

# 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”

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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



**BACK IN WORK  
INTRODUCTION  
AND KEY MESSAGES**

Part one of the  
*Back in work* back pack

UPDATED MARCH 2014



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# Backpack section 2 – The Staff Guide

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



**BACK IN WORK  
THE STAFF GUIDE**

Part two of the  
*Back in work* back pack

UPDATED OCTOBER 2014

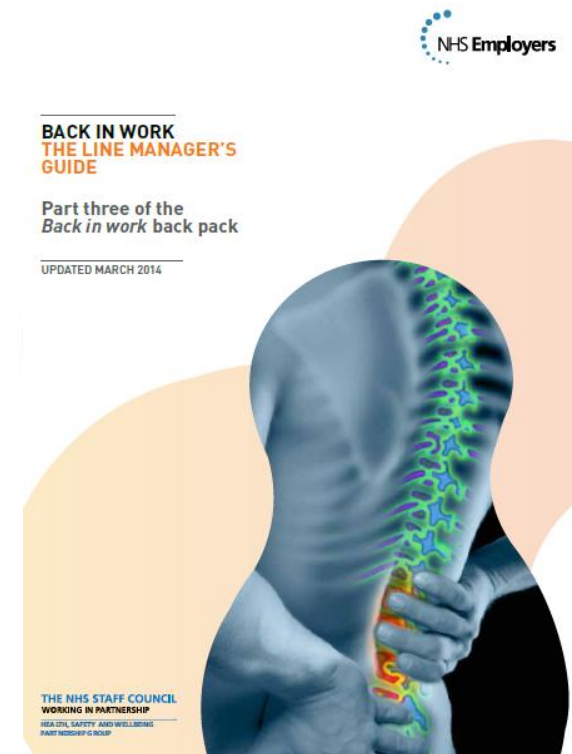
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# Backpack section 3: Line Manager's Guide

## ➤ 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

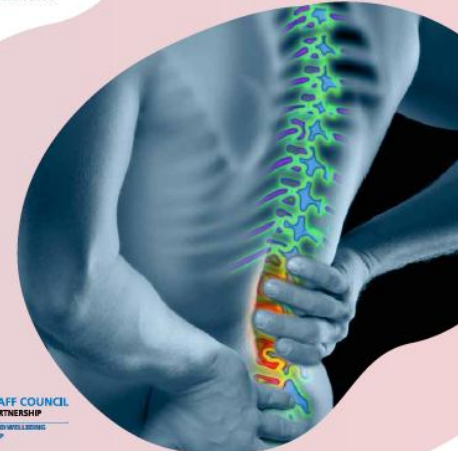
- Role of safety representatives
- Application of the role to the prevention of MSDs:
  - Inspections
  - Health and safety committee
  - Supporting risk assessment
  - Body mapping



## BACK IN WORK THE SAFETY REPRESENTATIVE'S GUIDE

Part four of the  
*Back in work* back pack

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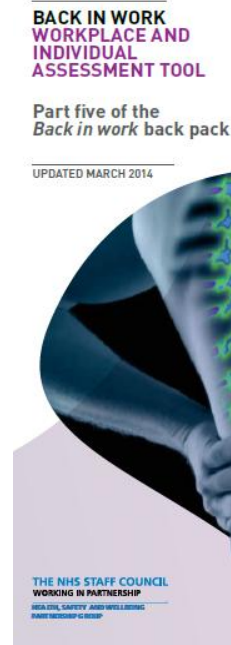


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# Backpack section 5: Workplace and Individual Assessment Tool



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



# Backpack section 6: Further information and quick links



## BACK IN WORK FURTHER INFORMATION AND QUICK LINKS

Part six of the  
*Back in work* back pack

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# 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

MAY 2014

THE IMPORTANCE OF EFFECTIVE PARTNERSHIP WORKING ON HEALTH, SAFETY AND WELLBEING



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# 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...



FOR LISTENING

# Questions?