

MANITOBA'S

MUSCULOSKELETAL INJURY PREVENTION STRATEGY



**SAFE
WORK**
MANITOBA





CONTENTS	Executive Summary	4
	How the Strategy was Developed	5
	What are Musculoskeletal Injuries?	6
	Prevention Partners	8
	Goal: Enhance and Strengthen Partnerships	12
	Goal: Reach Out to Workplaces and the Community	14
	Goal: Innovate Through Tools and Resources	16
	Summary	19

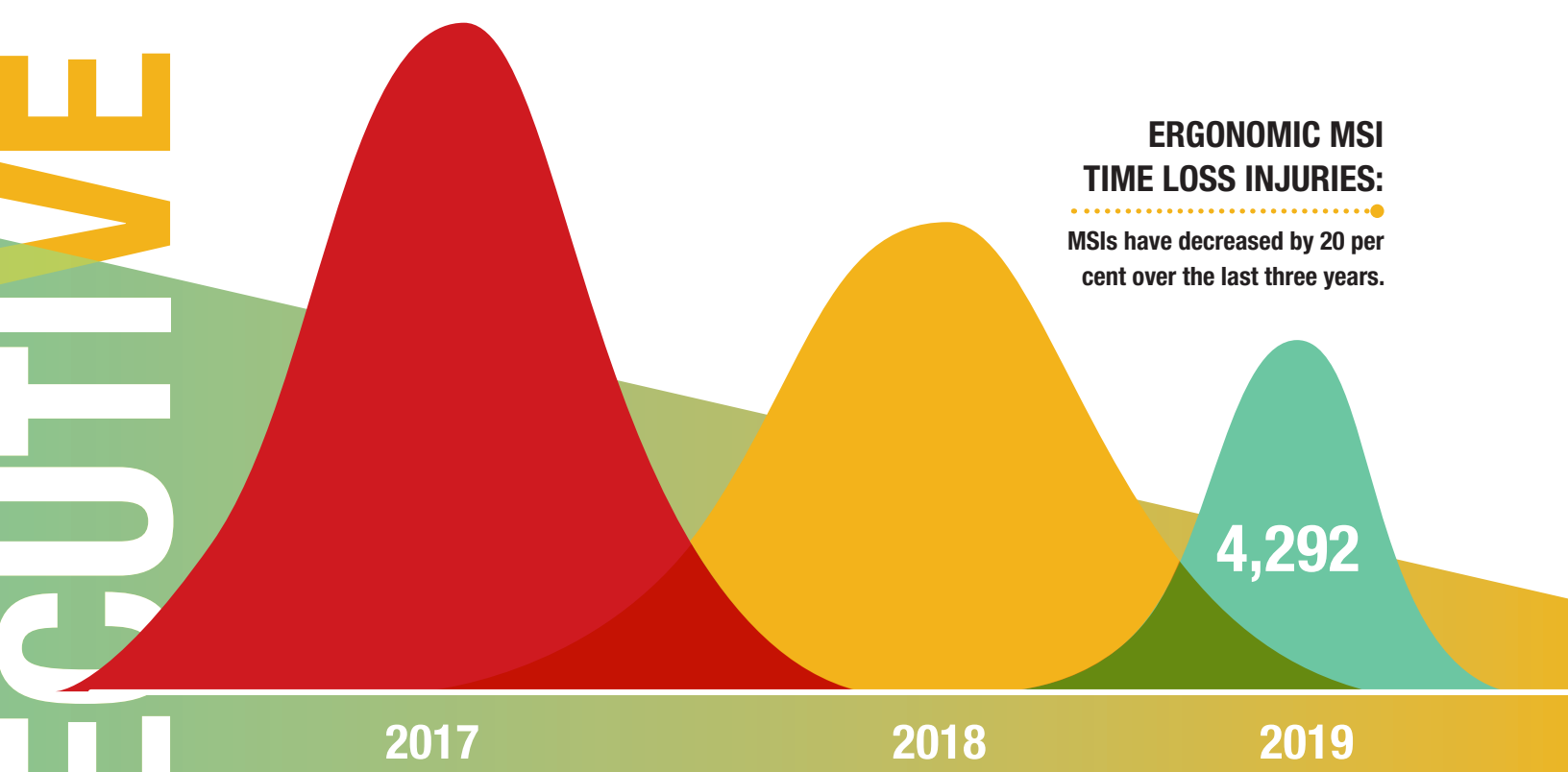
Manitoba’s prevention partners have joined together to create Manitoba’s new five-year Musculoskeletal Injury Prevention Strategy. The partners represent a diverse group of industries and experts who are united in a common goal of addressing the nearly 4,300 musculoskeletal injuries (MSIs) that occur annually in Manitoba workplaces. While the group has made significant headway in reducing the frequency of MSIs over the years, on average, 12 Manitobans still sustain an MSI every day, some of which can be career-ending or life altering.

