



Workplace Upper Limb Disorders:

A pain in the neck for
employers

Emma Zotti
Risk Manager



European Company Operations

Risk and Reward



- What is your business objective?
- What will prevent you from reaching this?
- Risk management is the process that enables you to reach your objective.

ULD - a historical overview

- What is an Upper Limb Disorder (ULD)
- ULD prescribed disease 1907/1948
- Terminology – ULD/RSI/OOS/CTD
- Guidance
 - *CEMA Beat Conditions/Tenosynovitis(1972)*
 - *HSE MS10 (1977)*
 - *WRULD – Guide to prevention (1990)*
 - *ULD in the Workplace (2002)*

Regulations and Statute

- Health and Safety at Work etc Act 1974
- Management of Health and Safety at Work Regulations 1999
- Health and Safety (Display Screen Equipment Regulations) 1992
- Manual Handling Operations Regulations 1992

Prevalence

- 396 000 people in Great Britain report suffering from an ULD that was caused or made worse by work
- Survey estimates that 4.1 million workings lost in 2001/02 = sufferer took approx 17.8 days off
- Highest prevalence in manufacturing, construction, health and social work industries
- HSE estimates that ULDs cost employers £208-221 million

ULDs: Common Types

- Tenosynovitis (Prescribed, PD.A8)
- Carpal Tunnel Syndrome Vibration (Prescribed A12)
- Peritendinitis Crepitans
- Trigger Thumb/Finger
- De Quervain's syndrome (Aggravated)
- Frozen shoulder
- Tennis and golfer's elbow (Aggravated)
- Diffuse Conditions
 - *RSI/Regional Pain Syndrome*
 - *Vibration Sensitivity*

HSC's MSD Priority Programme

- Strategy for tackling Musculoskeletal disorders (MSDs) including upper limb disorders.
- Adopts principles of *Securing Health Together: A long-term occupational health strategy for England, Scotland and Wales*

Targets include

- *20% reduction in incidence of work-related ill health caused by MSD*
- *30% reduction in the number of working days lost due to MSDs*
- Continuous improvement
- Develop necessary knowledge, skills and support systems to achieve targets

Risk Factors

Task-related factors

- Repetition
- Working posture
- Force
- Duration of exposure

Environmental-related factors

- Working environment
- Psychosocial factors



Worker-related factors

- Individual differences

The Accident Iceberg



For every £ of direct costs of an accident there are at least £8 of hidden costs - overtime, disruption to schedule, loss of goodwill, loss production.

Source: RoSPA

Costs of ULDs

- Human cost of pain and suffering
- Loss of earnings
- Loss of ability to work
- Problems in quality control and productivity
- Decrease in efficiency
- Increased workload and stress on remaining employees
- Loss of training investment
- Sick pay
- Costs of staff replacement and training
- The risk of litigation
- Bad publicity
- A rise insurance premiums and costs of compensation to injured worker

