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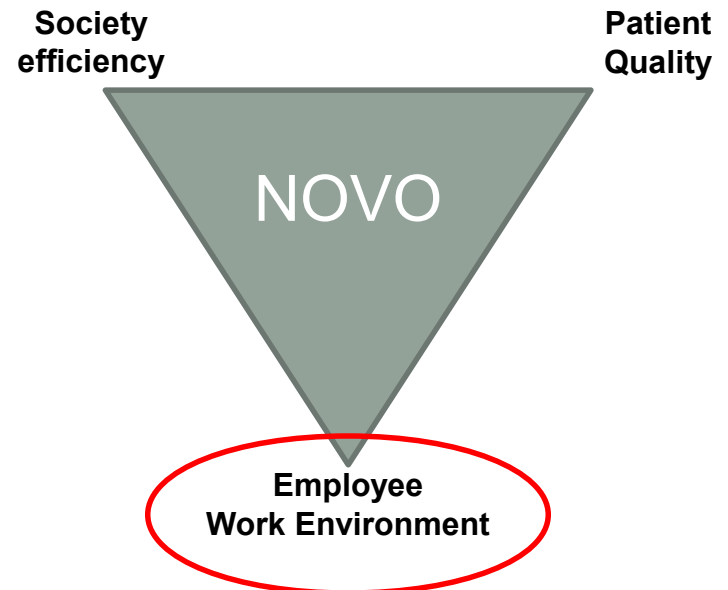
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A strategic approach to prevention of musculoskeletal disorders

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Background – change in Health and Safety regulation

- 2010 Amendment to the Danish health and safety regulation
- Tripartite discussion on modification of the legislation
- Purpose: broadening the reflexive aspect

Central elements:

- **Flexibility of organization**
- **Strategic approach to OHS**
- **Continues competence development**

Background – musculoskeletal disorders

- Musculoskeletal disorders (MSDs): pain, stiffness or tenderness in the joints, ligaments, tendons, muscles or bones and the associated cardiovascular and nervous system
- Symptoms: swelling, restriction of motion and functional impairment
- Serious and comprehensive work environment problem
- One of three focus areas in the national HS strategy 2020

8th Nordic Symposium on Occupational Health and Safety 2024 / 24-26 September
Employees in the health care sector are especially prone to develop MSDs

BAR SOSU

How to work strategically with the prevention of MSDs?

- Funding: The sector work environment council for the social and health care sector (BAR SOSU)
- Aim: development and testing of tools for strategic prevention of MSDs
- Health care sector
- Municipalities

Research design I

Step 1: Baseline

- Identify the strategic action towards prevention of MSDs in all Danish municipalities
- telephone survey

Step 2: Qualitative research interviews

- Interviews with representatives from both employees and management in three case municipalities

Step 3: Development of strategic tool to prevent MSDs

- Based on the first two steps a strategic tool is develop in collaboration with BAR SOSU

Step 4: User test

- The tool developed in step 3 is tested and further developed in a pilot municipality

Research design II



Step 5: MSD risk assessment

- Collection of ideas for possible method of identifying MSD-risk

Step 6: Implementation and assessment

- Tools developed in the previous steps are implemented and tested in the pilot municipality

Step 7: Evaluation

- Evaluation of the individual steps and the developed tools effect on MSD incidents in the pilot municipality

Step 8: Dissemination

- Presentation and publication of results to Danish municipalities via BAR SOSU

Thank you for your attention

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