Working Safely

While

Sitting/Standing/Moving Objects

February 2006

Supervisor Handout
This Supervisory Package consists of:

Part I Supervisory Responsibilities

Part II Participant Package

Part III Occupational Health and Safety Legislation

- Portions of the Act and Regulations specific to supervisors and their responsibilities related to musculoskeletal injuries.

Name __________________________

Date __________________________

Instructor _______________________

Name __________________________

Date __________________________

Instructor _______________________
PART I

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University of Regina
Health & Safety Human Resources

Slide 2

Working Safely – Sitting/standing/moving objects

Program Overview for Supervisory Staff
- Legislated responsibilities
- Statistics
- Participant Package Review
- What to Know
- What to Expect

Legislation

Occupational Health and Safety Act, 1993
Occupational Health and Safety Regulations, 1996

Go to PART III for a copy of the legislation.
Working Safely while Sitting/Standing/Moving Objects
for Supervisors Workbook

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**Legislation**

- Act, section 3 & 4
  - General duties of employers and workers
- Regulations, Section 12 & 13
  - General duties of employers and workers
- Regulations, Section 17
  - Supervision of work

"Supervisor" means a person who is authorized by an employer to oversee or direct the work of workers.

Everyone is the workplace must understand the three rights given to us through this legislation:

- The Right to Know
- The Right to Participate
- The Right to Refuse

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**Legislation**

- Regulations, Section 19
  - Training of workers
  - "Train" means to give information and explanation to a worker with respect to a particular subject matter and require a practical demonstration that the worker has acquired knowledge or skill related to the subject matter.
- Regulations, Section 78
  - Lifting and handling loads
- Regulations, Section 81
  - Musculoskeletal Injuries

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**Statistics**

The Saskatchewan Picture

- Among the worst in Canada
  - 158,000 unintentional injuries per year
  - An injury every 3.5 minutes
  - 329 deaths a year
  - Slightly less than 1 per day
- Workplace Injury Category
  - 4.81 time loss claims for each 100 people covered by Workers Compensation
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Statistics

<table>
<thead>
<tr>
<th>2004</th>
<th>State for All G1</th>
<th>Claims with time loss</th>
<th>Falls</th>
<th>Bodily Reactions and Exertion</th>
<th>Exposure to Harmful Substances or Environment</th>
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</thead>
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<tr>
<td></td>
<td></td>
<td>74</td>
<td>91</td>
<td>199</td>
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</table>

G1 includes universities, regional colleges, school divisions and housing authorities.

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Statistics

U of R Injury Picture

<table>
<thead>
<tr>
<th>Rate Code (All)</th>
<th>2004</th>
<th>2003</th>
<th>2002</th>
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<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td>Rate Code (U of R)</td>
<td></td>
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<tr>
<td>3 year total</td>
<td></td>
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<tr>
<td>U of R Injury Picture</td>
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</tbody>
</table>

Percentage of workers injured per 100 full time equivalents.

Time Loss Injury Frequency 2002 - 2004

Injury frequency is calculated taking [the number of injuries/illness] / [total hours worked during the calendar year] x 200,000 (200,000 is used based on 100 full time workers working 40 hours per week per year)

In 2002 and 2003 our experience for time loss claims is well above the industry average, 2004 is seeing a slight change for the positive; however, in 2005 in the first 4 months we have 5 time loss claims. If this trend continues we will see 15 claims for 2005 up from the 12 experienced in 2004.

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Part II – Participant Program Review

Preventing Musculoskeletal Injuries

- Section I – Introduction
- Section II – How the Body Works
- Section III – Using the Body Effectively
- Section IV – Assessing the Task
- Section V – Performing the Task
- Section VI – Evaluate the Process

Turn to Participant Package PART II

Taught to hands on staff in 3 ¾ hours.
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What to Know

- Legislated duties
  - Section 78
  - Section 81
- Understand how the body works and how you can care for your body
- Know the physical demands of each or your direct reports

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What to Know

- Good Body Posture
  - Sitting
  - Standing
- Good Body Mechanics
  - Moving objects
- Be a role model for safety
  - Set the standard high

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What to Expect

- Increased awareness of hazards in the work environment
- Increased reporting of concerns
- Staff discussing safety issues
- Increased requests for changes in work processes
- Increased requests for additional equipment and/or improved maintenance of equipment
Slide 1

