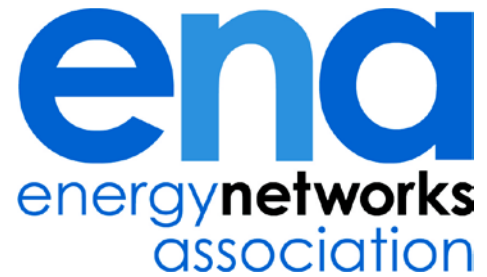


# ENA Occupational Health Committee



## Musculo-skeletal disorders

*These case studies are designed to outline the overall management of musculo-skeletal disorders within ENA member companies, and so identify different approaches to the management of this issue and examples of good practice.*

**Company Name: Northern Ireland Electricity plc**

### **What did the Company do:**

We devised a training programme in conjunction with an accredited external provider which is aimed at those who carry out manual handling activities at work and to introduce them to the hazards of manual handling, the risks involved and controls available and what to expect from a manual handling assessment.

Successful completion (after examination) prepared delegates to look carefully at their own work activities and contribute to the development of safer methods and tasks, in co-operation with their line managers and supervisors.

### **Health and safety benefits:**

- Avoidance of manual handling injuries and the activities, which cause them.
- Improved awareness of the limitations of manual handling and selection of non-manual handling methods alternatives.
- Improved understanding and guided practice of correct techniques for manual handling.
- Understanding of the responsibilities imposed by the Manual Handling Operations Regulations.
- Understanding what must be contained in a manual-handling risk assessment.
- Puts accountability on employee as well as manager.

### **Business / Cost Benefits:**

- Reduced injury and absence.
- Identifying and 'at risk' jobs and persons.
- Improved information therefore improving defence in claims management.

**Employee involvement:**

- All industrial employees must participate in this course, which is formally assessed by examination. The course attendance and level of attainment is registered on our HR training database.

**Management View:**

- A useful training session so that manual handling can be understood at operator level.
- Allows management to determine the next steps in both 'designing out' difficult lifts and providing equipment to eliminate manual handling, where possible.
- As well as 'electrical' authorisations, which are now contained in a personally held authorisation certificate, this general authorisation will be added to authorization certificates.