



## HEALTH AND SAFETY POLICY MANUAL

<b>Subject:</b> Musculoskeletal Disorder Prevention Program	<b>Approval Date:</b> December 19, 2016	<b>By-Law No.</b> 93-2016
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### 5.8 MUSCULOSKELETAL DISORDER (MSD) PREVENTION PROGRAM

The Municipality of Red Lake is committed to providing a safe and healthy working environment for all employees. In recognition that musculoskeletal disorders account for approximately half of all lost time incidents at the Municipality of Red Lake, the Municipality is committed to minimizing the risk and incidence of MSD's. To achieve this goal, the Municipality will require each division to establish and maintain a MSD Prevention Program with the following elements:

- Ongoing training of management, supervisors, and employees (including new hires) on MSD awareness hazards and control measures.
- Tracking of MSD statistics.
- MSD hazard identification and assessment.
- Control of MSD hazards through the application of engineering and/or administrative controls.
- Implementation of the Policy for incorporating Occupational Health, Safety and Ergonomics principles into the purchasing process, i.e., by proactively integrating ergonomics principles into purchasing equipment, vehicles and furniture.
- Proactively integrating ergonomics principles into workplace design and work techniques.
- Ongoing evaluation of MSD Policy implementation and MSD Prevention Program effectiveness.