

Musculoskeletal health for employers

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Employers have a key role in setting out the framework and providing adequate resources for managing musculoskeletal health in the workplace.

Promote

Ensure there is a clear organisational commitment to reducing musculoskeletal disorders including clear policy arrangements for managing musculoskeletal health.

Encourage and provide opportunities for musculoskeletal health-promoting activities such as warm-ups and minibreaks to move and stretch.

Provide workplace support and facilities to promote musculoskeletal health.

Prevent

Provide adequate resources including training, time and equipment to enable employees to carry out their tasks safely.

Have clear procedures for reporting risks and incidents in the workplace, both to recognise and mitigate individual risks, and to identify patterns and the need for action.

Ensure robust policies and procedures are in place which adequately support colleagues, are based on good quality/timely research/best practice and are centred on prevention.

Have agreed minimum standards for facilities/work areas, working conditions and work schedules, including:

rest breaks - easy and nearby access to welfare provisions such as water points, toilets, changing facilities and areas to store and heat food

additional facilities for staff working night shifts and space for staff to recover on breaks.

Develop flexible working arrangements.

Monitor and examine incident reports and trends and tackle chronic excessive work demands.

Involve staff and utilise their knowledge and experience by providing mechanisms for staff to shape the organisational culture and processes and influence decisions about how work is structured and delivered.

Nurture and sustain just, fair and psychologically safe cultures and ensure equity, proactive and positive approaches to diversity and universal inclusion.

Ensure that the right systems, frameworks and processes are in place for staff learning, education and development throughout their career which promote fair and equitable outcomes.

Ensure colleague health and wellbeing is strategically aligned with elective recovery plans, including workforce demand and capacity planning, and that shift rostering patterns take account of best practice on safe working and provide flexibility taking account of constraints and other responsibilities colleagues have.

Embed continuous improvement approaches into strategy, keep priorities and actions under review, build on what is working and be prepared to disinvest or stop actions which are no longer having an impact.

Support

Enable and provide opportunities for employees to speak up and work together with employers, managers and health professionals to find solutions.

Be flexible in finding solutions to enable workers to stay in work.

Work with occupational health and wellbeing services and leads to create an organisationally led, preventive approach and develop a partnership that helps create a sustainable health and wellbeing culture. Ensure that they have the support, resources and funding they need.