

MSD Prevention Guideline for Ontario

*Comprehensive Guideline
Beta Release*

December 4th, 2018

*Co-Leads: Drs. Richard Wells & Amin
Yazdani*

BACK. SHOULDERS. NECK. HANDS.

Happy and Healthy at Work



Store it off the floor

- Store heavy objects between knee and shoulder level. Waist level is best.
- Store items off the floor to minimize bending.
- Use tables, benches or stands to get work off the floor.
- Use carts or equipment to move heavy items.



Keep it close

- Perform tasks close to your body.
- Avoid leaning and stretching forward to reduce stress on your lower back.
- Avoid side reaches that twist the spine.
- Your smart workstation, keep common tasks close, less common tasks out of the way.



Hands below head

- Use a stool, platform, ladder or hoist so work is below head/shoulder height.
- Choose lighter tools and materials for overhead work.
- Use a bit extender for drills/screw guns.
- Find other tools/assists to limit overhead work.



Look straight ahead

- Position your work and equipment to keep your gaze straight ahead.
- Position your work below eye level to align your vision with the task.
- Arrange your workspace so common items are centred to your body.
- Remember to give your neck a break.



Get a (good) grip

- High force work: power grip (full hand). Low force, precision work: pinch grip.
- Choose a tool and grip that puts your wrist in a strong, natural posture.
- Choosing tools: good shape for the task, fits your hand, edges don't dig in.
- Power tools with low vibration and no "kickback" are best.



Change it up

- Include "micro breaks" in your tasks for body recovery and fatigue prevention.
- Fatigue can occur during long duration efforts and repetitive tasks.
- Rotate different tasks to provide "working rests".
- Tasks that have MSD hazards and little recovery time have a high priority for change.

Identify and control workplace hazards. **Work shouldn't hurt!**

Work
shouldn't
hurt

CRE-MSD

Centre of Research
Exposures for the
Prevention of
Musculoskeletal Disorders

UNIVERSITY OF
WATERLOO

For more info visit: cre-msd.uwaterloo.ca

CRE-MSD is a research funding through a grant provided by the Ontario
Ministry of Labour. The views expressed are those of the authors and
do not necessarily reflect those of the Ministry of Labour.

Context

- The Ontario MSD Prevention Guideline and Toolboxes were developed by the Ontario Health and Safety system.
- They were originally developed under the auspices of the Occupational Safety and Health Council of Ontario (OSHCO) in 2005-6 and published in 2007/8.
- They were overdue for review
- Building on this previous work, CRE-MSD has led a project to develop a new Ontario MSD Prevention Guideline in conjunction with Ergonomics Integrated Planning Advisory Committee (EIPAC) and multiple workplace stakeholders



The overall goals of this project are to:

1. Evaluate the current Guideline, determine workplaces' needs for prevention and synthesize best practices with respect to MSD prevention;
2. Develop the new prevention guide content and selected draft materials;
3. Test the content of the new guide and materials with workplaces;
4. Prepare content for guideline and sample material;
5. Website Development Phase A: Templates, navigation;
6. Website Development Phase B: Development of graphic resources, population of the website with content and user testing.
7. Continue to develop the website

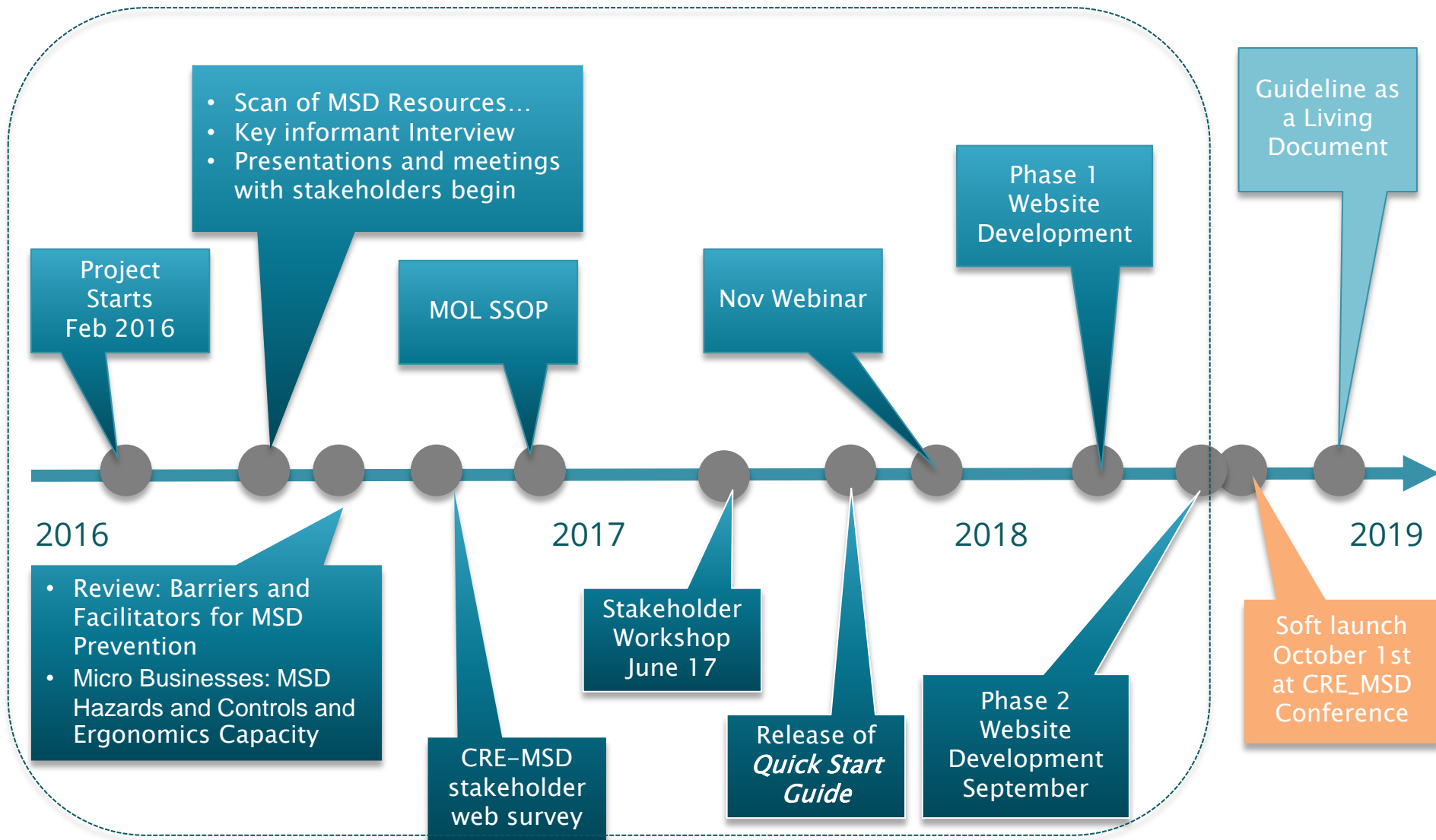
How we got and are getting input

1. Environmental scan
2. Multiple meetings with multiple stakeholders,
3. CRE-MSD web survey focussed on small and micro businesses¹
4. Interviews with small and micro businesses during SSOP²
5. Interviews with key stakeholders
6. Feedback from a CRE-MSD workshop in June 2017
7. Reviews and original research:
“Participative Ergonomics and OHSMS”; “Barriers to Ergonomics Change”, “Low Back MSD Risk Factors”; “Micro and Small Businesses and MSD”; “Test of Messages for Low Back Pain in Small Businesses”

¹ We also incorporated the findings of the web survey administered by the Health and Safety System (EIPAC) on the needs of business to make ergonomics changes.

