



# Saskatchewan Health Authority

## Policy

Saskatoon & Area - Occupational Health & Safety

**Number:** 60-001-3

**Title:** TLR: Musculoskeletal Injury Management

**Saskatchewan Employment Act:**

**OHS Regulation:** 6-18, 31-4

**Date:** January 1, 2017

**Date Revised/Reaffirmed:** December 30, 2021

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### Preamble

Musculoskeletal injury means an injury or disorder of the muscles, ligaments, nerves, joints, bones or supporting vasculature. They are often caused or aggravated by:

- Repetitive motions
- Forceful exertions
- Vibration
- Mechanical compression
- Sustained or awkward postures
- Limitations on motion or action
- Other ergonomic stressors

### Purpose

- To identify and control the hazards associated with musculoskeletal injury
- To prevent and manage musculoskeletal injuries

### Roles and Responsibilities

Employer must ensure:

- A regular review of activities that may cause or aggravate musculoskeletal injuries is performed
- When workers have symptoms of musculoskeletal injuries, that workers consult a health care professional
- A prompt review of activities of an injured worker is performed to identify any cause of symptoms and to take corrective measures to avoid further injuries

Manager/Supervisor must ensure:

- Enough time and people are available to handle material safely
- All manufacturer's user manuals are accessible to workers
- Written safe work procedures are developed and followed by workers
- A regular review of activities that may cause or aggravate musculoskeletal injuries is performed
- Work schedules that incorporate rest and recovery periods are implemented which includes a system created to ensure regular stretch breaks during repetitive tasks

- All workers are trained in TLR General Moving and re-certified every three years
- Materials or equipment that require less exertion or repetition is substituted for current products when applicable
- Lift equipment purchased and used as a substitution for manual handling when applicable
- All workers are trained in the care, storage and use of all PPE

Worker must ensure:

- They have received training in the safe work procedures
- They have received training in TLR General Moving training and re-certify every three years
- They are trained in any PPE required (selection, use, care and handling)
- They use the provided PPE
- They report to their supervisor and the Safety Alert System/Incident Report Line any incidents or near misses

### **Orientation & Training**

- Training in TLR General Moving and re-certification every three years
- Training on use and care of appropriate PPE

### **Materials**

- Appropriate PPE if required

### **Non-Compliance/Breach:**

Non-compliance with this policy will result in a review of the incident. A review for non-compliance may result in disciplinary action, up to and including termination of employment or privileges; fines and /or prosecution of individuals under the Saskatchewan Employment Act and OHS Regulations.

### **References**

- [www.ccohs.ca/products/courses/msd\\_awareness/](http://www.ccohs.ca/products/courses/msd_awareness/) - a short free e-course of musculoskeletal awareness
- [Musculoskeletal Injuries Prevention Guide from SK LRWS](#)
- [Risk Assessment Matrix](#)

Review Dates:

January 1, 2017

June 5, 2018

December 30, 2021