

# PARTICIPATIVE ERGONOMICS: WHY ARE REGULATORS CONTINUING TO TALK ABOUT THIS?

## BACKGROUND

Musculoskeletal Disorders (MSDs) are a priority disorder group in the Australian Work Health and Safety Strategy 2012-2022. International research has identified Participative Ergonomics (PE) is an effective way to manage Hazardous Manual Tasks (HMTs).

PErforM (Participative Ergonomics for Manual Tasks) has been promoted by Workplace Health and Safety Queensland since 2005 and based on its success SafeWork NSW also implemented PErforM as a key initiative in 2015.

### GOALS

- Improve the ability of workplaces to reduce the risk of HMTs by using a simple PE approach.
- Contributes to reduction of 30% by 2022 as per the Australian Work Health and Safety Strategy 2012-2022.

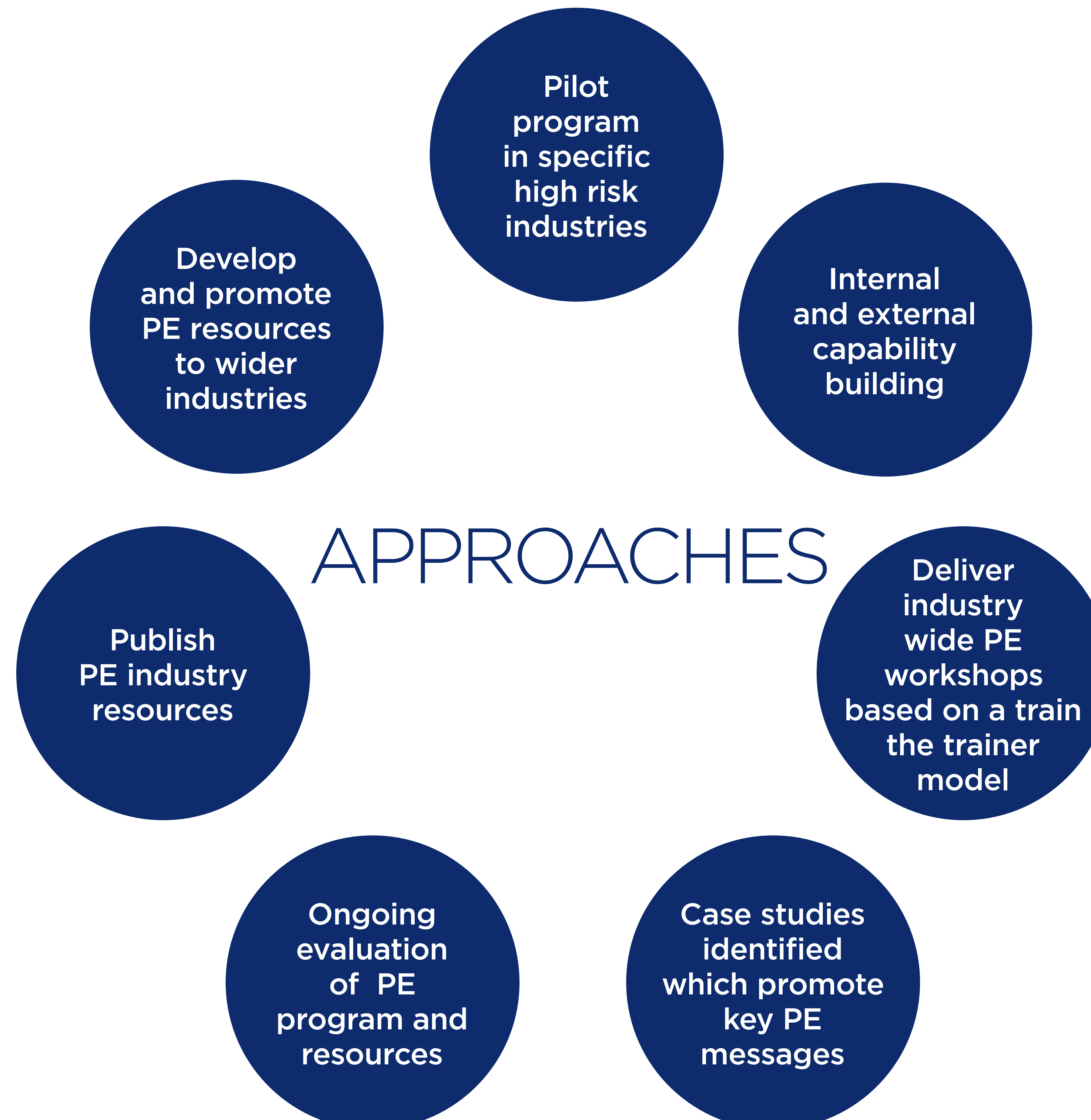
## FINDINGS

A PE APPROACH SUCH AS PERFORM HELPS WORKPLACES COMPLY WITH WORK HEALTH AND SAFETY LEGISLATION AND FITS IN WITH THE WORK HEALTH AND SAFETY RISK MANAGEMENT FRAMEWORK.

### WHERE TO NEXT?

- Continue to work with industries to reduce MSDs by supporting the implementation of a PE approach.
- Further research is needed in the following areas:
  - Effectiveness of PE
  - Overcoming barriers in implementing a sustainable PE program
  - What broad safety benefits does risk management of HMTs provide given HMT risk factors impact most other tasks
  - How does the PE approach fit into total worker health?
- A consistent cross border approach to managing HMTs and compliance.

**BETWEEN...**  
2009/10 - 2013/14  
**360,180**  
**SERIOUS MSD CLAIMS**  
**IN AUSTRALIA**  
(SafeWork Australia, 2016)



## CASE STUDIES



"...we have not had a manual handling work injury for that period of time (18 months) in the areas that we have rolled the PErforM program out to which really excites us.  
**IT'S GREAT!"**



**"MANUAL LIFTING HAS BEEN REPLACED BY HOISTS ON UTES."**  
**"THIS JOB IS NOW MUCH EASIER THAN IT USED TO BE."**

