



Inside ASG

 The Monthly Muster

 The People Post

 The Brag Board








The Monthly Muster **MSDs in the Workplace**

Musculoskeletal disorders (MSDs) affect the muscles, nerves, blood vessels, ligaments and tendons. Workers in many different industries and occupations can be exposed to risk factors at work, such as lifting heavy items, bending, reaching overhead, pushing and pulling heavy loads, working in awkward body postures and performing the same or similar tasks repetitively. Exposure to these known risk factors for MSDs increases a worker's risk of injury.

Work-related MSDs can be prevented. Ergonomics --- fitting a job to a person --- helps lessen muscle fatigue, increases productivity and reduces the number and severity of work-related MSDs.

Impact of MSDs in the Workplace - Work-related MSDs are among the most frequently reported causes of lost or restricted work time.

A Process for Protecting Workers - Employers are responsible for providing a safe and healthful workplace for their workers. In the workplace, the number and severity of MSDs resulting from physical overexertion, and their associated costs, can be substantially reduced by applying ergonomic principles. Implementing an ergonomic process is effective in reducing the risk of developing MSDs in high-risk industries as diverse as construction, food processing, firefighting, office jobs, healthcare, transportation and warehousing. The following are important elements of an ergonomic process:

-  **Provide Management Support** - A strong commitment by management is critical to the overall success of an ergonomic process. Management should define clear goals and objectives for the ergonomic process, discuss them with their workers, assign responsibilities to designated staff members, and communicate clearly with the workforce.
-  **Involve Workers** - A participatory ergonomic approach, where workers are directly involved in worksite assessments, solution development and implementation is the essence of a successful ergonomic process. Workers can:
 - Identify and provide important information about hazards in their workplaces.
 - Assist in the ergonomic process by voicing their concerns and suggestions for reducing exposure to risk factors and by evaluating the changes made as a result of an ergonomic assessment.
-  **Provide Training** - Training is an important element in the ergonomic process. It ensures that workers are aware of ergonomics and its benefits, become informed about ergonomics related concerns in the workplace, and understand the importance of reporting early symptoms of MSDs.
-  **Identify Problems** - An important step in the ergonomic process is to identify and assess ergonomic problems in the workplace before they result in MSDs.
-  **Encourage Early Reporting** of MSD Symptoms - Early reporting can accelerate the job assessment and improvement process, helping to prevent or reduce the progression of symptoms, the development of serious injuries, and subsequent lost-time claims.
-  **Implement Solutions to Control Hazards** - There are many possible solutions that can be implemented to reduce, control or eliminate workplace MSDs.
-  **Evaluate Progress** - Established evaluation and corrective action procedures are required to periodically assess the effectiveness of the ergonomic process and to ensure its continuous improvement and long-term success. As an ergonomic process is first developing, assessments should include determining whether goals set for the ergonomic process have been met and determining the success of the implemented ergonomic solutions.

Note: An ergonomic process uses the principles of a safety and health program to address MSD hazards. Such a process should be viewed as an ongoing function that is incorporated into the daily operations, rather than as an individual project.

continued

The Monthly Muster


MSDs in the Workplace continued



Examples of Musculoskeletal Disorders (MSDs)

- Carpal tunnel syndrome
- Tendinitis
- Rotator cuff injuries (affects the shoulder)
- Epicondylitis (affects the elbow)
- Trigger finger
- Muscle strains and low back injuries

High Risk Occupations for MSDs

- Registered nurses, nursing assistants, psychiatric aides
- Firefighters and prevention workers
- Laborers and freight, stock and material movers
- Janitors and cleaners
- Heavy and tractor-trailer truck drivers
- Refuse and recyclable material collectors
- Stock clerks and order fillers
- Maids and housekeeping cleaners
- Light truck or delivery services drivers
- Telecommunications line installers and repairers
- Bus drivers, transit and intercity
- Production workers
- Police and sheriff patrol officers
- HVAC, refrigeration mechanics/installers
- Plumbers, pipefitters, steamfitters
- Maintenance and repair workers, general 

Source: [Bureau of Labor Statistics, Economic News](#)

The People Post


Empowering Employee Self-Care



Workplace challenges aren't the only source of employee stress that organizations need to address. Constant exposure to negative world disturbing information, and distressing images is a major driver of stress and anxiety and can take a toll on the health of employees and the organization. **The negative impact of prolonged stress** - Prolonged and persistent stress elevates the level of cortisol in the body, creating a risk increased anxiety, restlessness, and depression, and it contributes to a range of physical illnesses. Chronic stress also can lead to an increase in absenteeism, presenteeism, and problems with concentration. In fact, **half of American employees** say that thinking about current global

events has a negative impact on their work performance. Yet, according to **more than half** (52%), their employers aren't doing enough to support their mental health amid stressful current events. If you're searching for ways to better support your workforce and help employees build resilience, here are **three ideas** shared during a recent Calm webinar, **[How to Empower Employee Self-Care Amid Challenging Current Events](#)**:

1. Create a culture of psychological safety (Design team alliances, Invest in culture conversations, Practice the PIE)
2. Establish a base of awareness - Recognize how current events are affecting your own mental health; Build internal and external self-awareness; Close the empathy gap
3. Implement coping practices to support employees - Boundaries; Coping circles; Coping mantra practice

For more ideas about supporting your employees amid trying times, **[watch the full webinar](#)** or contact a **[Calm Specialist](#)** today.  Source: **[Empowering Employee Self-Care in Challenging Times | Calm](#)**

The Brag Board




ASG November Happenings



"Your Partner in Workplace Safety"



This past month ASG had the opportunity to:

-  Provide over 110 facility and worksite inspections for our clients across the construction industrial workplaces
-  Present at construction summits on safety and health compliance with our network partners
-  Conduct workplace and administrative audits for compliance with customers in the printing industry
-  Develop Trend Analyses and Accident Prevention Plans for new customers

Contact Us: Nick Guilfoyle 309.339.8950  info@alliedsafety.org  alliedsafetygroupllc.com

