

Tutor's Notes *(for those not using power-point)*

For the In-service Sessions:

- *MSDs & New Grads*
- *MSDs - Are you at risk?*



A Resource for CSP Safety Reps, Section 2

IMPORTANT NOTE:

We offer two versions of the in-service member activity books – one focuses on how new graduates are particularly at risk of MSD, which was identified as a significant problem in our past research.

The other in-service training session is for all members to increase their awareness and to explore how to reduce the MSD risks they may face at work. The title of that in-service training module is *“Are you at Risk?”*

In-service Session on: New Graduates & MSD injuries

(Duration: approximately 30 to 35 minutes depending on the number of participants)

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

Aims:

1. Raise awareness 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

Previous CSP research identified MSDs at the time as a significant problem among physios. The 2005 CSP study concluded:

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.

While this study was undertaken in 2005 NHS research exploring staff health and wellbeing is still showing that MSDs as a major 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. With the lack of general investment in the NHS infrastructure and membership feedback of increased workloads, we suspect that not much has changed since our study.

Activity 1 The Risk Factors facing New Grads

(Total Duration: approx 30 to 45 minutes)

Ask members to focus on the CSP key finding that new graduates and students on clinical placement are most at risk in the first 5 years of practice. Is this still relevant finding today or not?

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). You may like to prepare before this session by listing the 4 factors on a flipchart already.

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/student 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?

(10 minutes feedback/larger group discussion)

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

Activity 2 - Taking Action

New graduates & MSD injuries



When considering members' feedback from the last session, where they identified potential or possible causes/factors, what action could the following take to ensure new graduates or students are not at risk:

- 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.

Over the page are the activities dealing with MSDs affecting members generally.

In-service session on: MSD injuries - Are you at Risk?

(General version - for all members)

(30 to 45 minutes in-service session, depending on the number of participants)

Introduction

After introducing yourself outline the aims as listed below with members

AIMS

1. Raise awareness on the previous research undertaken by the CSP on MSDs and the impact on physios at work.
2. Review possible factors that may could put members at risk.
3. Develop (if appropriate) an action plan to address any problem/s identified by members

Briefly provide an overview of the CSP MSD study report, 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 at the time. While we are over-due to update this research, the ongoing lack of investment in the NHS, increased workloads and the known causes of sick absence among NHS workers strongly indicates these findings still relevant today.

The CSP MSD study conclusions 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.

RE NHS Staff Sickness Absence Causes

The NHS staff Health and Wellbeing Review (known as the Boorman Review undertaken in 2009) was a comprehensive study undertaken on behalf of the state. It concluded that MSDs are 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.

Your inservice session is to inquire whether these findings are relevant within your own workplace/organisation.

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

- Raise members' awareness of the factors that can lead them & 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 — 5 minutes)

Activity 1 - MSD injuries at work

Organise your members into smaller groups to discuss the following questions:

1. Do they think they could be at risk of an MSD injury? Have they suffered an MSD injury in the past? If so, do they feel that the employer did enough to reduce the chances of the injury happening again?
2. If they think they or a colleague is at risk, what do they see as the possible causes or hazards in their workplace?
3. Have they been risk assessed for the manual handling work they undertake in their present role? Did they feel this assessment was adequate for their needs?

You may like to write up on a flipchart before your in-service session the 4 factors identified as common causes for MSD injuries.

Ask them to consider four general factors identified as possible causes for MSD injuries at work - Individual/Job/Patient/Organisation & then discuss how useful or relevant these factors are to their situation. First, provide a brief overview on each factor as set out below:

The individual - is about how the new grad/student 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

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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 factors - 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)

Activity 2 - Taking Action

Ask your members in view of their own experiences and the potential or possible causes/factors that they identified from the last activity - :

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

- Colleagues?
- Employer?
- The CSP?

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

Get them to 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.

Employers should undertake risk assessments on manual handling procedures. Read section 5 of the pack to assist you in facilitating members' discussion on what employers should do.

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.