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

Employees in the health care sector are especially prone to develop MSDs.
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
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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