Risk Management Strategies



Risk Avoidance



Risk Transfer



Risk Retention

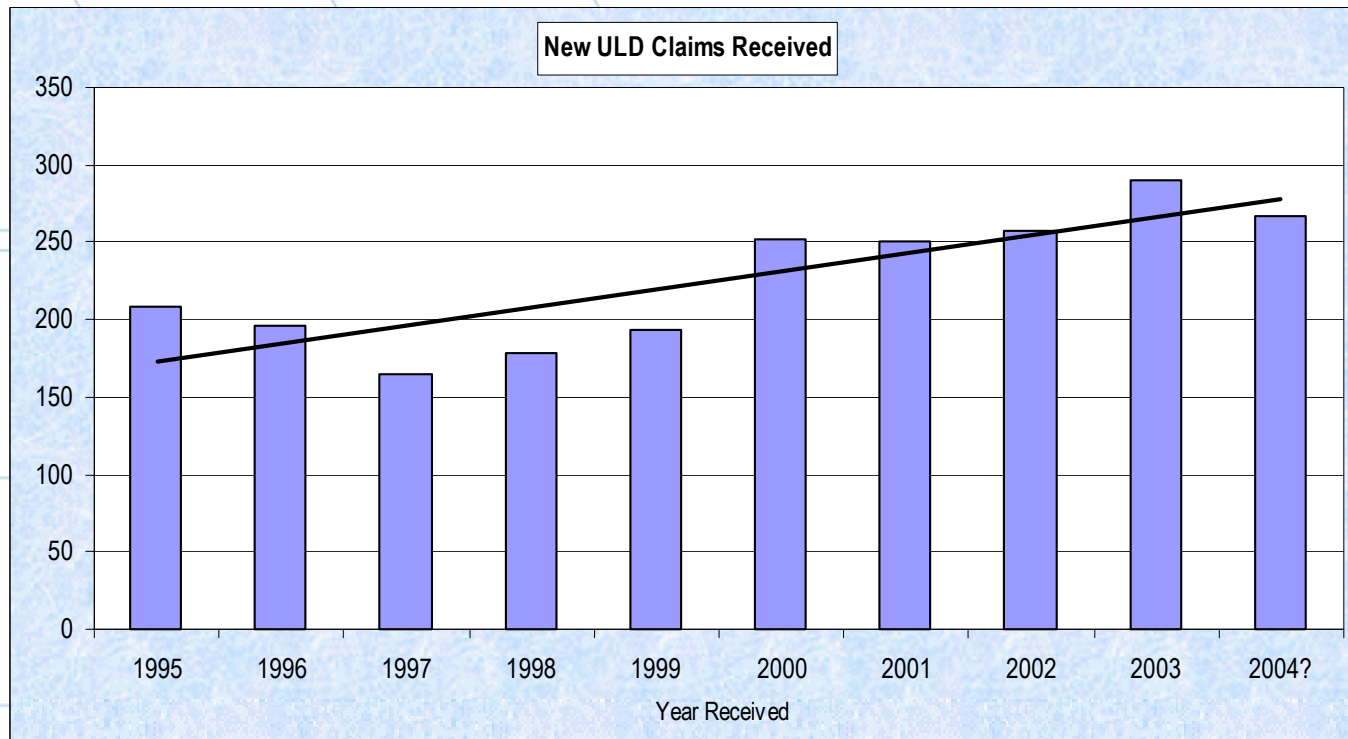


Risk Reduction

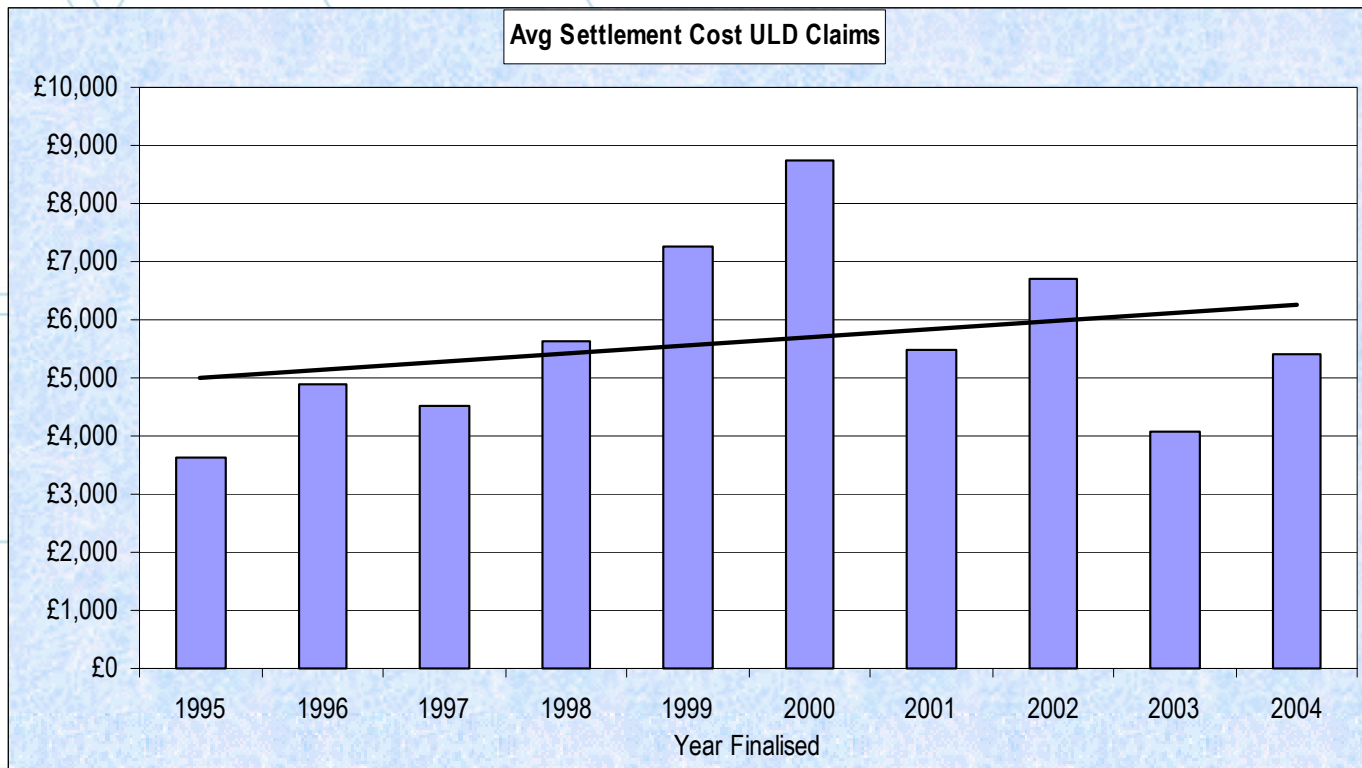


QBE
Insurance

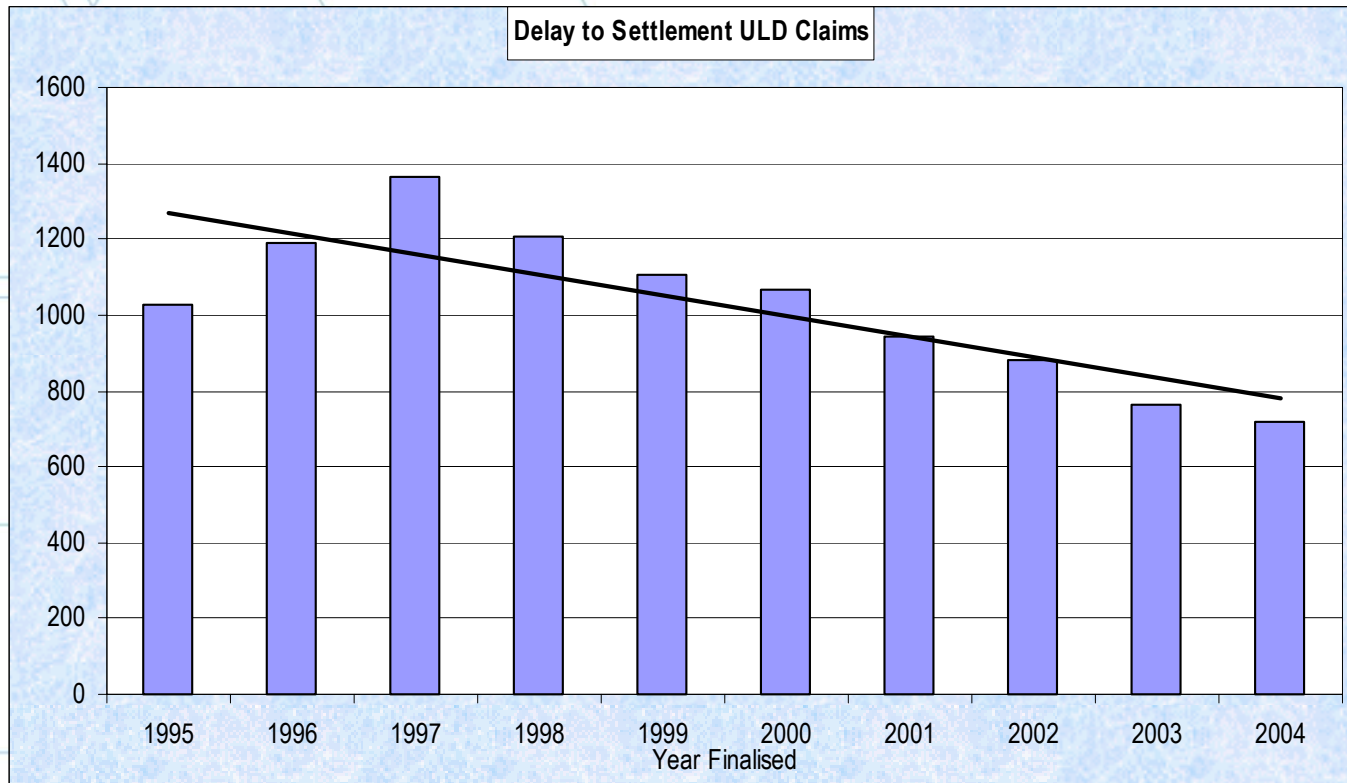
QBE ULD Claims Received



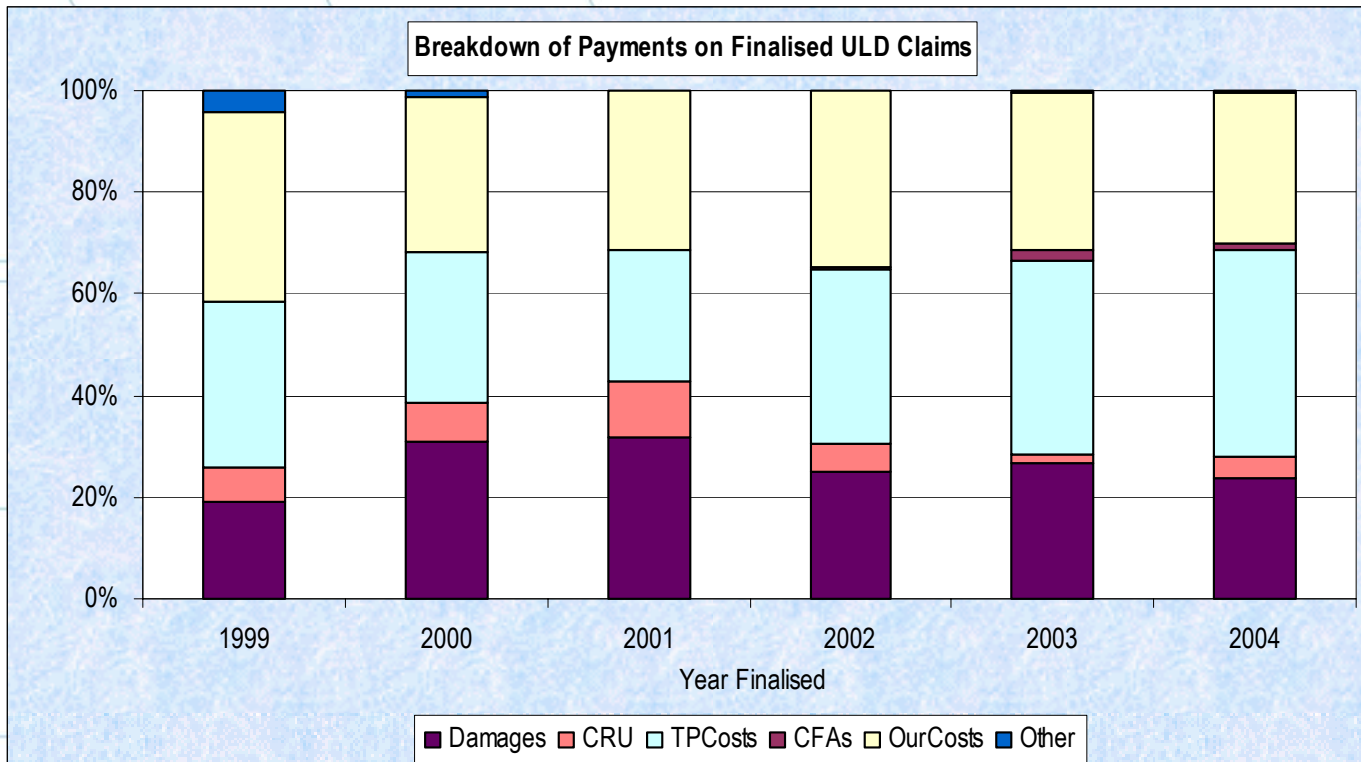
Settlement Costs