² Ministry of Labour Summer Student Outreach Program (SSOP)

Timeline of Activities



User input: Main findings and user needs

1. Small businesses are a major underserved community.
2. There is a need for separate approaches for small/ micro, smaller and larger businesses.
3. MSD prevention should be better integrated into business processes using common language and processes.
4. Participation of workers is very important for OH&S, especially for MSD.
5. Current standards (CSA, ISO) are too complex. This makes them in-accessible to most organizations.
6. Be solutions oriented. Also don't assume familiarity with OH&S concepts and language

Satisfying users' needs...

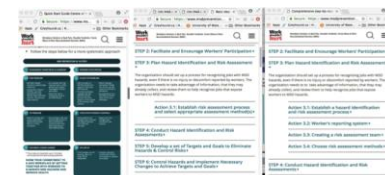
1. Small businesses are a major underserved community.

Quick Start Guide



1. There is a need for separate approaches for different businesses.

3 Guidelines Versions: Scalability



2. MSD prevention should be better integrated into business processes.

Guideline based upon 10 Step PDCA

3. Participation of workers is very important.

Stressed throughout the Guideline



4. Current standards (CSA, ISO) are too complex.

3 Guidelines Versions/Quick Start Guide



5. Don't assume familiarity with OH&S or Ergonomics

Quick Start Guide

Satisfying users' needs...

- Small businesses are a major underserved community.

Quick Start Guide

- There is a need for separate approaches for different businesses.

3 Guidelines Versions: Scalability

- MSD prevention should be better integrated into business processes.

Guideline based upon 10 Step PDCA

- Participation of workers is very important.

Stressed throughout the Guideline

- Current standards (CSA, ISO) are too complex.

3 Guidelines Versions/Quick Start Guide

- Don't assume familiarity with OH&S or Ergonomics

Quick Start Guide



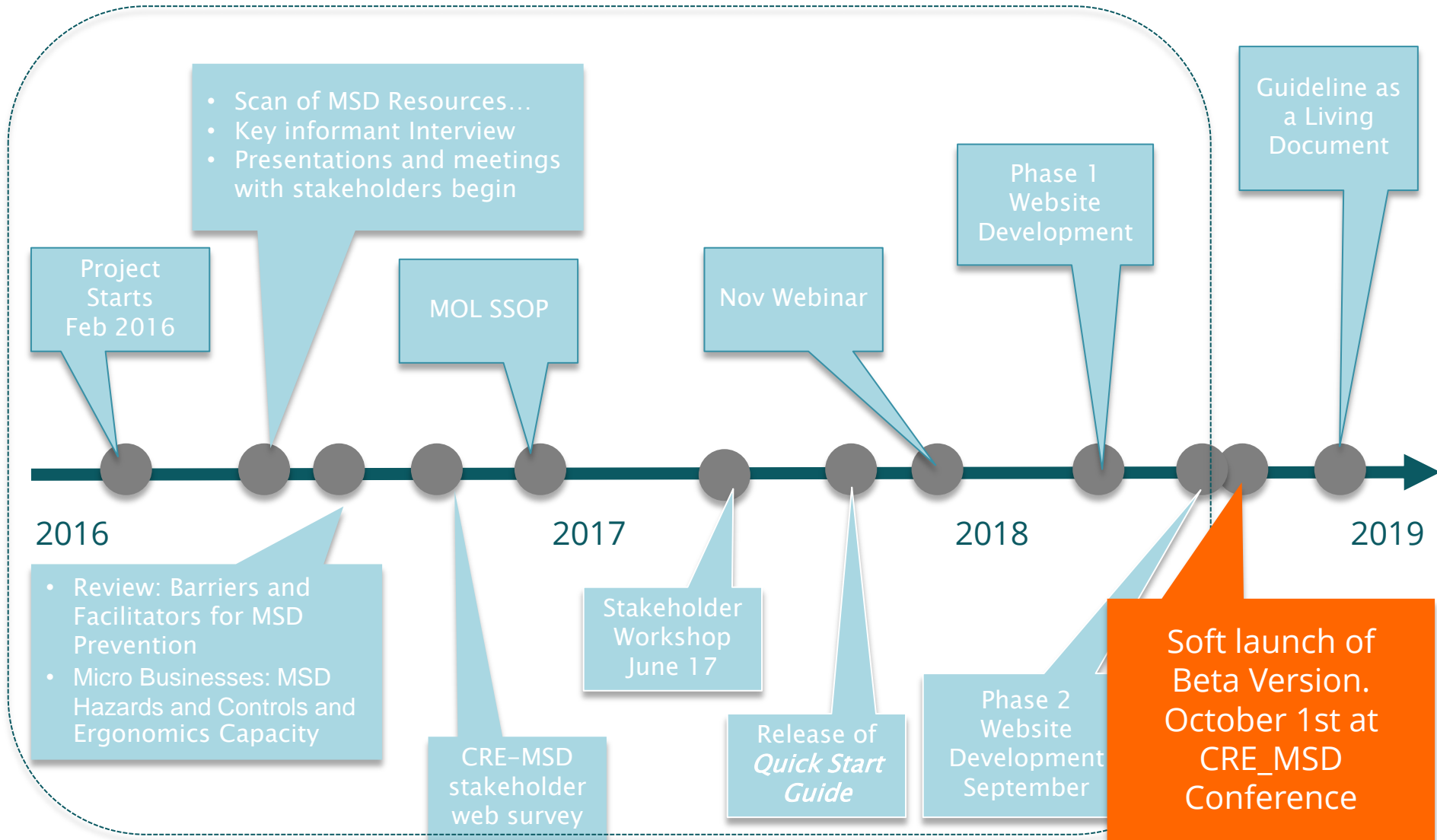
Web Site Phase 1

To satisfy users' needs we designed the website to give:

1. Multiple ways for users to find relevant resources and information
 - Multiple **entry** points: by stakeholder; by size; by process or risk assessment
 - *Video on home page*
 - Searchable resources
 - Help in selection of MSD assessment tools
2. Incorporation of current Guideline resources
3. *Video/graphics of hazards*
4. AODA¹ and WCAG 2.0² compliant
5. Responsive

¹ Accessibility for Ontarians with Disabilities Act (AODA) and ²Web Content Accessibility Guidelines (WCAG) 2.0
Italics: Phase 2

Timeline of Activities





What's New?

Welcome to the *BETA* site for the new MSD Prevention Guideline. We are working hard to develop it further. Look out for videos of MSD Hazards, sections on MSD Controls and for case studies.

GO

www.msdpreservation.com

The screenshot displays the homepage of the **Work shouldn't hurt** website. The top navigation bar includes links for **Prevent MSD**, **Quick Start Guide**, **Deal with an MSD**, **MSD Risk Assessment**, and a search icon. A left sidebar menu contains icons and labels for **About MSD**, **Prevent MSD**, **Deal with an MSD**, **Stakeholders**, **MSD Risk Assessment**, and **Resource Library**. The main content area features the heading **MSD Prevention Guideline for Ontario** and the text **Workplace solutions for back and other musculoskeletal disorders shouldn't hurt**. A video player is embedded, showing a video titled **MSD Prevention Guideline for Ontario** with a duration of 00:34:08. A **Watch Video** button is located below the video player.

