

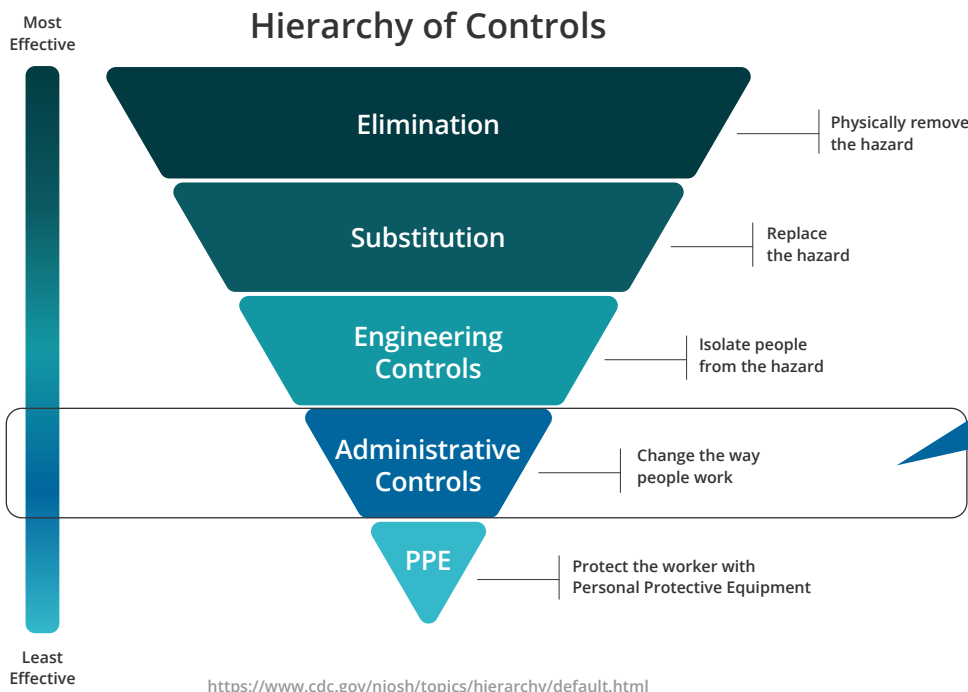
Job Rotation

Administrative control and organizational strategy used to reduce continuous exposure to musculoskeletal disorder (MSD) hazards



Job rotation on its own is not an effective MSD hazard control.

- Use job rotation as a secondary control measure after evaluation of more effective solutions - follow the hierarchy of controls
- Job rotation requires intentional planning and consistent application



**JOB ROTATION
CHANGES THE WAY
WORK IS PERFORMED,
NOT THE PHYSICAL
WORK ENVIRONMENT**

Benefits

- Positive impact on employee job satisfaction
- Reduces monotony and boredom
- Develops skills with training on more jobs
- Increases understanding of the overall process/workflow
- Job rotation schedules including jobs of low MSD risk may be helpful in achieving an equal level of risk exposure between workers
- Reduces the duration of exposure to MSD hazards
- Could create variation in physical demands and recovery time for different body areas
- Reduces human error and improves quality
- Increases flexibility to account for staffing changes and absenteeism

Limitations

- Exposes more workers to the MSD hazards
- Job rotation schedules including jobs of high MSD risk may not reduce the effect of high-risk job(s) on MSD injury risk
- Job rotation as the only control measure may not change overall MSD injury risk between low-risk, medium-risk and high-risk jobs
- Does not work well if physical demands and MSD risks at body areas are similar for jobs within the rotation schedule
- Dependant on buy-in from management and workers
- Difficult to maintain consistency and fairness in schedule when accommodating for individual factors and absenteeism



For more info visit:

msdprevention.com

RESEARCH MEETING PRACTICE TO PREVENT MUSCULOSKELETAL DISORDERS (MSD)

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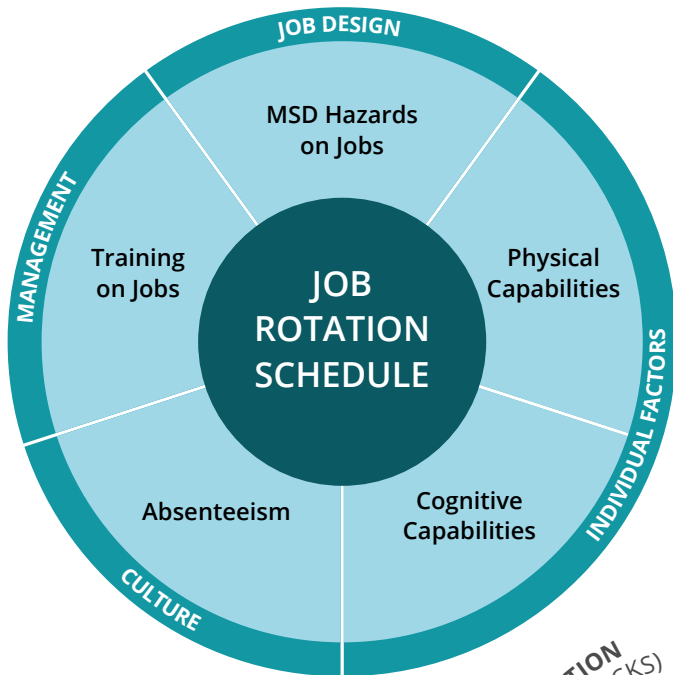


