

Health, Safety and Wellbeing topic - Prevention of Musculoskeletal Disease (MSD)

Key questions to ask ...



Is repetitive work involved that may cause MSD?



Are colleagues working in an uncomfortable position?



Does the work involved sustaining heavy or excessive force?



Are tasks carried out for long periods without suitable rest breaks?



Is it a well maintained working environment with good organisation?



Can we change the way work is organised to help reduce risk?



Can we provide reasonable adjustments for when staff come back to work?



Are there any jobs in the workplace that may cause harm?

Immediate feedback

Feedback directly to the person you have observed
Have an open and honest conversation with the observee
Reinforce POSITIVE behaviour by telling them what they did well

A behavioural safety observation is the key to identifying hazards in the way people carry out tasks before an accident happens.

The idea is to visit your team and observe the work for a few minutes, identifying things that are good as well as bad and then discuss the points with your team. The information on the other side of this sheet may provide some guidance on what to look for.

Below is advice on how to carry out the conversation and what to look for in the observations.

Introduce yourself

- Advise the observee who you are if they don't know and why you are there
- Advise all observations are anonymous
- Watch the whole process you are observing
- Record good and poor practice
- Only interrupt if there is an immediate danger of injury or worse

Immediate feedback

- Feedback directly to the person you have observed
- Reinforce POSITIVE behaviour by telling them what they did well
- Have an open and honest conversation with the observee

Do this by asking the right question in the right way

- Highlight what they have done correctly and present any issues as a question for them to answer:

- Q. Does everyone do it that way?
- Q. What is slow / inconvenient uncomfortable about doing that safely?
- Q. What is the worst thing that could happen with that approach?
- Q. How would that affect your spouse, children, partner, children, friends, colleagues?
- Q. What could be done to address the issue highlighted?

Date	What was observed?
What went well?	
What didn't go well? - Please report all issues as near misses	
What could be better?	
How can we improve?	