This five-year strategy continues the success of the previous three-year strategy, which saw a 20 per cent decrease in musculoskeletal injuries between 2017 and 2019. Buoyed by this success, this collaborative MSI prevention plan will span 2021-2025 and was created after extensive research and consultation with stakeholders, partners and prevention counterparts across the country.

Implementing this plan will take the collective will and cooperation amongst all safety specialists, including industry-based safety programs, Workplace Safety and Health Branch (WS&H), Occupational Health Centre, SAFE Work Manitoba and SAFE Workers of Tomorrow. We will consult with:

- **Employers** (managers, supervisors, S&H committees)
- **Educators** (high schools, post-secondary training programs, secondary schools)

Together, we can continue to build safer and healthier workplaces that benefit current and future Manitobans.



SAFE Work Manitoba, along with industry-based safety programs, labour and provincial government agencies, has created Manitoba's Musculoskeletal Injury Prevention Strategy 2021-2025 to continue to address the nearly 4,300 musculoskeletal injuries that occur in the workplace each year in Manitoba.

Our work included a comprehensive review of what our partners are currently doing, as well as other jurisdictions to find best practices and to learn what has occurred in Manitoba and other provinces to help reduce and prevent workers from sustaining MSIs.

A review of the Workers Compensation Board of Manitoba's (WCB) 2019 data tells us that:

- MSIs contribute to the highest cost of all workplace injuries
- Backs continue to be the most frequently injured body part followed by shoulders and neck.

Survey results from safety and ergonomics experts in Manitoba and across the country agree that:

- Many workers and workplaces feel that discomfort and injury are just a part of the job.
- A positive safety culture requires the consideration of the impact of psychological health and safety elements on MSI risks.
- Professionals in the field have reported that a combination of consultation, education and enforcement seem to be the most effective way to reduce MSIs.
- Supervisors are at the forefront of helping reduce MSIs by identifying risks and educating themselves and workers on ways to minimize injuries.
- Collaboration between all safety partners increases the awareness of MSIs and increases the capacity for effective solutions.
- There are strong business cases to show how engineering controls are often cost-effective and will improve productivity.
- Training is most effective when it is practical, specific and hands-on.



In the simplest terms, musculoskeletal injuries, or MSIs, are discomfort or pain from sprains and strains.

A musculoskeletal injury (MSI) is soft tissue damage or aggravation in the musculoskeletal system caused when demands exceed the tolerance of connective or related soft tissues such as muscles, tendons, ligaments, nerves, discs and joints. Damage can result from a single event or develop over time. Forceful effort, repetitive motions, awkward or sustained postures, vibration, contact stresses and inadequate recovery times are common factors that can injure or aggravate tissues.

MSIs are further divided into two categories: those related to poor ergonomics, such as repetitive or demanding work in awkward body positions and those that are non-ergonomic such as slips, trips and falls.

This prevention strategy addresses MSIs that are related to poor ergonomics which account for 34 per cent of all time-loss injuries. Mechanism of injury and ergonomic challenges are different for each industry, and injury prevention is achieved by using different tactics.

