

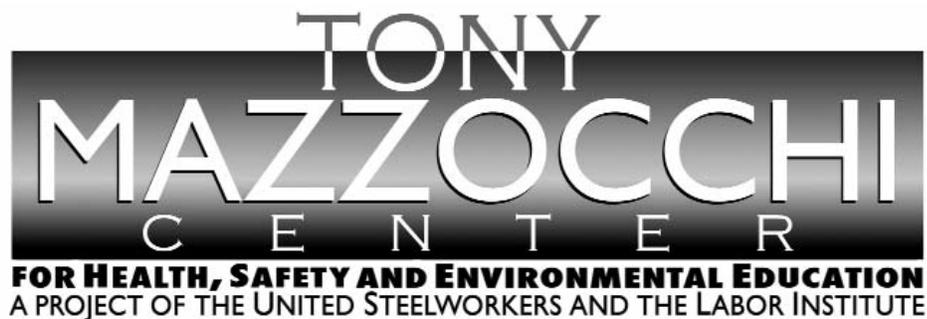


Manual Lifting Causes Sore Back

Purpose

To share “lessons learned” gained from incident investigations through a small group discussion method format.

To understand “lessons learned” through a Systems of Safety viewpoint.



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Lessons Learned

Volume 09, Issue 32

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Background Information

Before beginning this Lessons Learned, please review this and the next page which contain information that will introduce the concepts of Lessons Learned and Systems of Safety.

Creating a safe and healthy workplace requires a never ending search for hazards that sometimes are not obvious to us. These hazards exist in every workplace and can be found by using various methods. Lessons Learned are just as the name suggests: learning from incidents to prevent the same or similar incidents from happening again.

Systems Are Not Created Equal: Not equal in protection and not equal in prevention.

Using our Systems Focus to uncover system flaws or root causes is only one part of controlling hazards. We also need to look at the systems involved to decide on the best way to deal with the problem. The most effective way to control a hazard is close to its source. The least effective is usually at the level of the person being exposed. The system of safety in which the flaw is identified is not necessarily the system in which you would attempt to correct the flaw.



Major Safety System	Design & Engineering	Maintenance & Inspection	Mitigation Devices	Warning Devices	Training & Procedures	Personal Protective Factors
Level of Prevention	Highest—the first line of defense		Middle—the second line of defense			Lowest—the last line of defense
Effectiveness	Most Effective		←————→			Least Effective
Goal	To eliminate hazards	To further minimize and control hazards				To protect when higher level systems fail
EXAMPLES OF SAFETY SUB-SYSTEMS**	Technical	Inspection and Testing	Enclosures, Barriers Dikes and Containment	Monitors	Operating Manuals and Procedures	Personal Decision-making and Actions HF
	Design and Engineering of Equipment, Processes and Software	Maintenance	Relief and Check Valves	Process Alarms	Process Safety Information	Personal Protective Equipment and Devices HF
	Management of Change (MOC)**	Quality Control	Shutdown and Isolation Devices	Facility Alarms	Process, Job and Other Types of Hazard Assessment and Analysis	Stop Work Authority
	Chemical Selection and Substitution	Turnarounds and Overhauls	Fire and Chemical Suppression Devices	Community Alarms	Permit Programs	
	Safe Siting	Mechanical Integrity	Machine Guarding	Emergency Notification Systems	Emergency Preparedness and Response Training	
	Work Environment HF				Refresher Training	
	Organizational (must address a root cause)				Information Resources	
	Staffing HF				Communications	
	Skills and Qualifications HF				Investigations and Lessons Learned	
	Management of Personnel Change (MOPC)				Maintenance Procedures	
	Work Organization and Scheduling HF				Pre-Startup Safety Review	
	Work Load					
	Allocation of Resources					
	Buddy System					
	Codes, Standards, and Policies**					

HF - Indicates that this subsystem is often included in a category called Human Factors.

* There may be additional subsystems that are not included in this chart. Also, in the workplace many subsystems are interrelated. It may not always be clear that an issue belongs to one subsystem rather than another.