University of Regina
Health & Safety Human Resources

Slide 2

Working Safe – Sitting/Standing/Moving Objects

Housekeeping Details
- Exits
- Length of course
- Evaluation
- Breaks

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Overview

Preventing Musculoskeletal Injuries
- Section I – Introduction
- Section II – How the Body Works
- Section III – Using the Body Effectively
- Section IV – Assessing the Task
- Section V – Performing the Task
- Section VI – Evaluate the Process

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Section I - Introduction

Sitting, standing and moving objects is a normal part of every day at home and at work. Injury at home and at work is preventable however everyone must participate in order to see a change in the injury numbers.
Section I - Introduction

Occupational Health and Safety Act, 1993
Occupational Health and Safety Regulations, 1996

Duties:
Employers – must provide a safe and healthy workplace
Supervisors – ensure safety compliance
Workers – follows safe work practices, takes care of himself/herself and others

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a) Occupational Health and Safety Regulations, 1996
Section 78
An employer must:
- Provide equipment
- Adapt heavy or awkward loads
- Does not allow workers to perform moving of loads that could be injurious
- Ensure appropriate training

b) Occupational Health and Safety Regulations, 1996
Section 81
An employer is responsible to:
- Regularly review activities
- Inform those affected
- Provide protection
- Provide instruction to those at risk
- Where symptoms are identified:
  - Advise consultation with healthcare professional
  - Promptly review activities.

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Section I - Introduction

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Safe Saskatchewan Statistics*

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Statistics

The Saskatchewan Picture

Injuries occurring outside the workplace is greater than twice the rate for injuries that occur in the workplace.

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Slide 10

Statistics

U of R Injury Picture

<table>
<thead>
<tr>
<th>Rate Code (All)</th>
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<th>2003</th>
<th>2002</th>
<th>Cumulative</th>
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<td>1.58</td>
<td>1.64</td>
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<td>1.26</td>
<td>2.33</td>
<td>2.23</td>
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<td>Rate of 2.23</td>
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<tr>
<td>Rate of 3.00</td>
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</table>

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Section II – Understanding How the Body Works

This section will:
1. Describe the structure and function of various body parts briefly
2. Describe methods of using the body effectively

1. Structure and Function:

Our neck, back, shoulders and other related parts of the body are complicated structures that must be understood in order to reduce the risk of injury. These structures have particular functions that they are responsible for and when they are used beyond their normal functions they are put at increased risk of injury.
### The Spine

- Three natural curves
- Shape of a gentle S
- Houses and protects the spinal cord
- Connects structures
- Provides attachment points for the ribs and muscles

The spine is divided into segments: neck, trunk, lower back and tailbone. The spine is made up of 33 bones known as vertebrae. The spine has natural curves, the neck portion curves forward, the trunk curves outward and the lower back curves forward. These curves form the shape of a gentle S.

The spine houses and protects the spinal cord, keeps the trunk in an upright position. The spine connects to the skull and the lower limbs. The spine also provides attachments points for the ribs and the muscles that support the back.

### Spine

- Bony structure
- Stacked one on top of the other
  - Think of building blocks
- Connected to one another by discs
- Protect the spinal cord
- Assist in supporting the body in an upright position

Vertebrae

These are bony structures that are stacked one on top of the other; they are connected by the discs. Some sections of vertebra are movable, others are not.

This structures main function is to protect the spinal cord; muscles and ligaments are attached to the vertebrae.
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**The Disc**
- Found between the vertebrae in the neck, trunk and lower back
- Jelly like interior with a fibrous outer covering
  - Think of a jelly donut
- Shock absorbers

**Disc**
Connecting these vertebrae are discs. The disc is a cushion like pad composed of a jelly like substance on the inside with a strong fibrous outer covering. These structures act as shock absorbers and allow the spine to flex and extend and somewhat accommodate bending from side to side.

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**Disc**

Vertebrae

Disc

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**Slide 19**

**Disc**

Jelly like interior

Fibrous outer covering

---
Ligaments

Ligaments are tough elastic fibers that connect bone to bone. Like any tall tower, the vertebral column cannot stay upright without supports. The ligaments are those supports working together with the trunk muscles.

Muscles - Trunk

The muscles that connect to and support the spine are found in the back itself and the abdomen. These muscles assist in keeping the back aligned and balanced (keeping the trunk upright). The abdominal muscles stabilize the pelvic area and in concert with the back muscles assist in preventing over extension of the spine. It has been noted that well toned muscles provide more effective protection.