PERCENT TIME LOSS ERGONOMIC VS NON-ERGONOMIC INJURIES

●
In 2015, we recorded
40% ergo vs 23% non ergo



38% VS 21%
ERGO NON ERGO

2017



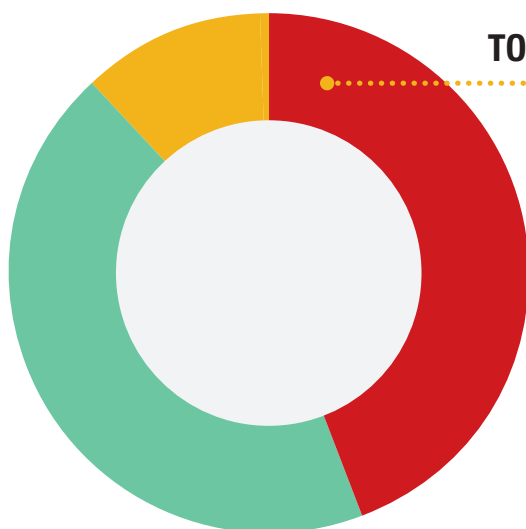
37% VS 21%
ERGO NON ERGO

2018



34% VS 22%
ERGO NON ERGO

2019

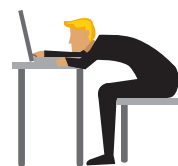


TOP 3 EVENTS CAUSING TIME LOSS MSIs 2017-2019



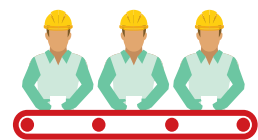
Forceful exertions

✓ 44%
(46% in 2015)



Awkward and
sustained postures

⬆ 44%
(38% in 2015)



Repetitive motions

✓ 12%
(16% in 2015)

A safe and healthy Manitoba requires the active participation and collaboration of all Manitobans:



Prevention services fall under the auspices of these prevention partners to ensure this strategy meets the needs of all Manitoba workers. All of our prevention partners will have a role in MSI prevention such as information, training, consultation and where applicable, certification.



Construction Safety Association of Manitoba (CSAM)

The Construction Safety Association of Manitoba (CSAM) is a non-profit organization run by and for the building construction industry in Manitoba (Industrial, Commercial, Institutional and Residential construction), with governance provided by the Winnipeg Construction Association's Board of Directors. Established in 1989, CSAM has earned the reputation as a leader in the safety landscape of Manitoba as the trusted source for practical safety & health information, resources, training, consultation and COR™ Certification. This reputation has been fueled by the association's focus on providing exceptional customer service, quality, and value for its clients.



Made Safe

A CME Manitoba initiative, Made Safe provides safety and health services designed specifically for the needs of the manufacturing work environment. In partnership with SAFE Work Manitoba, Made Safe makes it easier for employers and workers to ensure workplaces are safe and productive. Guided by an industry-led safety council, the association offers training, access to events and resources, consulting and certification by manufacturers, for manufacturers.



Sales and Service Safety Association

Sales and Service Safety Association provides industry-specific training, services and SAFE Work certification for Manitoba's sales and service industries. They aim to help members simplify the process of putting a safety program in place, which in turn enhances employee and customer safety. Founded as the Motor Vehicle Safety Association of Manitoba in 2015 and hosted by the Manitoba Motor Dealers Association, Sales and Service Safety Association is a not-for-profit association whose mission is to be a central resource to support safe, productive workplaces in organizations in the sales and service sectors.



WORKSAFELY™

For 30 years, the Manitoba Heavy Construction Association, a not-for-profit organization, has demonstrated strong leadership by developing industry-led safety services for our companies. Its WORKSAFELY™ program provides safety and health programming to the heavy construction industry in Manitoba. WORKSAFELY™ delivers the nationally-recognized COR™ program to over 300 companies representing three-quarters of the workforce in the industry. The MHCA has a strong record of success in delivering a safety and health management system which meets or exceeds national and provincial standards for the construction industry.



