

Safety and health at work is everyone's concern. It's good for you. It's good for business.

Healthy Workplaces **LIGHTEN THE LOAD**



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www.healthy-workplaces.eu

Healthy Workplaces Good Practice Awards

Call for nominations



European Agency
for Safety and Health
at Work



Healthy Workplaces

Managing musculoskeletal disorders at work

Musculoskeletal disorders (MSDs) are the most prevalent work-related health problem in Europe, and are among the most common causes of disability, sick leave and early retirement. As a result, they not only reduce the quality of life of individual workers, but are also highly detrimental to businesses and national economies. This problem must therefore be addressed to improve worker health and well-being, make companies more competitive and reduce the burden on national health systems.

This campaign raises awareness of work-related MSDs and the importance of employers, managers and employees working together to prevent and manage them. It aims to help companies deal with MSDs in a systematic way by providing practical tips and guidance and good practice examples and case studies, along with other information materials and resources.

The 2020-22 Healthy Workplaces Campaign has the following objectives:

1. to raise awareness of the importance and relevance of preventing work-related MSDs by providing facts and figures on exposure to and the impact of MSDs;
2. to promote risk assessment and proactive management of MSDs by providing access to resources on MSDs, such as tools, guidance and audio-visual materials;
3. to demonstrate that MSDs are an issue for everyone in all types of workplaces across all sectors and can be successfully tackled, including by providing good practice examples;
4. to improve knowledge about new and emerging risks and other developments in relation to work-related MSDs;
5. to increase awareness of the importance of reintegrating and retaining workers with chronic MSDs and how this can be done in practice;
6. to mobilise and stimulate effective collaboration among different stakeholders by bringing them together and facilitating the exchange of information, knowledge and good practices.

More information about the campaign can be found at www.healthy-workplaces.eu

Musculoskeletal disorders are the most prevalent work-related health problem in Europe.



Healthy Workplaces Good Practice Awards

The European Agency for Safety and Health at Work (EU-OSHA), together with the Member States, organises the **Healthy Workplaces Good Practice Awards** alongside its Healthy Workplaces Campaigns. The awards help to demonstrate the benefits of good safety and health in the workplace, and serve as a **platform for sharing and promoting good practices across Europe**.

The specific aim of the 2020-22 Healthy Workplaces Good Practice Awards is to highlight leading examples of organisations that **actively prevent and manage MSDs in the workplace**. EU-OSHA is looking for examples that demonstrate a **holistic approach** to occupational safety and health (OSH) management, with **both employers and employees committed to working together to prevent MSDs**.

The jury will also be looking for interventions that are both **sustainable and transferable**.

EU-OSHA welcomes entries from all interested organisations and individuals across Europe, and also from intermediaries such as social partners, safety and health practitioners and professionals, and advisers on OSH at the workplace level.

In April 2022, the winners will be announced and they will receive their awards at a ceremony later in the year. The achievements of all the organisations that have taken part will also be celebrated. Details of all awarded and commended examples will be widely promoted across Europe and published on the EU-OSHA website.



What types of good practice can be entered?

Any **real-life examples of innovative and effective OSH management approaches for MSD prevention** can be entered.

Entries should clearly **describe how good management practices have been implemented** in the workplace and what has been achieved, including aspects such as:

- how risk assessment was organised in a comprehensive and effective way, covering all relevant risks for all groups of workers;
- the way in which the hierarchy of prevention was followed;
- how MSD-related risks were eliminated by design solutions ('ergonomic design'); examples of workplace design, the design of work equipment, processes, etc., are particularly encouraged;
- the ways in which awareness was increased and a prevention culture encouraged;
- how supportive measures, such as workplace adaptations/improvements, were implemented to ensure that a worker already suffering from an MSD could continue working or was able to return to work. The MSD could be work-related or non-work-related.

Addressing MSDs will improve worker health and well-being, make companies more competitive and reduce the burden on national health systems.



What should an entry demonstrate?

The tripartite jury will be looking for evidence of:

- a holistic approach to safety and health at work;
- real and demonstrable improvements in safety and health in relation to work-related MSDs;
- the prioritisation of collective measures over interventions focusing on the individual;
- effective participation and the involvement of workers and their representatives;
- the sustainability of the intervention over time;

- transferability to other workplaces (in other Member States, in different sectors and of different sizes);
- timeliness (the intervention should either be recent or not be widely publicised).

In addition, the intervention should meet, and ideally exceed, the relevant current legislative requirements of the Member State in which it has been implemented. Products, tools and services developed for commercial purposes will not be considered in the competition.

Visit the website – <https://healthy-workplaces.eu/en/get-involved/good-practice-awards> – for examples of good practices that have been awarded in previous years.

MSDs are an issue for everyone in all types of workplaces across all sectors and can be successfully tackled.



Who can take part?

Good practice entries can be submitted to the competition by all organisations active in EU Member States, candidate countries and potential candidate countries, as well as members of the European Free Trade Association (EFTA), including:

- individual enterprises or organisations of all sizes;
- training providers and members of the education community;
- employers' organisations, trade associations, trade unions and non-governmental organisations;
- regional or local OSH prevention services, insurance services and other intermediary organisations.

How to participate?

All entries are first judged at the national level by EU-OSHA's network of focal points. National winners then take part in the pan-European competition, after which the overall winners are selected.

The network partner in your country can provide you with details on how to enter the competition. Visit <https://healthy-workplaces.eu/en/get-involved/good-practice-awards> to find out how to get in touch with your national focal point and check the national deadlines.

*Follow the campaign
on social media:
#EUhealthyworkplaces*

A woman with long dark hair, wearing a grey blazer over a white top, is shown from the chest up. She is stretching her neck and shoulders with her hands behind her head. Her eyes are closed, and she has a slight smile. The background is a blurred office environment with a laptop and papers on a desk. A semi-transparent green and blue gradient box is overlaid on the bottom right of the image, containing text.

The European Agency for Safety and Health at Work (EU-OSHA) invites entries for the **15th Healthy Workplaces Good Practice Awards in occupational safety and health**. As part of the 2020-22 campaign, **Healthy Workplaces Lighten the Load**, the competition aims to recognise organisations making outstanding and innovative contributions to safety and health by preventing musculoskeletal disorders in the workplace.

The **European Agency for Safety and Health at Work (EU-OSHA)** contributes to making Europe a safer, healthier and more productive place to work. Set up by the European Union in 1994 and based in Bilbao, Spain, the Agency researches, develops and distributes reliable, balanced and impartial safety and health information, networking with organisations across Europe to improve working conditions.

EU-OSHA also runs **Healthy Workplaces Campaigns**, backed by the EU institutions and European social partners, and coordinated at the national level by the Agency's network of focal points. The 2020-22 campaign, **Healthy Workplaces Lighten the Load**, aims to raise awareness of work-related MSDs and the need to manage them and to promote a culture of risk prevention.

European Agency for Safety and Health at Work

C/Santiago de Compostela 12

48003 Bilbao, SPAIN

Email: information@osha.europa.eu

www.healthy-workplaces.eu

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