About MSD

Types of MSD Centre of Research x YouTube

Secure | <https://www.msdpredvention.com/Types-of-MSD.htm>

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About MSD Types of MSD Work and MSD Hazards Workplace Prevention of MSD

Types of MSD

Many tissues of the body can be affected, including muscles, tendons, ligaments, bone and nerves. Also, many body areas can be affected.

Legend

- Tendon/Ligament
- Muscle
- Blood Vessel
- Nerve
- Bone/Cartilage

Thoracic Outlet Syndrome

180 characters max or arm and messenger bag okay bicycle for a rights, disrupt corn pipe to hole thundercats poke ball of glosser actually copper mug thing more words for position.

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Introduction Factsheet

Download the factsheet introducing the new MSD Prevention Guideline for Ontario.

GO

Success Stories

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GO

Frequently Asked Questions

There are lots of myths about preventing MSD at work. With good information and actions, MSD can be prevented.

GO

Work shouldn't hurt

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Deal with an MSD

Stakeholders

MSD Risk Assessment

Resource Library

Three Guidelines

The Quick Start Guideline is tailored to organizations that:

- Are small or very small (also called “micro” businesses)
- May have a Health and Safety Representative
- May not have much knowledge and few resources in Health and Safety
- May be unfamiliar with MSD and their prevention

You may find that some of the Basic [resources](#) are also useful

The Basic Guideline is tailored to organizations that:

- Have a Joint Health and Safety Committee (JHSC)
- Have a person or persons with knowledge, experience, and responsibility for Health and Safety
- Have policies and procedures for health and safety addressing most hazards but want to improve their MSD prevention activities

You may find that the [Quick Start Guide](#) or Comprehensive [resources](#) are also useful

The Comprehensive Guideline is written for organizations that:

- Have multiple persons and/or a Department with special knowledge, experience, and responsibility for Health and Safety
- Have a formal management framework that is used to oversee the organization's activities
- Are familiar with Occupational Health and Safety Management Systems such as ISO 45001 or CSA Z1000
- Have a formal or informal management system for Health and Safety
- Have comprehensive policies and procedures for health and safety that address most hazards but want to improve their MSD prevention activities.

Three Guidelines

Quick Start Guide Centre of R... YouTube

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Prevent MSD **Quick Start Guideline** **Basic Guideline** **Comprehensive Guideline**

Quick Start Guideline

Back and shoulder pain, tennis elbow and other Musculoskeletal Disorders (MSD) are a major cause of workplace pain, discomfort, disability and costs.


Help workers in pain now - and avoid it in the future - by improving your workplace. Eliminating MSD hazards is one part of creating a safe workplace.

Small changes can make a big difference! A workplace free of MSD hazards protects workers now, allows injured workers to return to their jobs more easily, and allows more people to perform those jobs: male or female; old or young; tall or short.

Three parts of the Quick Start Guideline

Quick Start Guideline: folder

The PDF creates a folder that can hold the mini-posters and gives information about MSD and Prevention and how to use the mini-posters. The folder and mini-posters together are a self-contained resource.




Quick Start Guideline folder (PDF)

Quick Start Guideline: mini-posters

Quick Start Guideline: 11" x 17" poster

Use the 11" x 17" poster in the lunchroom or on the Health & Safety board to alert workers to potential MSD hazards in their work and their relationship to pain and discomfort.



Quick Start Guideline 11" x 17" poster (PDF)

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Three Guidelines: Quick Start Guide

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Prevent: MSD Quick Start Guideline Basic Guideline Comprehensive Guideline

Quick Start Guideline

Back and shoulder pain, tennis elbow and other Musculoskeletal Disorders (MSD) are a major workplace health and safety concern. They can cause pain, discomfort, disability and costs.

Help workers in pain now – and avoid it in the future – by improving your workplace. Eliminating MSD hazards is one part of the solution.

Small changes can make a big difference. Encourage workers to return to their jobs more quickly, safely and comfortably.

Three parts of the Quick Start Guideline:

1. Quick Start Guideline: folder – The PDF creates a folder that you can use to use the mini-posters.
2. Quick Start Guideline: mini-posters – Use the 11" x 17" poster in the folder to help workers understand the hazards in their work and how to prevent them.
3. Quick Start Guideline: 11" x 17" poster – Use the 11" x 17" poster in the folder to help workers understand the hazards in their work and how to prevent them.

Work shouldn't hurt

Workplace Solutions to Back Pain, Shoulder Tendinitis, Tennis Elbow & Other Musculoskeletal Disorders (MSD)

Follow the steps below for a more systematic approach

MSD PREVENTION IN 10 STEPS

1. MANAGEMENT COMMITMENT & LEADERSHIP
2. WORKER PARTICIPATION
3. ASSESS THE PROBLEM
4. PLAN TO FIX PROBLEMS
5. FIX PROBLEMS
6. CHECK EFFECTIVENESS OF CONTROLS
7. DOCUMENT LESSONS LEARNED
8. FOLLOW UP

What's New?
Welcome to the BETA site for the new NIOSH

HECK. HANDS. eWork.

GO

Quick Start Guideline 11" x 17" poster (PDF)

Three Guidelines: Comprehensive

The screenshot shows the 'Comprehensive step-by-step' page on the MSD Prevention website. The browser address bar shows the URL: <https://www.msdprevention.com/Comprehensive-step-by-step.htm>. The page features a sidebar with navigation links: 'Work shouldn't hurt', 'About MSD', 'Prevent MSD' (circled in orange), 'Deal with an MSD', 'Stakeholders', 'MSD Risk Assessment', and 'Resource Library'. The main content area is titled 'Comprehensive Guideline' and includes a breadcrumb trail: 'Work Shouldn't Hurt >> Prevent MSD >> Comprehensive step-by-step'. Below this, there are four tabs: 'Prevent MSD', 'Quick Start Guideline', 'Basic Guideline', and 'Comprehensive Guideline' (circled in orange). The 'Comprehensive Guideline' section is divided into ten steps, each with a right-pointing arrow. A large blue arrow points from the 'Prevent MSD' tab to the 'STEP 1: Demonstrate Management Commitment and Leadership' section. The 'STEP 1' section is titled 'STEP 1: Demonstrate Management Commitment and Leadership' and includes a sub-section 'Action 2.1: Workers' Participation'. This sub-section is circled in orange and contains a list of bullet points. The first bullet point is circled in orange and reads: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The second bullet point is also circled in orange and reads: 'The organization should facilitate workers' participation by training them to recognize the symptoms of MSD and the work-related hazards that might contribute to the development of those symptoms.' The third bullet point is circled in orange and reads: 'The organization should organize training sessions for workers to train them on the use of controls that have been implemented to reduce exposure to MSD hazards.' The fourth bullet point is circled in orange and reads: 'The organization should involve workers in the identification of MSD hazards, reporting pain and discomfort, and planning and implementing changes to work tasks or jobs.' The fifth bullet point is circled in orange and reads: 'Supervisors and managers should assure workers that their participation will only be used to improve their working conditions.' The 'STEP 2: Facilitate and Encourage Workers' Participation' section is also circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The 'STEP 3: Plan Hazard Identification and Risk Assessment' section is circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The 'STEP 4: Conduct Hazard Identification and Risk Assessments' section is circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The 'STEP 5: Develop a set of Targets and Goals to Eliminate Hazards & Control Risks' section is circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The 'STEP 6: Control Hazards and Implement Necessary Changes to Achieve Targets and Goals' section is circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The 'STEP 7: Provide Education and Training' section is circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The 'STEP 8: Evaluate Controls, the Program and the Organization's Performance' section is circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The 'STEP 9: Document Lessons Learned and Stakeholders' Feedback' section is circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' The 'STEP 10: Review Processes, Achievements, and Identify Areas for Improvement' section is circled in orange and includes a sub-section 'How to do it?' which is circled in orange. The 'How to do it?' section contains a list of bullet points, with the first one circled in orange: 'The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.' At the bottom of the page, there are two sections: 'Stories may apply to your workplace and help you make the right decision.' and 'Frequently Asked Questions'. Both sections have a 'GO' button. The 'Frequently Asked Questions' section includes a red question mark icon and text: 'There are lots of myths about preventing MSD at work. With good information and actions, MSD can be prevented.'