Centre of Research Expertise
for the Prevention of
Musculoskeletal Disorders

**Work
shouldn't
hurt**

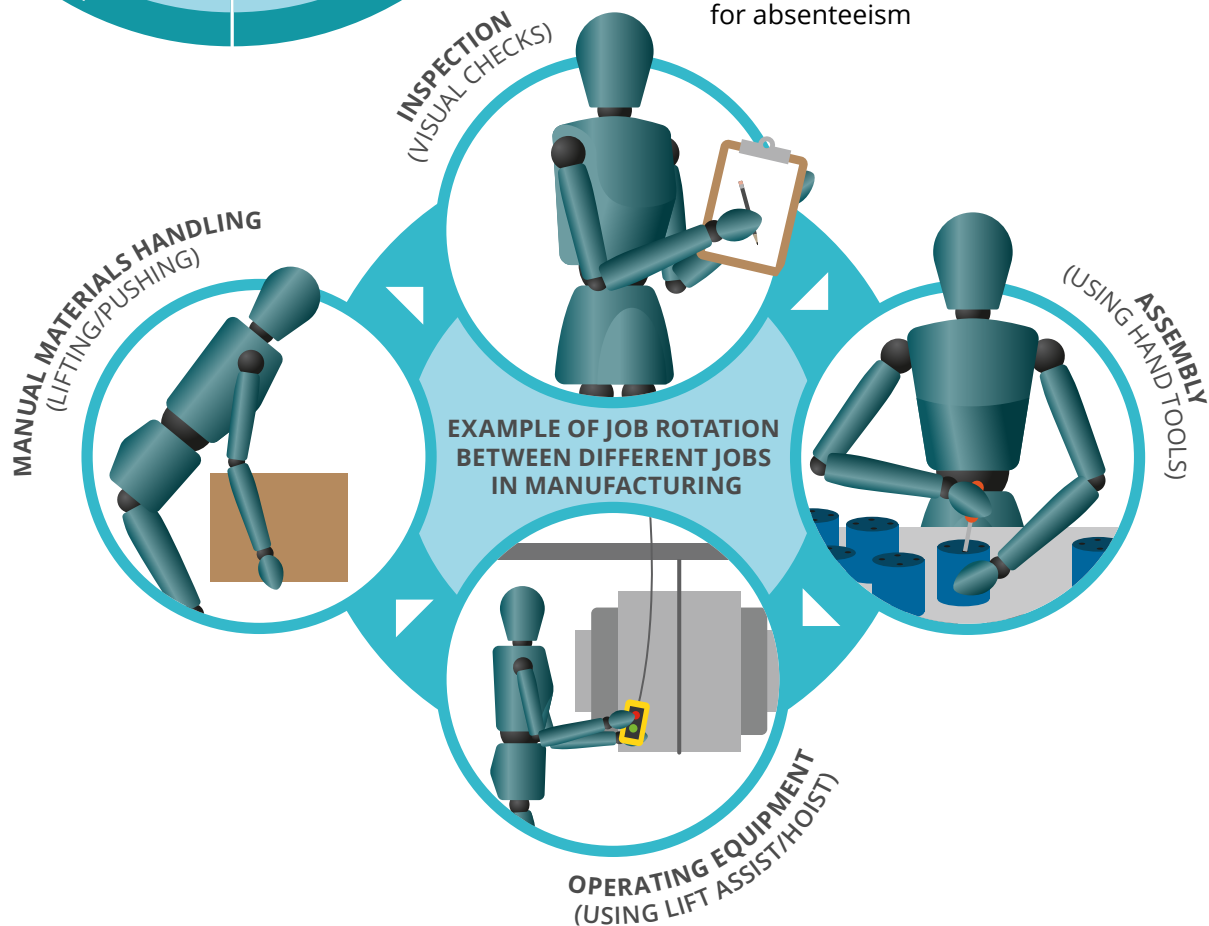
Job Rotation

Developing job rotation schedules can be a complex task due to many factors:



Tips for creating effective rotation schedules:

- 1. Improve job design to eliminate and/or control MSD hazards and risk exposures:**
 - RACE (Recognize hazards, Assess for risks, Control/eliminate risks & Evaluate solution)
 - Prioritize elimination, substitution and/or engineering controls
 - Include workers in development of solutions for buy-in and to improve safety culture
- 2. Identify MSD risks/physical demands within jobs by body area:**
 - Introduce variation by rotating workers between jobs with tasks requiring different physical demands
- 3. Understand worker capabilities:**
 - Job-fit: account for workers' physical & cognitive limitations
- 4. Ensure workers are trained:**
 - Train workers on all jobs within rotation
 - Increase worker cross-training to account for absenteeism



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