RPM

Hosted by the Manitoba Trucking Association, the RPM Trucking Industry Safety program was established in 2015 to provide workplace safety and health services to the trucking industry in Manitoba.



SAFE Workers of Tomorrow

SAFE Workers of Tomorrow provides free presentations to students across Manitoba on how new and young workers can be safe on the job. Their team of skilled staff Occupational Safety Presenters travel to schools, community clubs and other places where young Manitobans come to learn, equipping the workers of tomorrow with safety and health materials and information. Volunteers from their speakers' bureau – many of whom have been affected by workplace incidents and who are savvy on the topics of youth and workplace safety – are available to help out. Their goal is to create an effective safety and health culture among our province's future workforce by meeting them face to face and talking to them honestly about what they need to know.



MFL Occupational Health Centre

The MFL Occupational Health Centre (OHC) is a community health centre funded by Winnipeg Regional Health Authority and donations. The Centre helps workers, employers and joint safety and health committees to improve workplace safety and health conditions and eliminate hazards. OHC services, available free of charge, include a medical clinic, assistance to workplaces and informative fact sheets on a variety of topics such as preventing repetitive strain injuries, respectful workplaces, preventing workplace violence and more.



Workers Compensation Board of Manitoba

The Workers Compensation Board (WCB) is a mutual workplace injury and disability statutory corporation funded by employer premiums. Our vision is a safer Manitoba that fosters prevention and return to work. We provide our customers with valued services for insurance, prevention, compensation and return to work, while maintaining the integrity of the system.



SAFE Work Manitoba

SAFE Work Manitoba, a division of the WCB, is dedicated to the prevention of workplace injury and illness. Together with industry-based safety programs and other partners, we champion a strong culture of workplace safety in Manitoba through stewardship, strategic direction, promotion, standards and programming.