Prevent MSD Quick Start Guideline Basic Guideline Comprehensive Guideline

Comprehensive Guideline

Is this the right version of the Guideline for your organization?

This COMPREHENSIVE version of the Guideline is intended for medium to large companies with a Safety Management program who wish to improve their management approach to prevent the organizational level. This COMPREHENSIVE version is one part of the MSD Prevention Guideline.

The three versions use similar structure and language so organizations may use any of the versions to change their approach if they wish to use another version.

STEP 1: Demonstrate Management Commitment and Leadership ▶

STEP 2: Facilitate and Encourage Workers' Participation ▶

STEP 3: Plan Hazard Identification and Risk Assessment ▶

STEP 4: Conduct Hazard Identification and Risk Assessments ▶

STEP 5: Develop a set of Targets and Goals to Eliminate Hazards & Control Risks ▶

STEP 6: Control Hazards and Implement Necessary Changes to Achieve Targets and Goals ▶

STEP 7: Provide Education and Training ▶

STEP 8: Evaluate Controls, the Program and the Organization's Performance ▶

STEP 9: Document Lessons Learned and Stakeholders' Feedback ▶

STEP 10: Review Processes, Achievements, and Identify Areas for Improvement ▶

Prevent MSD Quick Start Guideline Basic Guideline Comprehensive Guideline

Stories may apply to your workplace and help you make the right decision. GO ▶

Frequently Asked Questions
There are lots of myths about preventing MSD at work. With good information and actions, MSD can be prevented. GO ▶

Stakeholders

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Work Shouldn't Hurt >> Stakeholders >> Employer/Manager

Employer/Manager Workers Small Business Supervisor JHSC Member Health and Safety
Ergonomist Healthcare Professional Engineering Professional

Employer/Manager

Rights and responsibilities

In Ontario, the employer, typically represented by senior management, has the greatest responsibilities with respect to health and safety in the workplace and is responsible for taking every precaution reasonable in the circumstances for the protection of a worker. MSD hazards that are present in the workplace must be recognized and precautions put in place to fulfill requirements under the Occupational Health and Safety Act (OHSA). The Act also requires employers to provide information, instruction and supervision to workers.



In Ontario, "The employer is responsible for ensuring that the IRS (internal responsibility system) is established, promoted, and that it functions successfully. A strong IRS (internal responsibility system) is an important element of a strong health and safety culture in a workplace. A strong health and safety culture shows respect for the people in the workplace."

Five Fast Facts for Employers

FACT 1: >

FACT 2: >

FACT 3: >

FACT 4: >

FACT 5: >

Employers may find the following sections of the Guideline of interest:

- The Quick Start Guide
 - This resource is written in non-technical language and may be useful recognizing some key aspects of workplaces that are important for the development of MSD. Employers may also be useful during safety training or "tail-gate" talks.
- Guideline Processes Based on Management System
 - Management processes such as Plan, Do, Check, Act (PDCA), Occupational Health and Safety Management Systems (OHSMS) such as CSA Z1000, CSA Z1004, ISO 45001, are receiving more interest in Ontario. It has recently been argued that for maximum effectiveness and sustainability, MSD prevention should be integrated into the organization's management system. The Guideline is written using the structure and language of management systems. The specific resources to prevent MSD within the

What's New?

Welcome to the new MSD Prevention Guideline. We are working hard to develop it further. Look out for videos of MSD Hazards, sections on MSD Controls and for case studies.

GO >

Introduction Factsheet

Download the factsheet introducing the new MSD Prevention Guideline for Ontario.

GO >

Success Stories

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GO >

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GO >

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Risk assessment

Recognize-Assess-Control-Ev x YouTube

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RACE: Recognition, Assessment, Control, and Evaluation

Preparation Step 3.0

Hazard Recognition

Hazard Recognition/Identification Step 4.0

Can hazard be eliminated now?

YES

NO

Risk Assessment

Simple Risk Assessment Step 4.0

Is control required?

YES

NO

DON'T KNOW

Full Risk Assessment Step 4.0

Is control required?

YES

NO

Control

Identification, Evaluation and Choice of Controls Step 3.0

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Risk assessment

Risk Assessment ▼

This refers to as “Assess” in RACE. If MSD hazards cannot be eliminated and if a more detailed assessment needed to be done, then simple risk assessment might help organizations to identify hazards and assess the risk.

Simple risk assessment ▼

Typically Uses Screening or Observational tools. The following resources help you to identify MSD hazards and assess the risk:

- Use the [MSD Tool Picker](#) to identify appropriate tools
- Use the [Work Observation](#) procedure to assess jobs or tasks, including participation of workers, task analysis, [what to monitor](#), [who to monitor](#), [when to monitor](#) and [what data to collect](#).
- Use [Root Cause Analysis](#) to identify the root cause of the identified MSD hazard

Decision: Is control of the MSD hazard required?

If an MSD hazard cannot be eliminated, is not clearly identified or understood, or the root cause is unclear, move on to more in-depth MSD risk analysis.

Is control of hazard required?

YES: Go to Hazard elimination in Step 6.0 of the basic or comprehensive guideline.

NO: Go to monitoring Step 8.0 of the basic and comprehensive guideline.

Not Sure: Continue with Full Risk Assessment Process or ask for [help](#).

Full risk assessment ►

Risk assessment: "Tool Picker"

Centre of Research Expertise | YouTube

Secure | <https://www.msdpreservation.com/risk-assessment/>

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Work Shouldn't Hurt >> MSD Risk Assessment

MSD Risk Assessment | RACE | MSD Hazards | **Tool Picker**

Hazard Identification and Risk Assessment Methods

Methods for identifying MSD hazards and assessing the risk associated with them have been classified into one of four categories. These categories are intended to guide a user to the best method based on their purpose, experience and their type of work and workplace.

A key function of a Hazard Identification tool is to promote discussion amongst workers, supervisors and managers and others with knowledge about the work. Therefore they may usually be used with minimal training or prior experience. The Detailed Screening tools require some familiarity. The Observational Evaluation methods usually require background knowledge and skill in order to use them in a repeatable and interpretable way. The Comprehensive Analysis tools require substantial knowledge and experience to use and to interpret their outputs and only ergonomists or others with the specialized knowledge and experience will use these tools.

We suggest using our Tool Picker as a starting point to select appropriate methods

Tool Classifications

Hazard Identification ▶

Detailed Screening ▶

Observational Evaluation ▶

Comprehensive Analysis ▶

Make Your Choices

TYPE OF TASK

Hover over or tap the icon next to each type of task for information about each option.

