SOCIAL PARTNERS CONFERENCE ON APPROACHES TO THE ISSUES OF MUSCULOSKELETAL DISORDERS

CORNERSTONE 2:
ROLE OF SOCIAL PARTNERS WITH REGARD TO PREVENTION AND MANAGEMENT OF MUSCULOSKELETAL DISORDERS

HEALTH, SAFETY AND WELLBEING PARTNERSHIP GROUP “BACK-PACK”

Presentation by

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Introduction

This presentation will cover

- Who we are and what we do
- What we have achieved
- What the Back-pack is
- How we support working in partnership
UK SOCIAL PARTNERSHIP WORKING

National Health Service (NHS) Staff Council

- Agrees and implements the pay system, including any variations to the national agreements, across the NHS.

- Agrees and implements variations in the harmonised national conditions of service across the NHS;

- The discussion of any other general issues of common concern on pay and terms and conditions of service.

- Is the forum to discuss issues relating Health and Safety, Equality and Diversity, NHS Pensions and updates from the UK countries.

- HSWPG reports to the Staff Council.
Who we are

- Tri-partite working sub-group of the Staff Council
  - Management
  - Staff Side
  - Special interest groups
    - Health and Safety Executive (HSE)
    - NHS Protect
  - Institute of Occupational Safety and Health
What we do

Our *raison d’être* is to work in partnership to deliver:
- A rise in standards of workplace health, safety and wellbeing in healthcare organisations
- Promote a safer working environment for health staff
- Promote partnership working at all levels

We do this through
- Advice and guidance
- Endorsing good practice
- Responding to consultations
- Workshops
- Commissioning research
What we have achieved

- Examples include
  - Workplace Health and Safety standards (with HSE)
  - “Prevention and Management of Sickness Absence” guidance
  - Sharps Injury prevention guidance and workshops
  - “Health and Wellbeing in Healthcare settings” research
  - “Working Longer” Workshop (Birmingham March 2012)
  - Lone Worker Guidance (with NHS Protect)
  - “Back Pack” healthy back guidance
Rationale for Backpack

- Musculoskeletal disorders – main cause of sickness absence and ill health retirements in the health sector
- Significant costs to the sector in terms of absence and compensation payments
- Inconsistent standards of application of manual handling regulations
- Promote partnership working and role of union safety representative
Backpack section 1: Introduction to Backpack

- Sets the scene – facts and figures
- National frameworks
- Key messages:
  - Economic case
  - Not just ‘back’ problems
  - Importance of risk assessment
Backpack section 2 – The Staff Guide

- Staff responsibilities
- Employers responsibility to carry out risk assessments
- Reporting risks and incidents
- Helping yourself
The issues:

- Patient handling
- Back pain
- Bariatrics
- ULDs

Principles of good line management

Key legislations

Responsibilities of line managers

Risk assessment and management
Backpack section 4: The Safety Representative’s Guide

➢ Role of safety representatives

➢ Application of the role to the prevention of MSDs:
  ➢ Inspections
  ➢ Health and safety committee
  ➢ Supporting risk assessment
  ➢ Body mapping
Backpack section 5: Workplace and Individual Assessment Tool

➢ Aimed at specialists
➢ Supporting return to work
➢ Preventing a minor injury becoming a major injury
➢ Self-refer or line management referral
Communication

- How we ensure the Backpack (and other) documents are communicated
  - Website
  - Launched to coincide with European / UK events
  - Health and Safety Representatives
  - Blog / Twitter
  - News / media
Effective Partnership Working

- Value of working in partnership
- Role of representatives
- Importance of consultation
- Joint working through committees and inspections
Summary

- Partnership working is important in developing national guidelines
- The Backpack is a six part guide developed to support organisations prevent and manage MSDs
- Local partnership working between employers and trade union safety representatives is key to implementing guidance
- MSDs continue to be a challenge as environment of care changes and with the rise in bariatric patients
Thank you for listening...
Questions?