Nerves

Nerves transfer information. The spinal nerves supply the communication link between the brain, spinal cord and the neck, trunk and extremities allowing these body structures to perform their functions.
Shoulder
A complex working of muscles, ligaments and tendons assist in the function of the shoulder. The shoulder joint is the most freely moving joint of the body therefore stability has been minimized.

Leg Muscles
Thigh muscles are built to lift and move loads. Thigh muscles are large; when the body is used correctly these muscles are engaged to assist in lifting our body and moving the load.

2. Taking Care of Your Body
The ability of the body to function effectively is influenced by a number of factors; some of those factors involve positive lifestyle choices including choices related to nutrition, physical activity, sleep patterns and stress.
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**Nutrition**

How does what you eat affect how safe you are to sit, stand and move objects?

- 
- 
- 

Drinking water each day is critical. Why?

- 
- 
- 

a) Nutrition including water intake

A healthy diet supplies the nutrients that the body requires to function safely and effectively. Canada’s Food Guide provides a guide to making good food choices. Balancing the intake of healthy calories with the amount used will assist in maintaining a healthy body weight.

Appropriate intake of fluids is essential in maintaining a safe body as well, ensuring adequate water intake is critical.

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**Physical Activity**

How does your level of physical activity affect how safe you are to sit, stand and move objects?

- 
- 
- 

b) Physical Activity

A consistent pattern of physical activity assists in maintaining good health. It improves heart and lung fitness, tones and strengthens muscles, keeps joints mobile, strengthens bones and improves posture.

Regular physical activity also assists in maintenance of a healthy weight. All these are important in preventing injury and to recovering from an injury.

Accessing information is available on [www.paguide.com](http://www.paguide.com) or through U of R Dr. Paul Schwann Health and Research Centre.

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**Stretching**

Consider the benefits of stretching to maintain strength and flexibility.

- If you don't use it you will lose it……..

Incorporating a stretching routine into your daily activities will assist in maintaining strength and flexibility.
c) Sleep Pattern
The number of hours that each person requires to feel rested varies. Routines prior to sleep are considered helpful in getting to sleep easier. Ensuring a quiet uninterrupted time for sleep is critical. Monitoring intake of caffeine should be considered. Sleep is considered restorative, it allows your body and mind to heal and prepare for the next day or for a night worker for the next night.

d) Stress
Stress is the body’s response to any demand in the environment, positive or negative. Certain stress is healthy however there is stress that causes problems over the short or long term. Recognizing stress early and then seeking to manage it will assist in reducing the risk of this escalating to a high level.

Section III – Using the Body Effectively
Good posture is essential in all activities whether sitting, standing or lying. Good posture is accomplished when we learn to keep our bodies in a neutral position, one that is not aggravating or placing body structures at risk of injury.

Good body mechanics is how we use our body during various movements. It is important that we learn to use our bodies safely and effectively in all activities at work and at home.

Good sitting posture is achieved when our bodies assume a natural or neutral position in the chair.

- Ears are in line with the shoulder, shoulder is in line with the hips
- Chin is not tilted up or down
- Arms are resting with shoulder relaxed
- Knees are level or slightly lower than hips
- There is 2 fingers space between chair and back of knees
- Feet are flat on the floor
Good Body Posture

In Standing position:
1. Feet are shoulder width apart
2. Knees are soft or slightly bent
3. Ears are in line with the shoulders, shoulders are in line with the hips
4. Chin is neutral, not tilted up or down
5. Arms hang freely at sides with shoulders relaxed

Good body mechanics when moving objects.