- Lifting
- Push | Pull | Carry
- Hand Work
- Arm Work | Posture
- Office Workstation
- Vibration
- Patient Handling
- Overhead Work
- Home Office
- Mobile Devices
- In-Vehicle Computing

LEVEL OF DETAIL REQUIRED

- Hazard Identification
- Advanced Screening
- Observational Evaluation
- Comprehensive Task Analysis

RECOMMENDED ERGONOMICS ASSESSMENT TOOLS

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Risk Assessment: Video/ pdf of MSD Hazards

MSD Hazards Centre of Research (1) Hands and Wrists Postures UOW-17009v2 Wrist Posture

Secure | <https://www.msdpredvention.com/MSD-Hazards.htm>

Greyhound.ca | H... WSPS - Pictogram... Netflix Facebook - Log In... Gmail Outlook

The basic MSD hazards are described below. Remember that they occur together in different combinations with people are at work. This makes it difficult to know their combined risk of developing MSD by watching unless the basic hazards are very large. Observational and comprehensive assessment tools use scoring systems or equations to account for the combined effect of the basic hazards.

Workplace MSD hazards:

High Force ▶

Posture ▶

Posture is the position of the body and its joints - an elbow is bent (flexed) or straight (extended). Some positions are stronger and healthier than others. These are sometimes called neutral postures. An awkward position where the joint is weaker and where it does not function as well as in neutral posture. These awkward positions over time, can lead to fatigue and increased risk of developing MSD.

Hand and Wrist Posture ▶

The hand is wonderfully versatile and can use a wide range of grips at work. Also, the wrist joint works together with the fingers to create strong natural grips. MSD posture hazards are seen when tools, equipment, products or the workspace require a worker to use poor grips and awkward postures. These grips are also weaker in this case.

Videos and graphics show the hand at work. What the colours mean (info bubble)

- Proper hand and wrist postures (PDF)
- Power grip (PDF), power grip (Video)
- Power grip with a hand tool (PDF); power grip with hand tool (Video)
- Pinch grip (PDF), pinch grip (Video)
- Keying on a computer keyboard (PDF)
 - Keying on a computer keyboard above elbow height (Video)
 - Keying on a computer keyboard at elbow height (Video)
 - Keying on a computer keyboard below elbow height (Video)

To find tools that help identify Hand and Wrist hazards and to assess work using hands go to the Tool Picker. Use these videos and graphics to help use the tools.

Shoulder Posture ▶

Back (Spine) Posture ▶

High Repetition ▶

Vibration ▶

Local Contact Stress ▶



<https://youtu.be/t62qVhYbycM>

<https://youtu.be/lhYYE889dWo>

<https://youtu.be/TFZLPH-wdxk>

Resources

Centre of Research Expertise | YouTube

Secure | <https://www.msdpreservation.com/resource-library/>

Apps Greyhound.ca | H... WSPS - Pictogram... Netflix Facebook - Log In... Gmail Outlook Weather Wireless Mac Scre... Other Bookmarks

Work shouldn't hurt

About MSD

Prevent MSD

Deal with an MSD

Stakeholders

MSD Risk Assessment

Resource Library

Work Shouldn't Hurt >> Resource Library

MSD Resources

Enter search terms...

Make Your Choices

Risk Assessment Tool Picker

Use the Risk Assessment Tool Picker to help us guide you toward the appropriate MSD resource(s) for you from our extensive (and growing!) Resource Library. A few simple clicks will narrow down your search.

GO

Filter

Select a category to narrow down the list.

General Assessment

Risk Assessment

Clear Filters

What's New?

Welcome to the BETA site for the new MSD Prevention Guideline. We are working hard to develop it further. Look out for videos of MSD Hazards, sections on MSD Controls and for case studies.

GO

Introduction Factsheet

Download the factsheet introducing the new MSD Prevention Guideline for Ontario.

GO

Success Stories

Read success stories and case studies about preventing MSD. These stories may apply to your workplace and help you make the right decision.

GO

Frequently Asked Questions

There are lots of myths about preventing MSD at work. With good information and actions, MSD can be prevented.

GO

Documents, Videos and External Links

Resource Types:

- Downloadable PDF
- Video
- Link to External Resource

Click the resource's icon to download, watch or follow.

Pinch Grip	
Natural Positions	
Pistol Grip	
Keyboard Slopes	
Power Grip	

Drilling Down: Comprehensive Guideline

Work Shouldn't Hurt

Prevent MSD Quick Start

Work Shouldn't Hurt >> Prevent MSD >> Comprehensive step-by-step

Prevent MSD Quick Start Guideline Basic Guideline Comprehensive Guideline

Comprehensive Guideline

Is this the right version of the Guideline for your organization?

This COMPREHENSIVE version of the Guideline is intended for medium to large companies with a Safety Management program who wish to improve their management approach to prevent the organizational level. This COMPREHENSIVE version is one part of the MSD Prevention Guideline.

The three versions use similar structure and language so organizations may use any of the versions to change their approach if they wish to use another version.

STEP 1: Demonstrate Management Commitment and Leadership

STEP 2: Facilitate and Encourage Workers' Participation

STEP 3: Plan Hazard Identification and Risk Assessment

STEP 4: Conduct Hazard Identification and Risk Assessments

STEP 5: Develop a set of Targets and Goals to Eliminate Hazards & Control Risks

STEP 6: Control Hazards and Implement Necessary Changes to Achieve Targets and Goals

STEP 7: Provide Education and Training

STEP 8: Evaluate Controls, the Program and the Organization's Performance

STEP 9: Document Lessons Learned and Stakeholders' Feedback

STEP 10: Review Processes, Achievements, and Identify Areas for Improvement

Prevent MSD Quick Start Guideline Basic Guideline Comprehensive Guideline

The Comprehensive Guideline is written for organizations that:

- Have multiple persons and/or a Department with special knowledge, experience, and responsibility for Health and Safety
- Have a formal management framework that is used to oversee the organization's activities
- Are familiar with Occupational Health and Safety Management Systems such as ISO 45001 or CSA Z1000
- Have a formal or informal management system for Health and Safety
- Have comprehensive policies and procedures for health and safety that address most hazards but want to improve their MSD prevention activities.

Frequently Asked Questions

There are lots of myths about preventing MSD at work. With good information and actions, MSD can be prevented

GO

Comprehensive Guideline: Step 1

The screenshot shows a web browser window with the URL <https://www.msdprevention.com/Comprehensive-step-by-step.htm>. The browser's address bar and tabs are visible at the top. The website's navigation bar includes links for 'Prevent MSD', 'Quick Start Guide', 'Deal with an MSD', and 'MSD Risk Assessment'. A sidebar on the left contains icons for 'About MSD', 'Prevent MSD' (circled in orange), 'Deal with an MSD', 'Stakeholders', 'MSD Risk Assessment', and 'Resource Library'. The main content area is titled 'STEP 1: Demonstrate Management Commitment and Leadership' and contains a paragraph about management's role in MSD prevention. Below this, four actions are listed: 'Action 1.1: Be aware of and commit to comply with legal requirements', 'Action 1.2: Write MSD prevention policy', 'Action 1.3: Assign roles and responsibilities', and 'Action 1.4: Allocate required resources'. At the bottom, a list of bullet points provides further details, with the first two points circled in orange. A 'GO' button is located at the bottom right of the content area.

Work Shouldn't Hurt

Prevent MSD

Deal with an MSD

Stakeholders

MSD Risk Assessment

Resource Library

Prevent MSD

Quick Start Guide

Deal with an MSD

MSD Risk Assessment

Work Shouldn't Hurt >> Prevent MSD >> Comprehensive step-by-step

STEP 1: Demonstrate Management Commitment and Leadership ▾

Management provides the leadership, vision, and resources (human and financial) needed to implement an effective MSD prevention program within the organization's overall Occupational Health and Safety (OHS) program. Strong leadership in health, safety, and MSD prevention must be demonstrated by business owners, executives, managers, and supervisors.