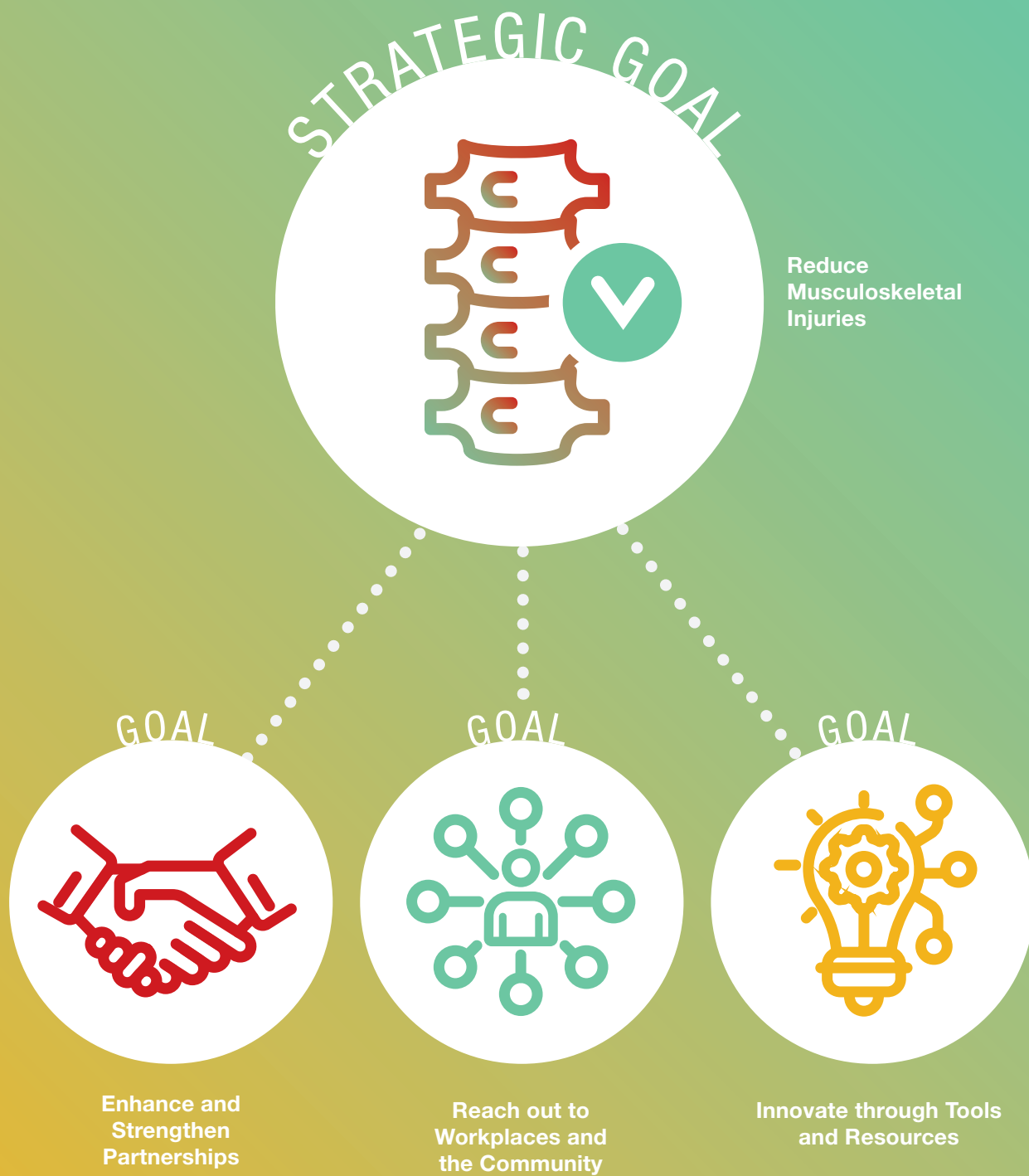
Workplace Safety and Health Branch

The Workplace Safety and Health Branch (WS&H) enforces *The Workplace Safety and Health Act* and its associated regulations, in order to protect the safety and health of workers in Manitoba. WS&H's inspection and investigation activity focuses on improving legislative compliance in order to eliminate workplace fatalities, injuries and illnesses.

SAFE Work Manitoba works collaboratively with WS&H and provides MSI data to assist with their enforcement activities.



STRATEGIC GOALS





GOAL

ENHANCE AND STRENGTHEN PARTNERSHIPS

.....

Enhance and strengthen our efforts to maximize our resources



Why this is important

Preventing MSI injuries amongst all workers and building a positive safety culture in Manitoba workplaces requires the active participation and collaboration of many partners. The IBSPs are well-positioned to offer the safety services to workplaces that are relevant and industry specific. SAFE Work Manitoba is committed to providing development and marketing support in these endeavors as requested and as needed.

Enhancing and strengthening our relationships with safety partners will help to maximize our resources, coordinate our efforts and work to stay current on trends and initiatives, in Manitoba and across Canada.

KEY INITIATIVES

Collaborate between safety partners

- Promote opportunities for safety partners to collaborate and learn from each other on industry-specific controls that serve to reduce MSI risk and to improve productivity.
- Continue to partner with related provincial groups such as the Occupational Health Centre (OHC), the Manitoba Federation of Labour (MFL), Safe Workers of Tomorrow (SWOT) and Ergonomics Leadership of Manitoba (ELM).
- Seek opportunities to connect with counterparts in other jurisdictions to stay current with national and global trends.
- Participate in national MSI prevention interest groups and studies to share ideas, innovations and research.