- Feet are shoulder width apart or in a stride stance with one foot in front of the other but still about shoulder width apart.
- Knees are soft or slightly bent
- Ears are in line with the shoulders, shoulders are in line with the hips
- Chin is not tilted up or down
- Elbows are slightly bent and close to your body
- Eyes, shoulders, hips and feet are facing the same direction
- Body momentum is used to move the object
<table>
<thead>
<tr>
<th><strong>7 Steps</strong></th>
<th><strong>‘The Big Four’</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Feet are shoulder width apart or in a stride</td>
<td>1. Get sturdy</td>
</tr>
<tr>
<td>stance with one foot in front of the other</td>
<td></td>
</tr>
<tr>
<td>but still about shoulder width apart.</td>
<td></td>
</tr>
<tr>
<td>2. Knees are soft or slightly bent.</td>
<td>2. Get body in line and keep it in line</td>
</tr>
<tr>
<td>3. Ears are in line with shoulders, shoulders</td>
<td></td>
</tr>
<tr>
<td>are in line with the hips</td>
<td></td>
</tr>
<tr>
<td>4. Chin is not titled up or down.</td>
<td></td>
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<tr>
<td>5. Elbows are slightly bent and close to your</td>
<td></td>
</tr>
<tr>
<td>body.</td>
<td></td>
</tr>
<tr>
<td>6. Eyes, shoulders, hips and feet are facing</td>
<td></td>
</tr>
<tr>
<td>the same direction.</td>
<td></td>
</tr>
<tr>
<td>7. Body momentum is used to move the object.</td>
<td></td>
</tr>
</tbody>
</table>

**Good Body Mechanics**

1. Feet are shoulder width apart or in a stride stance with one foot in front of the other, but still about shoulder width apart.
2. Knees are soft or slightly bent.
3. Ears are in line with shoulders, shoulders are in line with the hips.
4. Chin is not titled up or down.
5. Elbows are slightly bent and close to your body.
6. Eyes, shoulders, hips and feet are facing the same direction.
7. Body momentum is used to move the object.

**‘The Big Four’**

1. Get sturdy
2. Get body in line and keep it in line
3. Get load close
4. Get body into the move
Section IV – Assessment of the Task

Assess all concerns considering your ability to maintain good body mechanics while completing the move.

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Assessing the Task

Assessing the task allows you to resolve risks prior to starting the task. Always consider:
1. Is this task really necessary?
2. Is there equipment that can assist with this task?
   • Is the equipment available?
   • Have you been trained in appropriate use of the equipment?
   • Has the equipment been maintained as per manufacturers instructions?

All tasks must be assessed prior to being performed in order to determine if there are risks that must be resolved prior to completing the task. Always consider:
• Is this moving task necessary?
• Is there equipment that will assist in performing this task?
  ◎ Is the equipment available?
  ◎ Is training required prior to using the equipment?
  ◎ Has the equipment been maintained as per manufacturers’ instructions?

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Assessing the Task (continued)

Consider if the environment accommodates the task.
• Is the area appropriate for the move?
  ◎ Is the space adequate to perform the move safely?
  ◎ Is the distance of the move reasonable – the heavier the object the less distance it can be safely moved – does the move allow work to be accomplished within the comfort zone (shoulders to hips)
  ◎ Is the lighting adequate to perform the move safely?
  ◎ Is the pathway clear?
  ◎ Is the flooring suitable to the safety of the move?
Assessing the Task (continued)

4. Review the object to be moved: Will any of the following interfere in the safety of this moving task?
   - Size
   - Weight
   - Shape
   - Surface or texture
   - Contents
   - Balance

Assess the object to be moved.

- Do any of the following characteristics of the object have the potential to interfere in the safety of the moving task?
  - Size of the object
  - Weight of the object
  - Shape of the object
  - Surface or texture of the object - is the surface rough, jagged, slippery, hot or cold?
  - Contents of the object - are the contents hazardous? - might the contents shift during the move?
  - Balance of the object - is the object heavier on one side than another?

Preparing to perform the task

If the assessment of the task determines areas of risk, problem solve to minimize or possibly eliminate the risk, if you are unable to do this independently asks for assistance prior to completing the task. The person performing the work is encouraged to resolve the concerns if possible as they are generally the most knowledgeable about the task; however often someone unfamiliar with the task can make suggestions to improve a task. Always inform your supervisor if you have concerns with the safety of the task at hand.

_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________
Determine which of the following activities you do in your work and decide if there are risks associated with these activities, if so problem solve ideas to manage the risks.

1. Lift

2. Carry

3. Bend

4. Reach

5. Push/pull

6. Twist

7. Repetitive motion

8. Prolonged sitting

9. Prolonged standing
Section V – Performing the Task

Remember once you are performing the move it is often too late to change the plan.