Action 1.1: Be aware of and commit to comply with legal requirements ▸

Action 1.2: Write MSD prevention policy ▸

Action 1.3: Assign roles and responsibilities ▸

Action 1.4: Allocate required resources ▸

- The organization should involve workers in the identification of MSD hazards, reporting pain and discomfort, and planning and implementing changes to work tasks or jobs
- Supervisors and managers should assure workers that their participation will only be used to improve their working conditions

and actions, MSD can be prevented

GO

Comprehensive Guideline: Step 2

Comprehensive step-b

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Work shouldn't hurt

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STEP 2: Facilitate and Encourage Workers' Participation ▾

Workers should play an active role in OHS in general, and MSD prevention in particular, by participating in designing the workplace and workstations, training and awareness, recognizing hazards, planning control actions, and using controls to eliminate hazards or reducing exposures to hazards including those related to MSD.

Action 2.1: Workers' Participation ▾

Workers' participation in multiple aspects of the OHS and MSD prevention program is an essential component of effective prevention activities. Worker participation needs to be incorporated throughout the OHS program design and implementation including prevention of MSD. Workers should have access to the information they need to participate effectively in the prevention of MSD. Workers are encouraged to participate in any OHS related activities and the organization should ensure that workers feel comfortable and welcomed to share their concerns and suggestions.

How to do it?

- The organization should take advantage of workers' experience and knowledge to recognize and assess MSD hazards and to suggest effective solutions to eliminate them or reduce exposure to them.
- The organization should facilitate workers' participation by training them to recognize the symptoms of MSD and the work-related hazards that might contribute to the development of those symptoms.
- The organization should organize training sessions for workers to train them on the use of controls that have been implemented to reduce exposure to MSD hazards.
- The organization should involve workers in the **identification of MSD hazards, reporting pain and discomfort**, and planning and implementing changes to work tasks or jobs
- Supervisors and managers should assure workers that their participation will only be used to improve their working conditions.
- Contractors, subcontractors, and temporary staffing agency workers should also participate in MSD prevention activities.

discomfort, and planning and implementing changes to work tasks or jobs

prevented

GO ▶

Comprehensive Guideline: Step 3

STEP 3: Plan Hazard Identification and Risk Assessment ▼

The organization should set up a process for recognizing jobs with MSD hazards, even if there is no injury or discomfort reported by workers. The organization needs to take advantage of information that they may already collect, and review them to help recognize jobs that expose workers to MSD hazards.

Action 3.1: Establish a hazard identification and risk assessment process ▼

The organization needs to establish an effective risk assessment process that allows systematic hazard identification and risk assessment for hazards including those related to MSD.

How to do it?

- The organization should develop, implement, document and maintain a risk assessment process that includes MSD hazards.
- The organization should develop a process to involve workers in reporting hazards, discomfort, and injuries including those related to MSD.
- All relevant internal stakeholders should be engaged in all aspects of the risk assessment process. The risk assessment process needs to be approved by both management and labour.
- The role of workers and workers' representative(s) needs to be included in the risk assessment process.

Action 3.2: Worker's reporting system ►

Action 3.3: Creating a risk assessment team ►

Action 3.4: Choose risk assessment methods ►

Comprehensive Guideline: Step 3

Comprehensive step-by-step x YouTube x

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STEP 3: Plan Hazard Identification and Risk Assessment ▼

The organization should set up a process for recognizing jobs with MSD hazards, even if there is no injury or discomfort reported by workers. The organization needs to take advantage of information, that they may already collect, and review them to help recognize jobs that expose workers to MSD hazards.

Action 3.1: Establish a hazard identification and risk assessment process ►

Action 3.2: Worker's reporting system ►

Action 3.3: Creating a risk assessment team ►

Action 3.4: Choose risk assessment methods ▼

The organization should ensure to use appropriate method(s) for MSD hazard identification and risk assessment.

How to do it?

- The organization should **select** MSD hazard identification and risk assessment tools and checklists appropriate for the workplace. The **Tool Picker** in this website helps to select an appropriate tool. In addition, the **Resource Library** provides additional general tools to be used during hazard identification, risk assessment, and control.
- The organization should develop procedures to assess jobs, including participation of workers, task analysis, **what to monitor, who to monitor, when to monitor and what data to collect** that is appropriate for the methods chosen including those related to MSD.

discomfort, and planning and implementing changes to work tasks or jobs prevented

Supervisors and managers should assure workers that their participation will only be used to improve their working conditions.

GO ►

Comprehensive Guideline: Step 4

Comprehensive step-by-step x YouTube x

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STEP 4: Conduct Hazard Identification and Risk Assessments ▾

Hazards, including hazards related to MSD, need to be proactively identified and assessed through a collaborative process.

Action 4.1: Anticipate MSD hazards ▶

Action 4.2: Collect existing information to help Identify possible MSD hazards ▶

Action 4.3: Collect workers' input on hazards ▶

Action 4.4: Put in place procedures to collect new information to help Identify possible MSD hazards ▾

The organization should collect new data on exposure to MSD hazards. This should be done through active collaboration with workers. This is called active surveillance of injuries, hazards and reports (not surveillance of workers).

How to do it?

- The organization should use checklists during walkthrough inspections, [Job Safety Analysis](#) and [Pre-Start Safety Reviews](#) that include MSD hazards. These checklists may include [discomfort diagrams](#) and [perceived exertion survey](#) to help identify jobs or tasks with possible MSD hazards.

Action 4.5: Conduct screening, hazard assessment, root cause analysis, and risk analysis ▶

improve their working conditions

Comprehensive Guideline: Step 5

Comprehensive step-by-step

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Apps | [Greyhound.ca](#) | [H...](#) | [WSPS](#)

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Action 4.5: Conduct screening, hazard assessment, root cause analysis, and risk analysis ▾

The organization should go through a process to first screen for possible hazards, conduct root cause analysis for relevant MSD hazards and conduct a more in-depth risk analysis where necessary.

How to do it?

- The organization should collect information about hazards (Including MSD) using information from multiple sources (Active and Passive surveillance): hazard identification, risk assessment (as needed), incident investigations, walkthrough inspections, workers reports, discomfort diagrams.
- The organization should use results of simple checklist, inspections, workers comments, discomfort diagrams and previous reports of pain and discomfort to **prioritize hazards for further analysis**.
- For each of the agreed-upon MSD hazards, have the workers **brainstorm or discuss the root causes of the hazard**. The organization should identify underlying root causes of MSD hazards by **5 WHY, fish-bone diagrams**, brainstorming or other methods. Look at all of the factors that could cause the hazard. These factors can be categorized as process, equipment, materials, environment and human. For additional resources visit the **Resource Library**.
- If an MSD hazard is well agreed by management, workers, and a practicable control that can be put in place soon is available, proceed to control and do not proceed to risk analysis yet.
- If an MSD hazard cannot be eliminated, is not clearly identified or understood, or the root cause is unclear, move on to more in-depth **MSD risk analysis**.
- If an MSD hazard is not clearly identified or understood and a root cause cannot be determined after performing the in-depth MSD risk analysis, consider asking for **help**.

Supervisors and managers should assure workers that their participation will only be used to improve their working conditions.