** The Codes, Standards and Policies and Management of Change subsystems listed here are related to Design and Engineering. These subsystems may also be relevant to other systems; for example, Mitigation Devices. When these subsystems relate to systems other than Design and Engineering, they should be considered as part of those other systems, not Design and Engineering.

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Lessons Learned Statement:

Failures in the **Design and Engineering System of Safety** resulted in a worker suffering from a sore back. The worker was tasked to repeatedly and manually handle approximately 1,060 pounds of ingredients over the course of his shift. The **Design and Engineering System of Safety** provides the highest level of protection for eliminating this type of hazard.

Providing a mechanical means to lift the 50-pound bags of zinc will eliminate the need for the worker to manually lift them. Assistance from another worker will also minimize the hazards of overexertion when more batches than normal are required. *Work Load* is a Subsystem of the **Design and Engineering System of Safety** which can be used to effectively keep this type of hazard under control.

Discussion:

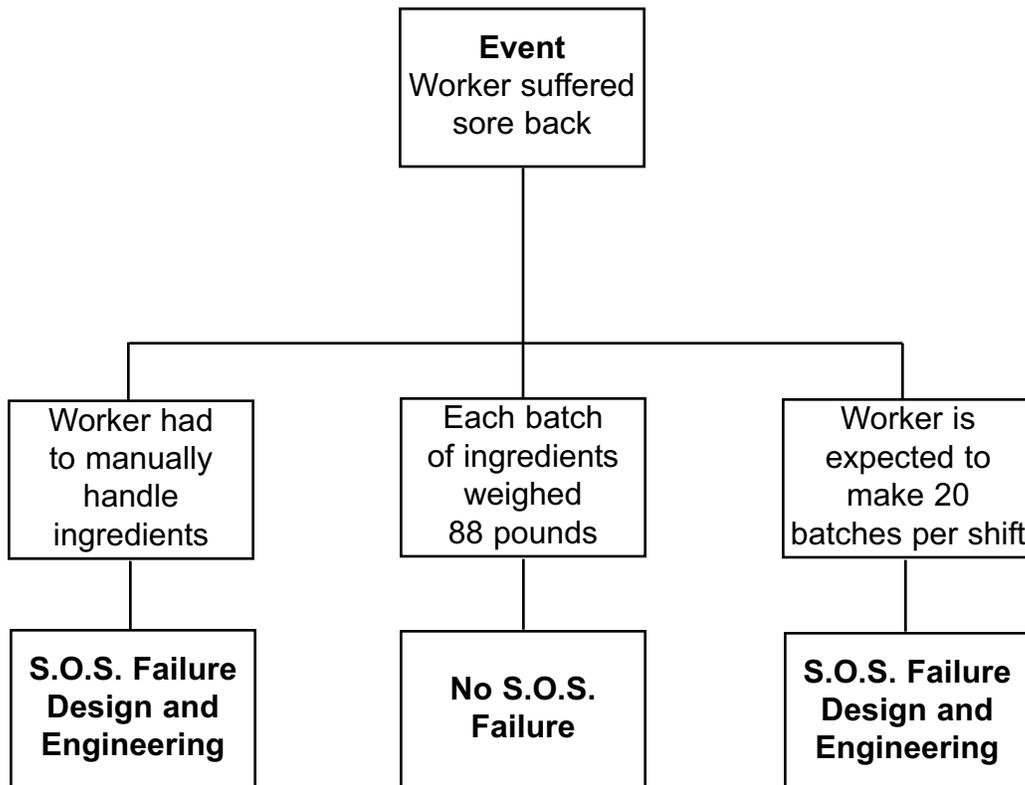
A shift worker was tasked to add various minor ingredients into a hopper. At the end of the manufacturing process, the ingredients would end up as glass fibers. A 50-pound bag of zinc, plus 38 pounds of additional ingredients, for a total of 88 pounds, is required to make one batch. The worker is expected to make approximately 20 batches per shift. So the worker could potentially lift and carry a total of 1,060 pounds of ingredients over a period of one shift.

