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MSD RESOURCE PACK SECTION 2
TUTORS NOTES INSERVICE TRAINING MSDS
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Inservice Training Activity

Tutor's Notes (for those not using powerpoint)

A Resource for CSP Safety Reps

IMPORTANT NOTE:

We have provided two versions of the in-service member activity books – one is focussed on how MSDs affects new graduates – which we have identified as a crucial and ongoing issue.

However, we appreciate that the issue of new graduates may not be particularly relevant in your workplace and if this is the case we have developed an alternative in-service training session to assist members' awareness of the risks and what they can do to address the problem/prevent MSDs in their workplace. The title of that activity book is "MSDs - Are you at Risk?"



Activity 1 – Introduction Session

New Graduates & MSD injuries (Version 1 of Inservice Training)

After introducing yourself – outline the aims for your in-service session with them

AIMS

1. Raise awareness on the previous work CSP has done on MSDs and how they affect physios
2. In particular highlight the vulnerability of new graduates of sustaining MSD injuries
3. Have a dialogue with members on how graduates in your organisation may be affected if at all.
4. Develop (if appropriate) an action plan to address any problem/s identified by members

Provide an overview of the CSP MSD study report, which was undertaken in 2005 and is covered in Section 1 of this resource pack. The study looked at how big the problem of MSDs was among physios, exploring the possible causes and who was most at risk.

1. 68% of members will suffer a work-related MSD sometime during their career
2. Their injury could occur as a gradual occurrence or through manual handling/lifting a patient
3. New graduates/students on clinical placement are most at risk – 32% injured in the first 5 years of practice
4. 1 in 16 will likely leave the profession due to their injury
5. 44% were not MH risk assessed in their first/new post.

Explain to members that the CSP is asking safety reps to discuss with members why MSD injuries, particularly among new graduates remains a problem. And while this study was undertaken in 2005 the recent NHS staff Health and Wellbeing Review (otherwise known as the Boorman Review) highlights that MSDs is still the most prevalent cause of sickness absence among NHS workers. It is also a common reason behind many of the approx 2,500 ill health retirements in the NHS each year.



Briefly outline what you intend to achieve by the next two activities with them, which is:

1. Raise awareness of the factors that can lead members, especially new graduates to incur MSD injuries
2. Discuss/identify potential MSD risks in their workplace & why new graduates may be particularly at risk.

(Timing –10 minutes)

RESOURCES – Activity Book – titled “MSDs and New Grads – CSP Inservice Training Activities” or the Activity Book titled “Workplace MSDs - Are you at Risk? CSP In-service training activities”

Activity 2 The Risk Factors facing New Grads

New graduates & MSD injuries

Ask members to focus on the key finding that new graduates and students on clinical placement are most at risk in the first 5 years of practice.

Determining on how many members you have attending your session you may like to organise them into smaller groups of between two to five people to address the following question –

What do they think are the factors or reasons behind why a new graduate may be more at risk of an MSD within your workplace?

Give them 10 minutes to discuss in their group and then ask them to feed back their ideas, which you will then list on a flipchart.

When they have finished feeding back go through the key factors identified by the CSP in its study and the research undertaken by Graham & Gray (see section 1 of the MSD resource pack) and also set out in slide 2 of the power point presentation. You may like to prepare before this session by listing the 4 factors on a flipchart already or photocopying the relevant slide from power point presentation (Section 3 of the resource pack)



1. THE INDIVIDUAL
2. THE JOB
3. THE PATIENT
4. THE ORGANISATION

Then quickly go through each factor with further details on why –

The individual – is about how the new grad responds to the culture of the organisation or the other health professionals they work with. Are they confident in themselves in challenging what they perceive as unsafe practices or not? Do they think because they tend to be young that they are invincible to such risks?

The Job – this factor covers key work areas – i.e. high level of manual handling is expected because of the particular specialty – e.g. outpatients clinic, or care of elderly

The patient – with regard to their expectations/needs/unexpected event – Example: patient or their relatives not wanting manual handling equipment in their home.

The Organisation – is the manual handling training and provision of equipment adequate? This also covers staff shortages, work environment (adequate space etc). The culture – is there a commitment to health and safety in your workplace? Are staff consulted about new technology introduced that may affect their H&S (e.g. patient electronic records – workstations/display screen equipment etc). Are individual MH risk assessments undertaken?

(Note - there is further information regarding the above factors in Section 1 of your MSD Resource pack)

After going through the 4 headings – check with members on what you had listed on your flipchart during your session with them and see whether their feedback can be covered under these key 4 headings. Are there any points they made that don't easily come under these headings?