GO ▶

Comprehensive Guideline: Step 5

Comprehensive step-by-step x YouTube

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Work shouldn't hurt

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STEP 5: Develop a set of Targets and Goals to Eliminate Hazards & Control Risks ▼

The next step in implementation of a successful OHS and MSD prevention program includes the development of a set of targets and goals to eliminate MSD hazards and control exposure to hazards. These targets and goals need to be measurable and appropriate to the needs of the organization.

Action 5.1: Identify and evaluate potential controls ▶

Action 5.2: Selection of controls ▼

The organization should have a process in selecting appropriate controls to address MSD hazards. These control actions then need to be prioritize as a set of targets and goals.

How to do it?

The organization should take the following actions to ensure the effectiveness of control actions in MSD prevention:

- Use the **Hierarchy of Controls** (engineering solutions over administrative controls or personal protective equipment) including those related to MSD.
- Prioritize workplace changes, such as hoists or carts in preference to less effective worker-focused solutions such as lift training or job rotation.
- If chosen, administrative changes for MSD such as lift training should be regarded as temporary or complimentary only until better solutions can be put in place.
- Identify short term and longer-term control strategies.
- Each workplace is unique: expect to have to adapt any purchased control (such as a roller conveyor) to your specific situation.
- Consider the effects of changes on other tasks in the work process.

Supervisors and managers should assure workers that their participation will only be used to improve their working conditions.

GO ▶

Comprehensive Guideline: Steps 8-10

STEP 8: Evaluate Controls, the Program and the Organization's Performance ▾

Similar to any other programs, it is important to evaluate the effectiveness of control actions, the MSD prevention program, and the organization's performance. This information provides a comprehensive insight into organization's road to success.

- Action 8.1: Follow-up/evaluate the implemented controls ▸**
- Action 8.2: Ongoing follow-up of controls ▸**
- Action 8.3: Check achievement of organizational goals ▸**

STEP 9: Document Lessons Learned and Stakeholders' Feedback ▾

The organization should review its MSD prevention program to identify gaps and barriers and identify areas for improvement. The feedback from stakeholders and learning from success and failure stories will ultimately result in continued improvement of processes and approaches.

- Action 9.1: Review program ▸**

STEP 10: Review Processes, Achievements, and Identify Areas for Improvement ▾

The organization should review its MSD prevention program in planned intervals to identify areas for improvement. This needs to be done by senior management.

- Action 10.1: Management review and continuous improvement ▸**

Comprehensive vs Basic Process

Comprehensive

STEP 1: Demonstrate Management Commitment and Leadership ▶

STEP 2: Facilitate and Encourage Workers' Participation ▶

STEP 3: Plan Hazard Identification and Risk Assessment ▶

STEP 4: Conduct Hazard Identification and Risk Assessments ▶

STEP 5: Develop a set of Targets and Goals to Eliminate Hazards & Control Risks ▶

STEP 6: Control Hazards and Implement Necessary Changes to Achieve Targets and Goals ▶

STEP 7: Provide Education and Training ▶

STEP 8: Evaluate Controls, the Program and the Organization's Performance ▶

STEP 9: Document Lessons Learned and Stakeholders' Feedback ▶

STEP 10: Review Processes, Achievements, and Identify Areas for Improvement ▶

Basic

STEP 1: Demonstrate Management Commitment and Leadership ▶

STEP 2: Facilitate and Encourage Workers' Participation ▶

STEP 3: Plan Hazard Identification and Risk Assessment ▶

STEP 4: Conduct Hazard Identification and Risk Assessments ▶

STEP 5: Develop a set of Targets and Goals to Eliminate Hazards & Control Risks ▶

STEP 6: Control Hazards and Implement Necessary Changes to Achieve Targets and Goals ▶

STEP 7: Provide Education and Training ▶

STEP 8: Evaluate Controls, the Program and the Organization's Performance ▶

STEP 9: Document Lessons Learned and Stakeholders' Feedback ▶

STEP 10: Review Processes, Achievements, and Identify Areas for Improvement ▶

The Comprehensive Guideline is written for organizations that:

- Have multiple persons and/or a Department with special knowledge, experience, and responsibility for Health and Safety
- Have a formal management framework that is used to oversee the organization's activities
- Are familiar with Occupational Health and Safety Management Systems such as ISO 45001 or CSA Z1000
- Have a formal or informal management system for Health and Safety
- Have comprehensive policies and procedures for health and safety that address most hazards but want to improve their MSD prevention activities.

The Basic Guideline is tailored to organizations that:

- Have a Joint Health and Safety Committee (JHSC)
- Have a person or persons with knowledge, experience, and responsibility for Health and Safety
- Have policies and procedures for health and safety addressing most hazards but want to improve their MSD prevention activities

Comprehensive vs Basic Process

Comprehensive

STEP 1: Demonstrate Management Commitment and Leadership ▼

Management provides the leadership, vision, and resources (human and financial) needed to implement an effective MSD prevention program within the organization's overall Occupational Health and Safety (OHS) program. Strong leadership in health, safety, and MSD prevention must be demonstrated by business owners, executives, managers, and supervisors.

Action 1.1: Be aware of and commit to comply with legal requirements ▶

Action 1.2: Write MSD prevention policy ▶

Action 1.3: Assign roles and responsibilities ▶

Action 1.4: Allocate required resources ▶

STEP 2: Facilitate and Encourage Workers' Participation ▶

STEP 3: Plan Hazard Identification and Risk Assessment ▼

The organization should set up a process for recognizing jobs with MSD hazards, even if there is no injury or discomfort reported by workers. The organization needs to take advantage of information, that they may already collect, and review them to help recognize jobs that expose workers to MSD hazards.

Action 3.1: Establish a hazard identification and risk assessment process ▶

Action 3.2: Worker's reporting system ▶

Action 3.3: Creating a risk assessment team ▶

Action 3.4: Choose risk assessment methods ▶

Basic

STEP 1: Demonstrate Management Commitment and Leadership ▼

Management provides the leadership, vision, and resources (human and financial) needed to implement an effective MSD prevention program within the organization's overall Occupational Health and Safety (OHS) program. Strong leadership in health, safety, and MSD prevention must be demonstrated by business owners, executives, managers, and supervisors.

Action 1.1: Be aware of and commit to comply with legal requirements ▶

Action 1.2: Write MSD prevention policy ▶

Action 1.3: Assign roles and responsibilities and allocate necessary resources ▶

STEP 2: Facilitate and Encourage Workers' Participation ▶

STEP 3: Plan Hazard Identification and Risk Assessment ▼

The organization should set up a process for recognizing jobs with MSD hazards, even if there is no injury or discomfort reported by workers. The organization needs to take advantage of information, that they may already collect, and review them to help recognize jobs that expose workers to MSD hazards.

Action 3.1: Establish risk assessment process and select appropriate assessment method(s) ▶

Comprehensive vs Basic Process

Comprehensive

STEP 4: Conduct Hazard Identification and Risk Assessments ▼

Hazards, including hazards related to MSD, need to be proactively identified and assessed through a collaborative process.

Action 4.1: Anticipate MSD hazards ▶

Action 4.2: Collect existing information to help Identify possible MSD hazards ▶

Action 4.3: Collect workers' input on hazards ▶

Action 4.4: Put in place procedures to collect new information to help Identify possible MSD hazards ▶

Action 4.5: Conduct screening, hazard assessment, root cause analysis, and risk analysis ▶

STEP 5: Develop a set of Targets and Goals to Eliminate Hazards & Control Risks ▼

The next step in implementation of a successful OHS and MSD prevention program includes the development of a set of targets and goals to eliminate MSD hazards and control exposure to hazards. These targets and goals need to be measurable and appropriate to the needs of the organization.

