFETY REP

Our safety reps aim to help resolve with you health and safety problems that come up in your workplace. Through the training they received and their legal rights under health and safety regulations they can challenge and seek alternative safer solutions. They can assist in three ways.

Firstly they circulate information on best health and safety practice and also the hazards members need to be aware of.

Secondly, safety reps can facilitate discussions between you and your colleagues or with managers to improve

understanding of what the problems are and what can be done to resolve them. Finally they are your advocate to bring about positive change in your workplace. Through their inspection activities they can expose the hazards that employers should address and they can represent your interests when they are consulted and involved in your employers' risk assessments processes.

THE CSP MSD RESOURCE PACK

To assist reps in their role the National Group of Regional Safety Reps has developed a resource pack to tackle work related MSDs. This new electronic MSD pack contains background information on the possible causes with a section on new graduates who are identified as being particularly vulnerable. The pack is in 8 sections and contains:

- ❑ A Power-point presentation & tutor notes for reps to raise discussion & facilitate action among members.
- ❑ Two in-service training activities for safety reps to run either with all members or with new graduates/students on clinical placement.
- ❑ Body Mapping - A key component of the pack which explains how to conduct a body mapping activity & use it as a vehicle for interaction with members and potential members on identifying the symptoms and causes of their MSDs.
- ❑ A one page advice sheet targeted for graduates and students on clinical placements
- ❑ Information Section on Employer MSD Risk Assessments – with checklist for safety reps on how to effectively utilise their consultation rights within this process.
- ❑ A pdf “Top Tips” Poster on avoiding MSDs for CSP reps to print/circulate in their workplace.
- ❑ A checklist & information on members legal rights if they are injured at work.

For further information about MSDs and to access our new MSD resource pack visit our website

www.csp.org.uk/director/members/groupsandnetworks/safetyreps/workrelatedmusculoskeletaldisorders.cfm

THE MSD CAMPAIGN COME BODY MAPPING THIS SUMMER!

The CSP is presently training safety reps on how to run body mapping sessions with members for our MSD awareness campaign happening this June and July 2010.

Body mapping is an excellent inspection tool for safety reps in identifying musculoskeletal hazards. We know our members can be reluctant to report aches and pains, because they may think that they are the only one suffering and may not want to be identified or singled out.

Body mapping with your colleagues can help develop an understanding of shared risk factors, provide important evidence of the problem for your safety rep and help you to develop an effective action plan to stop further injuries.

There is nothing difficult about body mapping. A body map is simply a chart showing the front and back view of a body. Participants use pens or stickers to mark the parts of the chart where they feel aches and pains.

Please talk to your safety rep about how you can support them in arranging a body mapping session in your workplace

SAFETY REPS' FIRST REGIONAL TRAINING DATES FOR 2010

Cheshire & Mersey	28 April
Eastern	29 March
East Midlands (Trent)	27 April
London	12 May
Northern	23 April
North West	27 April
Scotland	7 May
South Central	13 May
South East Coast	16 March
South West South	7 April
South West North	6 April
Wales	15 March
Mid Midlands	7 May
Yorkshire	26 April
Northern Ireland	3 June