



Continuing Care Safety Association

Legislation Summary for MSI/RSI

The following is a summary of OHS Code Part 14 for Lifting and Handling Loads.

Manual handling includes lifting, lowering, pushing, pulling, carrying, handling or transporting a load (load includes equipment, goods, supplies, persons and animals).

Before a worker performs any of the above activities employers are required to complete a hazard assessment. Code is prescriptive in what the hazard assessment should include. Each hazard assessment should consider the following: load weight, load size, load shape, number of times the load is moved and the manner in which that movement will happen. Employers who have workers perform manual resident handling activities must also perform a hazard assessment that includes the worker's physical and mental capabilities for performing the work.

The Code also prescribes that employers are to provide training on the prevention of musculoskeletal injuries (MSI) for workers who may be exposed. Training must include identification of factors that could lead to MSI, early signs and symptoms of an injury, what the potential health effects are of an injury as well as preventive measures.

Employers who require workers to transfer residents also need to develop and implement a safe handling program. Handling includes lifting, transferring and repositioning. The program created by the employer must be evaluated annually for effectiveness at injury prevention. Employer are required to ensure that workers are following the program and that workers know they are to use the program.

Employers are also to provide staff with equipment for manual handling as well as ensure that workers are using the equipment the employer has provided. If for some reason the equipment provided is not reasonably practicable for a heavy or awkward load the employer must take all practicable means to adapt the load to facilitate handling without injuring workers. If adapting the load cannot be done the employer must minimize the manual handling required to move the materials or resident.