Delay to Settlement



Cost breakdown



Case study – Fly Press Operation

- Overuse injury to the shoulder
- Male - Age 40
- Full Time – 8 hour shift
- Operating fly press
- Pull handle 500-700 times per hour
- Undertaking task for 13-14 years symptom free
- Fellow workers made complaints
- Conflict – Medical / Engineering evidence
- Recognition of risk by HSE advisor
- Full Value - c£50,000

Fly Press Operation - prevention

How could the employer prevent this incident and others?



- Continuous improvement
- Live system

Evaluate system

Develop policy

- Policy to outline commitment to act.
- Fit task to person

- Engage employees
- Determine level of risk
- Prioritise for action

Educate and train

Assess risk

- Train in SOP
- Identify and report early symptoms
- Assess and record training

Implement controls

- Adopt ergonomics approach
- Hierarchy of controls



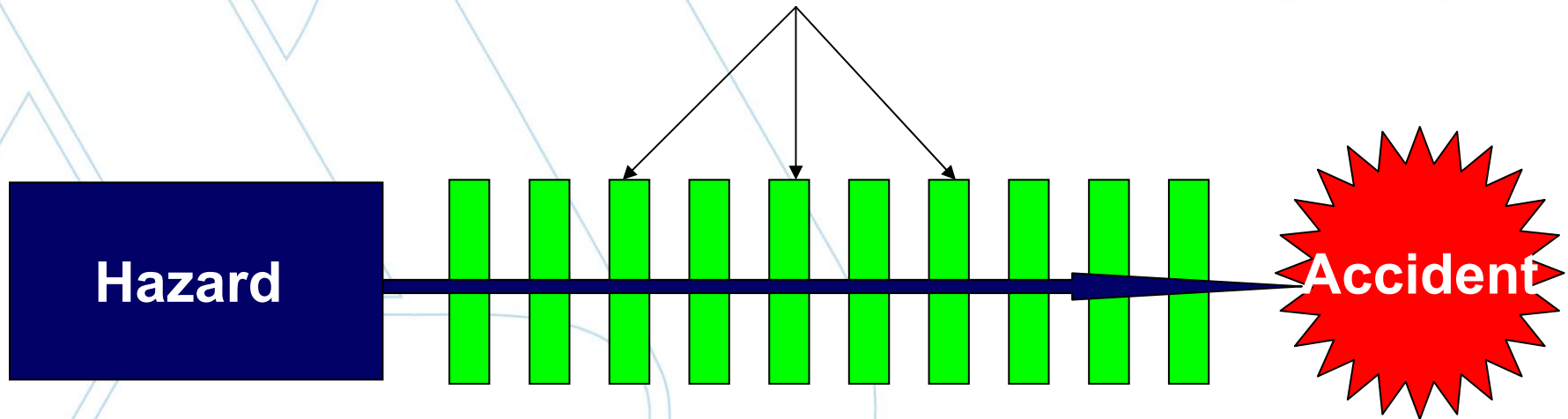
Fly Press Operation - management



You may not prevent all ULDs...so what then?

