

>> Acting together for coherent and effective prevention

A collective, multidisciplinary and participatory approach must be undergone. It requires the involvement of all stakeholders.

This approach aims to transform work situations through different types of actions:

TECHNICAL

- Design and layout of premises for suitable workspaces
- Work in comfort zones for joints
- Choice of suitable equipment (handling assistance, automation)
- Weight reduction of packaging

ORGANIZATIONAL

- Balance between workload, staff and break time
- Increase of the task variety by promoting mutual help
- Possibility to organize ones work
- Taking into account the learning time

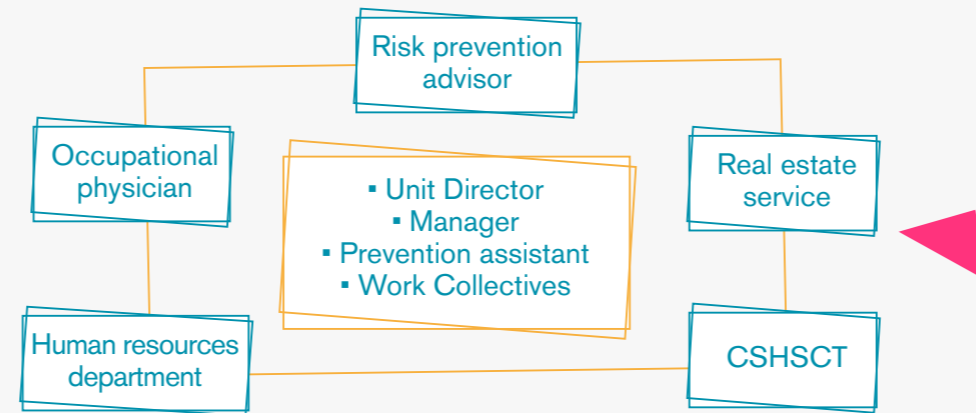
HUMAN

- Support at work
- Training and transmission of know-how
- MSDs risk information and awareness
- Professional career support

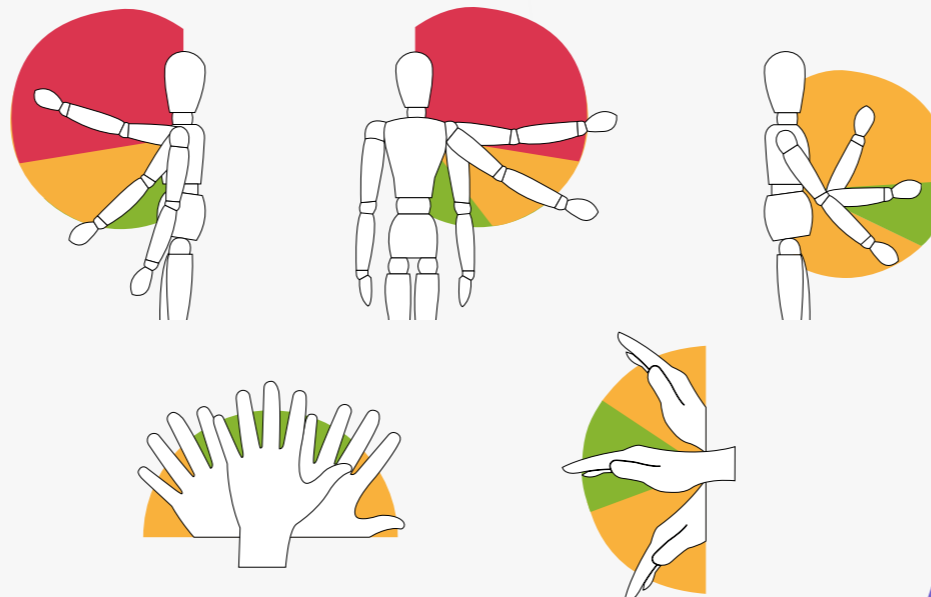
In order to prevent these diseases from becoming chronic, they must be diagnosed and managed early.

Talk to your occupational physician about it.

>> Identify resource actors



>> In your daily movements, promote green areas!



MSDs ALL CONCERNED!



MUSCULOSKELETAL DISORDERS

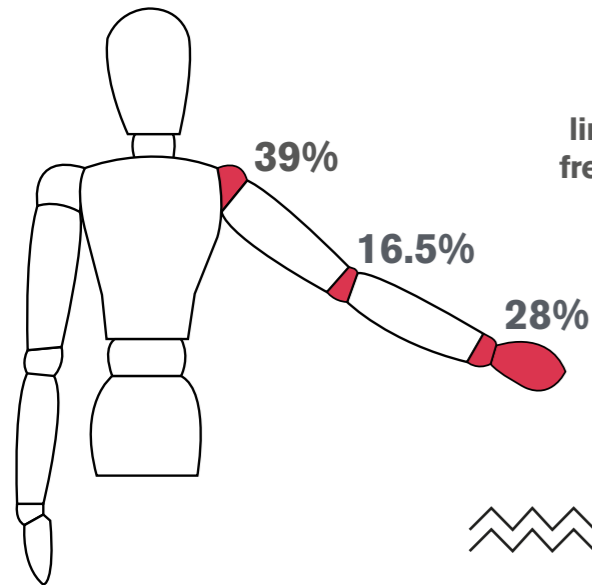
>> What are MSDs?

Musculoskeletal disorders (MSDs) affect joints and can be work-related.

Pain is the main symptom. It can be accompanied by numbness and tinglings that initially disappear after a break (weekend or holidays). The pain then settles permanently and the injuries can lead to a decrease in joint mobility.

MSDs can lead to serious and long-term disabilities with consequences in professional and personal life. They can potentially concern all jobs at Inserm and both women and men, regardless of age.

>> Prime cause of occupational illness



The joints of the upper limb are the most frequently affected at Inserm.

>> Identify risk factors in work situations

MSDs result from a combination of several factors and are related to their number and/or intensity.



A context of organizational change, or uncertainty in employment are sources of stress and are also risk factors for MSDs.

Constraints related to undersized or cluttered workplaces or to the use of unsuitable equipment contribute to creating at risk situations. Cold work, vibrations and noise can enhance biomechanical factors.