(timings – 10 minutes for small group discussion & then another 10 –15 minutes feedback/larger group discussion)

RESOURCES – FLIP CHART/pens for recording your members' feedback



Activity 3 – Taking Action

New graduates & MSD injuries

When considering members' feedback from the last session, are there particular issues or problems that have come up that are particularly relevant to your organisation that should be addressed. If so–

What action can be taken to ensure new graduates are not placed at risk by:

- Staff?
- The employer?
- The CSP?

In their groups give them 15 minutes to discuss the above points.

Get them to then feed back their ideas to the wider group with you listing their suggestions on a flip chart.

We would expect you to end up with a list of action points which you can then use to facilitate discussion within the group on the practical aspects on how to address action points – i.e. who will do what and when. It is also important to discuss how members will be kept informed and what review mechanisms will be put in place.

If you require support or further advice don't hesitate to contact your Senior Negotiating Officer and/or your regional safety rep.

Note if there are issues that have come up that you don't feel able to handle, just advise your member(s) that you will seek further information and will come back with a response at a later date.

Your regional safety rep would also greatly appreciate hearing from you regarding how your training went and what came out of your in-service session.



Below are the activities dealing with MSDs affecting members generally.

Activity 1 – Introduction Session

MSD injuries – Are you at Risk? (Version 2 of Inservice Training)

After introducing yourself outline the aims as listed below with members

AIMS

1. Raise awareness on the previous work the CSP has done on MSDs and how they affect physios
2. Have a dialogue with members on how new graduates in your organisation may be more affected (if at all).
3. Develop (if appropriate) an action plan to address any problem/s identified by members

Then provide an overview of the CSP MSD study report, which was undertaken in 2005 and is covered in Section 1 of this resource pack. The study looked at how big the problem of MSDs was among physios, exploring the possible causes and who was most at risk.

These key findings of the CSP MSD study were:

- 68% of members will suffer a work-related MSD sometime during their career
- Their injury could develop as a gradual occurrence or suddenly through manual handling/lifting a patient
- New graduates/students on clinical placement are most at risk of MSD with 32% injured within the first 5 years of practice
- 1 in 16 will likely leave the profession due to their injury
- 44% of respondents were not MH risk assessed in their first/new post.

Explain to members that the CSP is asking safety reps to discuss with members why MSD injuries appear to remain a problem. While this study was undertaken in 2005 the recent NHS staff Health and Wellbeing Review (otherwise known as the Boorman Review) highlights that MSDs are still the most prevalent cause of sickness absence among NHS workers at 46%. It is also a common reason behind many of the approx 2,500 ill health retirements in the NHS each year.



Briefly outline what you intend to achieve in the next two activities, which is to:

- Raise your awareness of the factors that can lead you & your colleagues to incur MSD injuries.
- Discuss/identify which of those potential factors (or if there is other influences) that could cause an MSD injury to you or colleagues?

(Timing –10 minutes)

Activity 2 – MSD injuries at work

In your groups please discuss the following questions:

1. Do you think that you or your colleagues could be at risk of an MSD injury? Have you suffered an MSD injury in the past? If so, do you feel that appropriate remedial action (via risk assessment) has satisfactorily reduced the chances of recurrence?
2. If you think you or your colleagues are at risk, what do you see as the possible causes or hazards in your workplace?
3. Have you been risk assessed for the manual handling work you undertake in your present role? Did you feel this assessment was adequate for your needs?

Note – that some if not all of the factors identified as possible causes behind new grads' MSDs could also be relevant for other members – so you may like to get them to consider those 4 general factors - Individual/Job/Patient/Organisation & then discuss how useful or relevant these factors are to their situation.



Activity 3 – Taking Action

In view of the potential or possible causes/factors that you identified from the last activity now consider:

What action can be taken to reduce/remove the identified risks by your:

- Colleagues?
- Employer?
- The CSP?

In their groups give them 15 minutes to discuss the above points.

Get them to then feed back their ideas to the wider group with you listing their suggestions on a flip chart.

We would expect you to end up with a list of action points which you can then use to facilitate discussion within the group on the practical aspects on how to address action points – i.e. who will do what and when. It is also important to discuss how members will be kept informed and what review mechanisms will be put in place.

If you require support or further advice don't hesitate to contact your Senior Negotiating Officer and/or your regional safety rep.

Note if there are issues that have come up that you don't feel able to handle, just advise your member(s) that you will seek further information and will come back with a response at a later date.

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