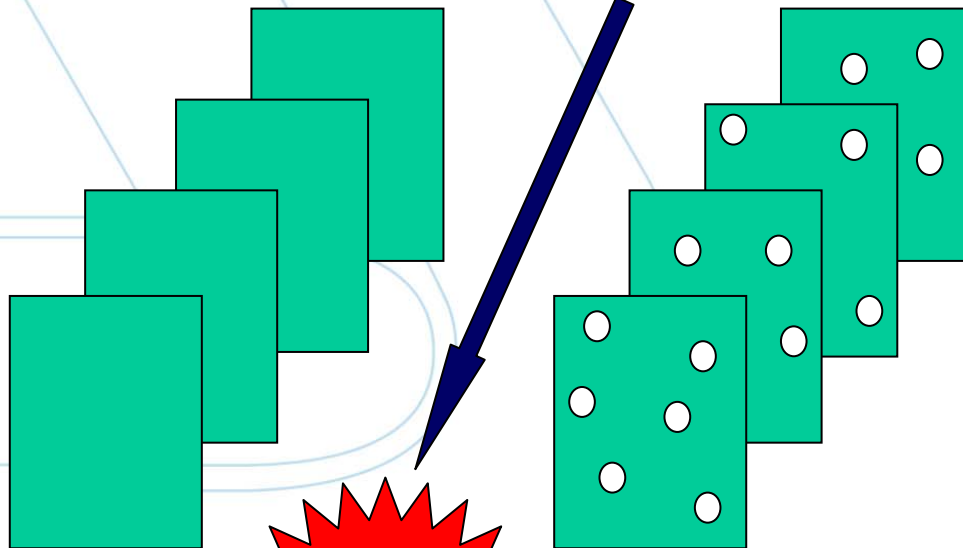
- Act on complaints – refer to company doctor
- Alternative duties
- Job rotation
- Document any complaints and investigate
- Educate/inform other employees

Defences



The Ideal

Hazard



The Reality

Accident

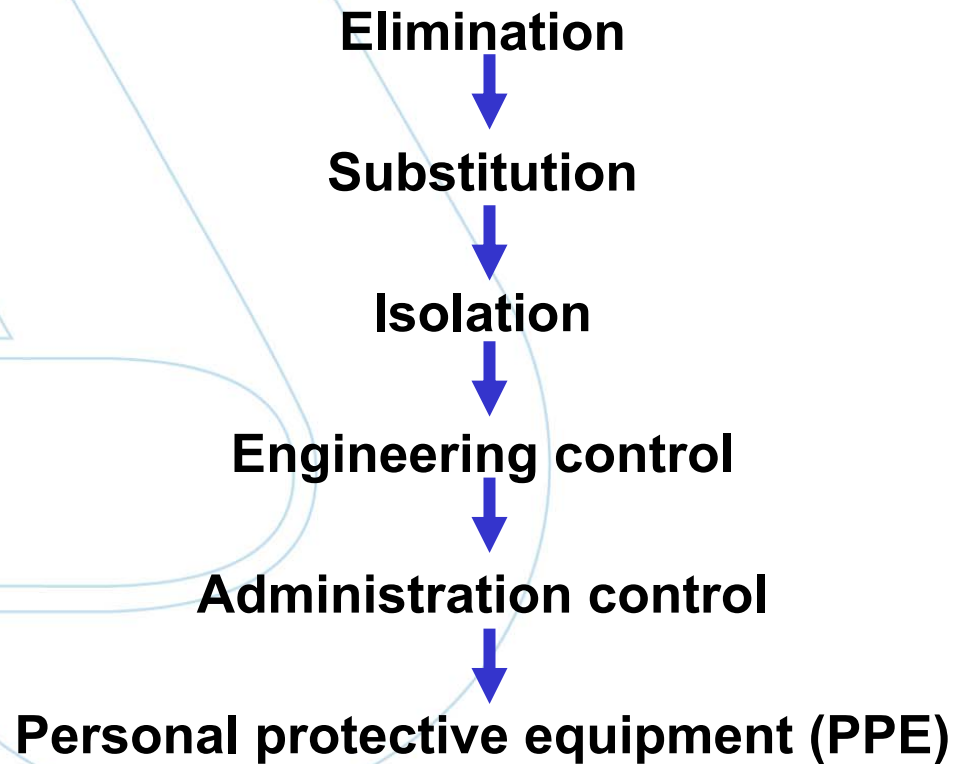
'Managing the risks of organisational accidents' – James Reason, 1997

Defences

- Reduction of Risk
- Reasonable Practicability
- Work control
- System – warnings, advice and monitoring
- Claimants conduct – prejudice issues
- Contributory negligence
- Evidence
- Limitation
- Causation of Injury



Hierarchical Risk Managed approach





Any Questions?



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