Step 1 – Get equipment if required based on assessment
- Ensure you have been trained to operate equipment
- Ensure it is in good working order

Step 2 – Ask someone to assist if required based on assessment
- Be certain all assistants have had training to lift safely
- Choose a leader
- All participants in the move must work together and communicate with each other
- Consider height differences
- Ensure all participants involved in the move are aware of the planned move
- Ensure all participants are ready prior to starting the move

Step 3 – During the task
- Ensure you have and can maintain a safe grip
- Always concentrate on the task at hand
- Maintain good body mechanics through out the entire move
- Move in stages as needed
- Communicate through the task
- Never try to save a falling object

Step 4 – Following the task
- Determine if there were areas of the moving task that could have been accomplished in a safer method
- Document method of move to assist others doing the same procedure
Performing the Task

Always:
- Ensure task is required
- Reduce the size of the load
- Reduce the frequency of the task
- Use equipment if available
- Push rather than pull
- Slide rather than lift, add friction reducing device

Section VI – Evaluating the Process

Consider all areas contributing to the safe move and determine changes that could be incorporated.

- Do you have adequate knowledge of the Occupational Health and Safety laws?
- Do you understand how your body structures work?
- Do you feel confident that you are taking care of you?
  - Eating healthy
  - Physically active
  - Sleeping reasonable hours
  - Recognizing and dealing with negative stress
- Are you using your body effectively when:
  - Sitting
  - Standing
  - Moving objects

Return to Side 10 Part I
PART III

OCCUPATIONAL HEALTH AND SAFETY LEGISLATION

Part II Duties

Section 3

3. Every employer shall:

   (a) ensure, insofar as is reasonably practicable, the health, safety and welfare at work of all of the employer's workers;

   (b) consult and co-operate with any occupational health committee or the occupational health and safety representative at the place of employment for the purpose of resolving concerns on matters of health, safety and welfare at work;

   (c) ensure, insofar as is reasonably practicable, that the employer's workers are not exposed to harassment at the place of employment;

   (d) co-operate with any other person exercising a duty imposed by this Act or the regulations; and

   (e) comply with this Act and the regulations.

Section 4

4. Every worker while at work shall:

   (a) take reasonable care to protect his or her health and safety and the health and safety of other workers who may be affected by his or her acts or omissions;

   (b) refrain from causing or participating in the harassment of another worker;

   (c) co-operate with any other person exercising a duty imposed by this Act or the regulations; and

   (d) comply with this Act and the regulations.

The Occupational Health and Safety Act, 1993
Part III General Duties

General duties of employers

Section 12 The duties of an employer at a place of employment include:

(a) the provision and maintenance of plant, systems of work and working environments that ensure, as far as is reasonably practicable, the health, safety and welfare at work of the employer's workers;

(b) arrangements for the use, handling, storage and transport of articles and substances in a manner that protects the health and safety of workers;

(c) the provision of any information, instruction, training and supervision that is necessary to protect the health and safety of workers at work; and

(d) the provision and maintenance of a safe means of entrance to and exit from the place of employment and all worksites and work-related areas in or on the place of employment.

General duties of workers

Section 13 A worker shall:

(a) use the safeguards, safety appliances and personal protective equipment provided in accordance with these regulations and any other regulations made pursuant to the Act; and

(b) follow the safe work practices and procedures required by or developed pursuant to these regulations and any other regulations made pursuant to the Act.

Section 17 Supervision of work

(1) An employer or contractor shall ensure that:

(a) all work at a place of employment is sufficiently and competently supervised;

(b) supervisors have sufficient knowledge of all of the following with respect to matters that are within the scope of the supervisor's responsibility:

   (i) the Act and any regulations made pursuant to the Act that apply to the place of employment;

   (ii) any occupational health and safety program at the place of employment;

   (iii) the safe handling, use, storage, production and disposal of chemical and biological substances;

   (iv) the need for, and safe use of, personal protective equipment;
(v) emergency procedures required by these regulations;

(vi) any other matters that are necessary to ensure the health and safety of workers under their direction; and

(c) supervisors comply with the Act and any regulations made pursuant to the Act that apply to the place of employment and ensure that the workers under their direction comply with the Act and those regulations.

(2) A supervisor shall ensure that the workers under the supervisor’s direction comply with the Act and any regulations made pursuant to the Act that apply to the place of employment.

Section 19 Training of workers

(1) An employer shall ensure that a worker is trained in all matters that are necessary to protect the health and safety of the worker when the worker:

(a) begins work at a place of employment; or

(b) is moved from one work activity or worksite to another that differs with respect to hazards, facilities or procedures.