Share knowledge and expertise

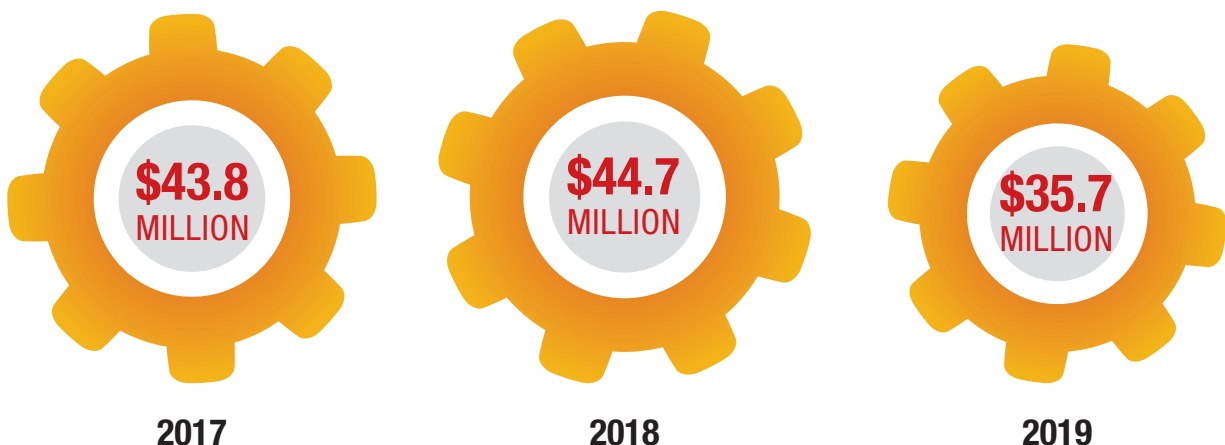
- Create opportunities for networking and mentoring with safety leaders.
- Communicate on a regular basis on MSI challenges and successes.
- Identify, acquire/develop and implement MSI risk assessment tools that are most relevant to specific industries and workplaces.

Work together to make data driven decisions

- Use injury statistics to identify targeted programs, determine the effectiveness of efforts and to adjust as needed over the next five years.
- Partners will work together to target priorities and develop responsive remedies.

COSTS FOR ERGONOMIC MSIs:

●.....
In 2015, we recorded \$37.8 million. Costs for MSIs have decreased by 5.5%.





GOAL

REACH OUT TO WORKPLACES AND THE COMMUNITY

.....

Collaboration and cooperation will create synergy that will build upon our successes in reducing MSIs.

WCB costs for total MSIs
averaged \$41 million a
year since 2017

Why this is important

The impact of musculoskeletal injury is often under-estimated, except by those who have experienced the sometimes life and career altering events that result. Besides costing the economy significant money every year the impact on workplaces, on morale, to family, community and to a worker's sense of self and worthiness cannot be quantified.

Increasing the awareness of not only risk, but of effective ergonomics solutions and the positive return on investment, can save workplaces valuable capital, but also preserve their most valuable assets – their workers.

KEY INITIATIVES

Increase the outreach to training and education programs

- Support programming for MSI prevention awareness from high school, to apprenticeship and post-secondary education.
- Enable SAFE Workers of Tomorrow to bring direct, valuable information to create an effective MSI safety and health culture among our province's future workforce.
- Promote online training to make MSI information more accessible to student learning platforms.

Educate and Create Awareness

- Leverage SAFE Work Manitoba's social marketing presence to promote MSI risk awareness and ergonomics as a financially viable solution.
- Seek opportunities to make the connections between workplace culture, psychologically healthy work environments and musculoskeletal safety.

Promote the investment in ergonomics

- Encourage employers to continue or consider investing in ergonomic engineering controls, drawing on successful business cases.
- Investigate opportunities to secure financial support to offset capital costs for smaller employers to install engineering controls to reduce MSI risk and to improve productivity.
- Collect, share and publish stories from employers who have incorporated MSI controls which has significantly reduced their MSI rates.

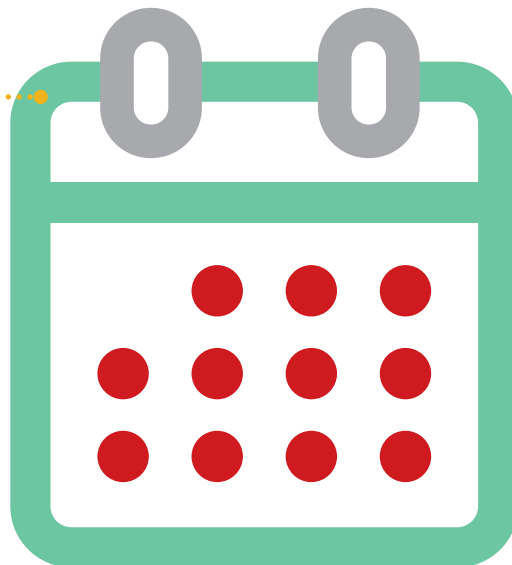
TIME LOST DAYS FOR MSIs:

2019 **206,140**

2018 **254,014**

2017 **264,341**

In 2015, we recorded 246,366. Time lost days due to MSIs have decreased by 16%.