The current procedure is to manually lift a 50-pound bag from a storage pallet and carry it over to a scale to get it weighed. Once weighed, the worker lifts the bag off the scale, carries it over to an elevated platform and sets it down. The worker then climbs up the stairs of the platform, picks up the 50-pound bag from the floor to his chest level and finally sets the bag on the edge of the mixer. The bag is then cut open and the ingredients are added into the mixer.

At the end of his shift, the worker's back was aching. In the near future, the expectation will be to make 24 batches per shift, instead of the normal 20. Multiplying 88 pounds per batch by 24 batches per shift, equals 2,112 pounds that will have to be manually handled over the course of a shift by one worker.

Analysis

The Logic Tree is a pictorial representation of a logical process that maps an incident from its occurrence, “the event,” to facts of the incident and the incident’s root causes.



Recommended Actions

1. Provide a mechanical means to lift the 50-pound bags of zinc.
2. Provide a second person when more batches than normal are required.

Education Exercise

Working in your groups and using the Lessons Learned Statement, Discussion, Analysis and Recommended Actions, answer the two questions below. Your facilitator will give each group an opportunity to share answers with the large group.

1. Give examples of ways to apply the Lessons Learned Statement at your workplace.

2. Of the examples you generated from Question 1, which will you pursue in your workplace? (**Note:** When we say something you may pursue, we mean a joint labor-management activity or a union activity rather than an activity carried out by you as an individual.)

Trainer’s Lessons Learned Success Inventory

Following a Lessons Learned (LL) session, **the trainer who led the LL** should complete this form. This information will: 1) Help you reflect on the successes and challenges of the session; 2) Help USW with new curriculum development; and 3) Help USW as a whole better understand how the LL Program is supporting their workers.

By reviewing LL from different sites or from other areas of their workplaces, workers are able to analyze the information and apply these lessons to their own workplaces in order to make their workplaces healthier and safer.

1. Site name (if there are participants from more than one site, please list all).

2. Date of LL training _____
3. LL number used in today’s Training _____
4. Your name _____
5. **Summary of Education Question 1:** Please summarize participants’ examples of ways to apply this LL Statement to their workplace.

Please continue on reverse side.

- 6. Summary of Education Question 2:** Please summarize actions or recommendations participants discussed pursuing at their workplace(s).

Thank you for completing this form.

EVALUATION

Lessons Learned: Manual Lifting Causes Sore Back

Please answer the two questions below:

1. How important is this lessons learned to you and your workplace? (Circle one.) Rate on a scale of 1 to 5, with 5 being the most important.

1	2	3	4	5
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2. What suggestions would you make to improve this Lessons Learned?

End of Training Trainer's Instructions

Please complete the information below.

Trainer's Name _____
(Please Print)

Date of training: _____

No. of Participants: Total _____ Hourly _____ Management _____

Location of Training: _____

USW Local # _____

Send:

1. This page;
2. The Education Exercise (page 8);
3. The Trainer's LL Success Inventory form (pages 9 and 10);
4. The evaluation for each participant (page 11); and
5. The Sign-in sheet (page 13) to:

If you are a TOP Site (excluding DOE TOP Sites)	Send to: Steve Cable 2915 Gradient Drive St. Louis, MO 63125
All other sites (including DOE TOP Sites)	Send to: Doug Stephens United Steelworkers 3340 Perimeter Hill Drive Nashville, TN 37211

Thank you for facilitating the sharing of this
Lesson Learned with your coworkers.



SIGN-IN SHEET *(Please print clearly.)*

Class Title: _____ **Class Completion Date:** _____

Location (City, State)/Facility: _____

Grant Program: _____ **Dist. & LU #:** _____

Instructors: 1) _____ **2)** _____

3) _____ **4)** _____ **5)** _____

Name (print first and last)

Check one:

		Hourly	Management
1			
2			
3			
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