(2) The training required by subsection (1) must include:

(a) procedures to be taken in the event of a fire or other emergency;

(b) the location of first aid facilities;

(c) identification of prohibited or restricted areas;

(d) precautions to be taken for the protection of the worker from physical, chemical or biological hazards;

(e) any procedures, plans, policies and programs that the employer is required to develop pursuant to the Act or any regulations made pursuant to the Act that apply to the worker’s work at the place of employment; and

(f) any other matters that are necessary to ensure the health and safety of the worker while the worker is at work.

(3) An employer shall ensure that the time spent by a worker in the training required by subsection (1) is credited to the worker as time at work, and that the worker does not lose pay or other benefits with respect to that time.

(4) An employer shall ensure that no worker is permitted to perform work unless the worker:

(a) has been trained, and has sufficient experience, to perform the work safely and in compliance with the Act and the regulations; or

(b) is under close and competent supervision.
Section 78 Lifting and handling loads

1) An employer or contractor shall ensure, where reasonably practicable, that suitable equipment is provided and used for the handling of heavy or awkward loads.

(2) Where the use of equipment is not reasonably practicable, an employer or contractor shall take all practicable means to adapt heavy or awkward loads to facilitate lifting, holding or transporting by workers or to otherwise minimize the manual handling required.

(3) An employer or contractor shall ensure that no worker engages in the manual lifting, holding or transporting of a load that, by reason of its weight, size or shape, or by any combination of these or by reason of the frequency, speed or manner in which the load is lifted, held or transported, is likely to be injurious to the worker's health or safety.

(4) An employer or contractor shall ensure that a worker who is to engage in the lifting, holding or transporting of loads receives appropriate training in safe methods of lifting, holding or carrying of loads.

Section 79 Standing

(1) Where workers are required to stand for long periods in the course of their work, an employer or contractor shall provide adequate anti-fatigue mats, footrests or other suitable devices to give relief to workers.

(2) Where wet processes are used, an employer or contractor shall ensure that reasonable drainage is maintained and that false floors, platforms, mats or other dry standing places are provided, maintained and kept clean.

Section 80 Sitting

(1) Where, in the course of their work, workers have reasonable opportunities for sitting without substantial detriment to their work, an employer or contractor shall provide and maintain for their use appropriate seating to enable the workers to sit.

(2) Where a substantial portion of any work can properly be done sitting, an employer or contractor shall provide and maintain:

   (a) a seat that is suitably designed, constructed, dimensioned and supported for the worker to do the work; and

   (b) where needed, a footrest that can readily and comfortably support the worker's feet.
Section 81 Musculoskeletal injuries

(1) In this section, "musculoskeletal injury" means an injury or disorder of the muscles, tendons, ligaments, nerves, joints, bones or supporting vasculature that may be caused or aggravated by any of the following:

(a) repetitive motions;
(b) forceful exertions;
(c) vibration;
(d) mechanical compression;
(e) sustained or awkward postures;
(f) limitations on motion or action;
(g) other ergonomic stressors.

(2) An employer or contractor, in consultation with the committee, shall regularly review the activities at the place of employment that may cause or aggravate musculoskeletal injuries.

(3) Where a risk of musculoskeletal injury is identified, an employer or contractor shall:

(a) inform each worker who may be at risk of developing musculoskeletal injury of that risk and of the signs and common symptoms of any musculoskeletal injury associated with that worker's work; and

(b) provide effective protection for each worker who may be at risk, which may include any of the following:

(i) providing equipment that is designed, constructed, positioned and maintained to reduce the harmful effects of an activity;

(ii) implementing appropriate work practices and procedures to reduce the harmful effects of an activity;

(iii) implementing work schedules that incorporate rest and recovery periods, changes in workload or other arrangements for alternating work to reduce the harmful effects of an activity.

(4) An employer or contractor shall ensure that workers who may be at risk of developing musculoskeletal injury are instructed in the safe performance of the worker's work, including the use of appropriate work practices and procedures, equipment and personal protective equipment.

(5) Where a worker has symptoms of musculoskeletal injury, an employer or contractor shall:

(a) advise the worker to consult a physician or a health care professional who is registered or licensed pursuant to an Act to practise any of the healing arts; and

(b) promptly review the activities of that worker and of other workers doing similar tasks to identify any cause of the symptoms and to take corrective measures to avoid further injuries.

*Occupational Health and Safety Regulations, 1996*