GOAL

INNOVATE THROUGH TOOLS AND RESOURCES

.....
Practical, timely, relevant and industry specific



Why this is important

Workplaces can benefit from MSI tools and resources that are practical, relevant and industry specific. Workers respond to resources that are visually representative of their industry.

KEY INITIATIVES

Gather, brand and house online resources

- Tools and resources are well developed across the country and we will explore options to share resources between jurisdictions and within Manitoba.
- Continue to add and promote online resources to websites (e.g. an MSI Portal) and make available to all Manitobans.
- Look for opportunities to strengthen the SAFE Worker Certified Toolkit as it relates to MSI prevention.

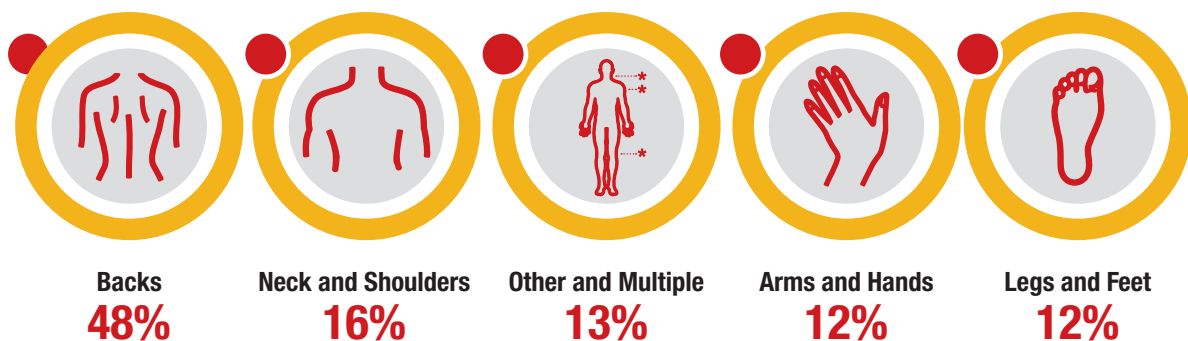
Develop training and advanced training opportunities

- Work together to identify risk, collaborate to develop solutions or controls, and provide hands-on advanced training as required.
- Promote the development of other risk assessment tools.
- Become familiar with apps and disseminate information.
- Promote the advanced training of our safety advisors in ergonomics.

Facilitate discussion and inquiry into innovations in Equipment and Tools

- We will work together to consider tools and solutions to specific high-risk tasks.
- Facilitate the trial and/or implementation of mechanically assisted technology into the workplace to reduce the impact of musculoskeletal loading.

