

Development and Implementation of Ergonomics (MSI) Regulatory Requirements in British Columbia

**Bawan Saravana-Bawan
Senior Ergonomist
WCB of BC**



Presentation :

- **Process used for development**
- **Regulatory requirements**
- **Regulation implementation**

Process

- **1992 (April/May) - Public forums on future regulations (stakeholder submissions)**
 - **Need for MSI prevention identified**
- **1992 (August) - Ergonomics subcommittee established to develop regulatory proposals**

Process

- **Ergonomics Subcommittee**
 - **3 Employer representatives**
 - **3 Labor representatives**
 - **Chair and Technical advisor from the WCB**

Process: Ergonomic Subcommittee

- **1992 (Dec) - Regulatory proposals with outline for Code of Practice (method for achieving compliance)**
 - **1993 (Dec) - Proposed regulations and draft Code of Practice**
 - **1994 (Sept) - Public Hearings (Stakeholder comments) on Draft Ergonomics Regulations and Draft Code of Practice**

Process: Public Hearings

- **Support from labor community - want prescriptive (specification) requirements**
 - **Rejection from employer community -prefer performance based requirements**

Process: Further Consultations

Agreement

- **Non-prescriptive, performance based regulatory requirements without any link to Code of practice**
- **Promulgated - effective April 15 1998**
- **Implementation - 1 year phase-in period for large/high risk firms**

Presentation :

- **Process used for development**
- **Regulatory requirements**
- **Regulation implementation**

Regulatory Requirements

Risk Identification (section 4.47)

“The employer must identify factors in the workplace that may expose workers to a risk of MSI”

- **most workplaces**
- **most jobs**
- **large scope?**

Regulatory Requirements

Risk Assessment (section 4.48)

“When factors that expose workers to a risk of MSI have been identified, the employer must ensure that the risk to workers is assessed”

- **no specific RI or RA method specified**
- **method conforming to ergo principles valid.**

(subjective or objective)

Regulatory Requirements

Risk Factors (section 4.49)

“The following factors must be considered, where applicable, in the identification and assessment of the risk of MSI”

- list of risk factors
- considered, where applicable

List of Risk Factors

- force required
- repetition
- duration
- work postures
- contact stress
- working reaches
- working heights
- seating
- floor surfaces
- Object size & shape
- load condition & weight distribution
- container, tool & equipment handles
- cold temperature
- *vibration*
- *noise & light*
- work-recovery cycles
- task variability
- work rate



Regulatory requirements

Risk Control (section 4.50)

“The employer must eliminate or, if that is not practicable, minimize the risk of MSI to workers”

“PPE may only be used as a substitute for engineering or administrative controls when they are not practicable”

“Must implement interim controls when permanent controls will be delayed”

Regulatory Requirements

Education & Training (section 4.51)

“The employer must ensure that workers who may be exposed to a risk of MSI is educated in risk identification related to the work, including the recognition of early signs and symptoms of MSI's and their potential health effects”

- WCB published document - a guide
- wide scope

Regulatory requirements

Education & Training (section 4.51)

“The employer must ensure that a worker to be assigned to work which requires specific measures to control the risk of MSI is trained in the use of those measures, including where applicable work procedures, mechanical aids and PPE”

- narrow scope

Regulatory Requirements

Evaluation (section 4.52)

“The employer must monitor the effectiveness of the measures taken to comply with the Ergonomics Requirements and ensure they are reviewed at least annually”

“When the monitoring identifies deficiencies, they must be corrected without undue delay”

Regulatory Requirements

Consultation (section 4.53)

“The employer must consult with the OH&S Committee (or worker rep when no comm.)

- **risk identification, assessment and control**
- **the content & provision of education and training**
- **the evaluation of compliance measures taken”**

Regulatory Requirements

Consultation (section 4.53)

“The employer must, when performing risk assessment, consult with

- workers with signs or symptoms of MSI
- a representative sample of workers required to carry out the work being assessed”

Presentation :

- **Process used for development**
- **Regulatory requirements**
- **Regulation implementation**

Implementation - Compliance

Consistent and flexible approach:

- **Focus on High Risk and Large firms**
 - identified as “Focus Firms” and “Focus Sectors” under WorkSafe
- **Step by step compliance process over a period of time (determined according to site specific circumstance)**

Implementation - Compliance

- Step 1. Consultation**
- Step 2. Education**
- Step 3. Risk Identification**
- Step 4. Risk Assessment**
- Step 5. Risk control**
- Step 6. Training**
- Step 7. Evaluation**

Implementation - Compliance

Step 1. Consultation

- OH&S Committee established or worker representative elected
- Effective consultation system exists
- Evidence of effective consultation
 - meeting minutes
 - site validation by interviews

Implementation - Compliance

Step 2. Education

- Records of instruction
- Site evaluation - workers able to answer simple questions

Detailed education - engaged stakeholders

- Records of instruction
- Application of knowledge
 - *review MSI investigations*

Implementation - Compliance

Step 3. Risk Identification

- Focus on high risk jobs
 - first aid records, claims history, worker recommendations
- Jobs for RI prioritized with action plan
 - prioritization rationale available
- Evidence of RI completed
 - notes, checklists etc.

Implementation - Compliance

Step 4. Risk Assessment (*if necessary*)

- Assessment based on “magnitude, duration and exposure pattern”
- Documentation - subjective/objective
- Evidence of consultation with workers having signs or symptoms

Implementation - Compliance

Step 5. Risk Control

- Decision process for selection of risk control option
- Evidence of consultation
- Permanent / Interim control
- Permanent compliance plan
- Site validation

Implementation - Compliance

Step 6. Training

- Documentation of training
- Comprehension by workers
- Supervision and follow-up
- Site validation

Implementation - Compliance

Step 7. Evaluation

- Frequency - at least annual for actions taken, more frequent for risk controls implemented (feedback from workers)
- Achieving desired performance?
 - reduction in injuries / claims
 - reduction in reports to first aid
 - better work environment
- Documentation of evaluations

Guides for Implementation

- **Best Practice for compliance**
 - compliance evaluation chart
- **MSIP Publications**
 - worker education
 - guide for MSIP
- **Tools for RI and RA**
- **MSIP Bulletins**