Action 5.1: Identify and evaluate potential controls ▶

Action 5.2: Selection of controls ▶

Action 5.3: Identifying training and education needs ▶

Action 5.4: Develop targets and goals ▶

Basic

STEP 4: Conduct Hazard Identification and Risk Assessments ▼

Hazards, including hazards related to MSD, need to be proactively identified and assessed through a collaborative process.

Action 4.1: Anticipate MSD hazards and identify possible MSD hazards using existing information ▶

Action 4.2: Collect workers' input on hazards and new information to identify possible MSD hazards ▶

Action 4.3: Conduct a basic screening, root cause analysis, and risk analysis ▶

STEP 5: Develop a set of Targets and Goals to Eliminate Hazards & Control Risks ▼

The next step in implementation of a successful OHS and MSD prevention program includes the development of a set of targets and goals to eliminate MSD hazards and control exposure to hazards. These targets and goals need to be measurable and appropriate to the organization's needs.

Action 5.1: Selection of controls ▶

Action 5.2: Develop targets and goals ▶

Comprehensive vs Basic Process

Comprehensive

STEP 8: Evaluate Controls, the Program and the Organization's Performance ▼

Similar to any other programs, it is important to evaluate the effectiveness of control actions, the MSD prevention program, and the organization's performance. This information provides a comprehensive insight into organization's road to success.

Action 8.1: Follow-up/evaluate the implemented controls ▶

Action 8.2: Ongoing follow-up of controls ▶

Action 8.3: Check achievement of organizational goals ▶

STEP 9: Document Lessons Learned and Stakeholders' Feedback ▼

The organization should review its MSD prevention program to identify gaps and barriers and identify areas for improvement. The feedback from stakeholders and learning from success and failure stories will ultimately result in continued improvement of processes and approaches.

Action 9.1: Review program ▶

STEP 10: Review Processes, Achievements, and Identify Areas for Improvement ▼

The organization should review its MSD prevention program in planned intervals to identify areas for improvement. This needs to be done by senior management.

Action 10.1: Management review and continuous improvement ▶

Basic

STEP 8: Evaluate Controls, the Program and the Organization's Performance ▼

Similar to any other programs, it is important to evaluate the effectiveness of controls actions, the MSD prevention program, and organization's performance. This information provides a comprehensive insight into organization's road to success.

Action 8.1: Follow-up/evaluate the implemented controls ▶

STEP 9: Document Lessons Learned and Stakeholders' Feedback ▼

The organization should review its MSD prevention program to identify gaps and barriers and identify areas for improvement. The feedback from stakeholders and learning from success and failure stories will ultimately result in continues improvement of processes and approaches.

Action 9.1: Identify gaps and barriers and areas for improvement ▶

STEP 10: Review Processes, Achievements, and Identify Areas for Improvement ▼

The organization should review its MSD prevention program in planned intervals to identify areas for improvement. This needs to be done by senior management.

Action 10.1: Management review and continuous improvement ▶

Next?

Phase 2 Website Development

- Creating an extensive collection of controls and a “Control Picker” search function
- Linking more resources to the three Guideline processes
- Developing more Risk Assessment and other prevention resources in video, PDF and html formats
- Developing a Quick Start Guide: Office
- Collecting Stories and Case Studies

Case Studies and Stories

Stories of successes in MSD Prevention really help others: even if your activities were not completely successful, a lot can be learned from your experiences.

The website needs your stories

- Describe your experiences with MSD. Max 500 words. No template.

The website needs your case studies

- Use our case study template

Please contact info@msdprevention.com or Betina Butler at CRE-MSD bbutler@uwaterloo.ca if you want to work with us to put your case study on the website

The screenshot displays the 'Work Shouldn't Hurt' website's 'Off the Back: Construction | Small' page. It features a sidebar with navigation links: 'Work Shouldn't Hurt', 'About MSD', 'Prevent MSD', 'Deal with an MSD', 'Stakeholders', 'MSD Risk Assessment', and 'Resource'. The main content area is titled 'Case Study of Musculoskeletal Disorders (MSD) Prevention'. It includes sections for 'Title:', 'Keywords:', '1. Organizations Involved:', '2. Case Study', '2.1 Introduction/Background', '2.2 Goal', and '2.3 What was done and how?'. The '2.1 Introduction/Background' section contains text about a roofing project at the University of Applied Sciences. The '2.2 Goal' section mentions a long-term goal of work and up-skilling. The '2.3 What was done and how?' section lists technical measures like mobile lift, sack barr, and kneepads.

Promotional Materials: I



**BACK. SHOULDERS.
NECK. HANDS.**

The new MSD Prevention Guideline for Ontario provides workplace solutions to prevent musculoskeletal disorders (MSD).

Help with preventing musculoskeletal disorders at your workplace, because work shouldn't hurt.

PREVENTING PAINFUL, COSTLY DISORDERS MAKES BUSINESS SENSE. THE NEW GUIDELINE INCLUDES:

- An introductory video
- Newly developed hazard identification and control approaches
- Animated graphics
- Downloadable templates and documents to help organizations prevent MSD

NO MATTER THE SIZE OF THE ORGANIZATION, THE GUIDELINE CAN HELP PREVENT MSD:

- Quick Start Guide for small and micro businesses
- Basic Guideline for medium-sized organizations
- Comprehensive Guideline for larger organizations

NO MATTER THE SIZE OF THE ORGANIZATION, THE GUIDELINE CAN HELP PREVENT THESE DISORDERS

Everything is available at: msdprevention.com

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PDF downloadable from the website

Promotional Materials: 2

No matter what you call them— pains and strains, low back pain, sore shoulders, carpal tunnel syndrome, musculoskeletal disorders or MSD— all the tools and resources you need to prevent them... in one place:

www.msdpreservation.com

MSD Prevention Guideline for Ontario

Workplace solutions for back pain, tennis elbow and other musculoskeletal disorders (MSD), because work shouldn't hurt.

[Watch Video](#)

MSD Quick Start Guide
A simple and useful guide for busy people in small businesses.

Roadmap to Success
Overview of the Ontario MSD Prevention Guideline for larger organizations.

Animations & Videos
Introducing MSD, website feature highlights, demonstrations, and more...

MSD Resource Filters
Search for Prevention Resources based on *your* needs.

Centralized MSD Risk Assessment Resources
Not sure what method to use? The Tool Picker will help you find a method best suited to your work.

Employer? Worker? JHSC member?
The Stakeholder tab gives quick access to information of use to you!

Everything is available at: msdpreservation.com

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CRE-MSD | Centre of Research Expertise for the Prevention of Musculoskeletal Disorders | Work shouldn't hurt

PDF downloadable from the website

Next?

Continuing Website Development

Respond to user feedback on Beta Release via web survey etc.

Continue to convert resources to be AODA compliant

Continue to add supporting information and literature

Ongoing

Continuing marketing supported by EIPAC Roll-out Committee and other collaborators

Guideline webinars Oct. 31st; Nov. 6th; Dec. 4th

Presentations – ongoing marketing

Guideline Conference

Implementation highlights: October 2019

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The many workplace stakeholders who have contributed their time, knowledge and experiences to the project

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info@msdprevention.com

Richard Wells wells@uwaterloo.ca

Amin Yazdani ayazdani@uwaterloo.ca