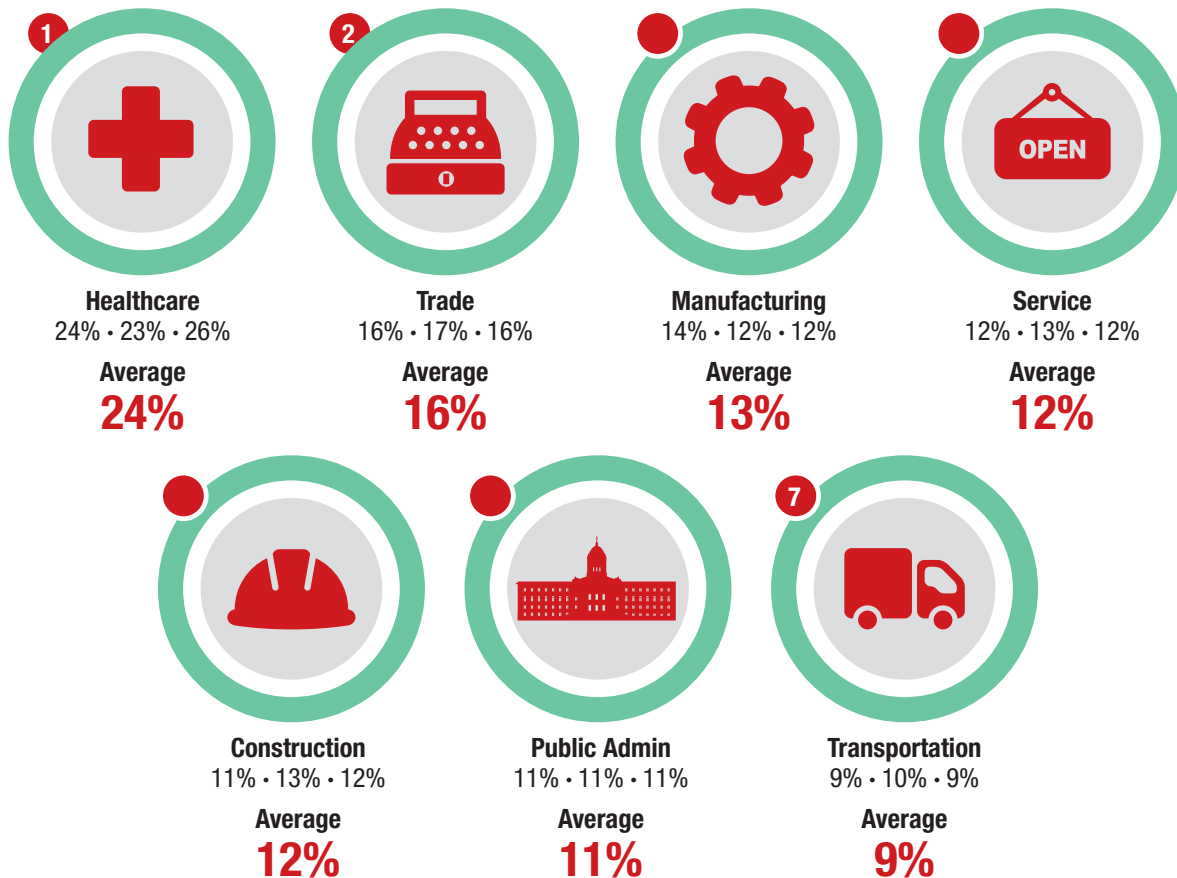
BODY AREAS OF TIME LOSS MSIs:



Note: Multiple typically includes back injuries therefore there are more back injuries than other injuries combined.

SAFE Work Manitoba will report on the strategy's progress annually. This will include tactics completed each year and data related to musculoskeletal injuries. This information will be made available at safemanitoba.com.

TOP SECTORS FOR TL MSIs 2017, 2018, 2019 AND AVERAGE OVER 3 YEARS:



In the 2016 strategy the top 5 sectors were Healthcare 23%, Trade 17%, Manufacturing 17%, Construction 11%, Service 11%. The manufacturing sector has experienced the most significant change.

OBJECTIVE



Reduce Musculoskeletal Injuries



Enhance and Strengthen Partnerships

- ☐ Collaborate between safety partners
- ☐ Share knowledge and expertise
- ☐ Work together to make data driven decisions



Reach Out to Workplaces and the Community

- ☐ Increase outreach to education and training programs
- ☐ Educate and create awareness
- ☐ Promote the investment in ergonomics



Innovate through Tools and Resources

- ☐ Gather, brand and house online resources
- ☐ Develop training and advanced training opportunities
- ☐ Facilitate discussion and inquiry into innovations in equipment and tools



Phone 204-957-SAFE (7233) | 1-855-957-SAFE (7233)

Email information@safeworkmanitoba.ca

Website safemanitoba.com

SW2148E-00/00/20