



Care for your body while moving persons



Why it matters

51%

of care workers lift or move people daily



60%

of nurses report low back pain



Patient handling is the leading cause of sick leave, high staff turnover and burnout among careworkers

Quick Wins

Apply basic transfer techniques

Explanation of the Mobility classes

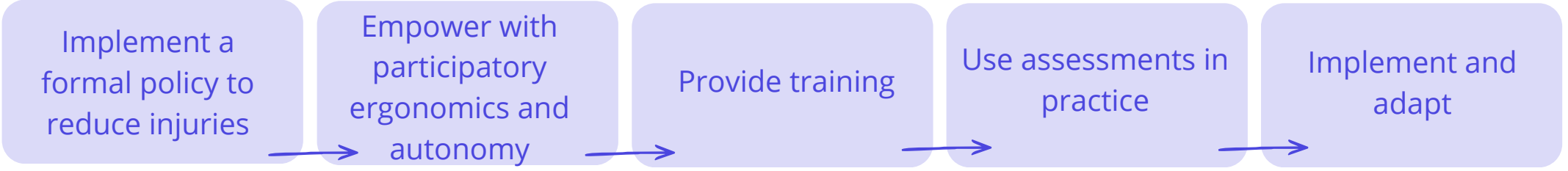
Use sliding sheets to reduce force

Use assistive devices for heavier tasks

Person centred

Encourage independent movement

Use a haptic approach: conscious touch and close presence means greater trust, calmness, and comfort



Tools



CEN ISO TR 12296 guideline as a reference



eUlift-app: for basic transfer training, use of slidings sheet and 3D instructions for safe patient handling



TilThermometer (assess the physical load at your ward) and MK5 (assess the service user)



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Support safer care with comprehensive training



Why it matters

PREVENTION

Adequate training is a key determinant in success/fail of patient handling policy

+

COSTS

Untrained staff generate costs to individuals, organisations and society

+

CONTEXT

Training alone is not sufficient if the work context remains unchanged or unsafe

Quick Wins

Training matters but motivation, context and team culture decide whether it sticks



One on one training on the job



Better trained care workers provide safer care

Create your competence matrix

1. Define the ergonomic core of each job, the physical demands and key tasks.
2. List the knowledge and skills needed to perform those tasks correctly.
3. Map them together, so every team member can see what they need to know.



Establish ergocoaches

An ergocoach is a trained team member (care worker) who promotes safe, healthy working practices at the workplace and supports colleagues in applying good ergonomics and the use of aids in their daily tasks.

Tools



[Eulift-app](#) with 3D instructions and animations



[Safe Patient Handling and Movement Handbook](#)



[ZelfredzaamheidsRadar](#) (ENG & NL)

MK5, BMAT or VERVdecisiontree (NL) to assess the service user
Risicoradar & Beleidsspiegel (NL)



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Co-funded by the European Union



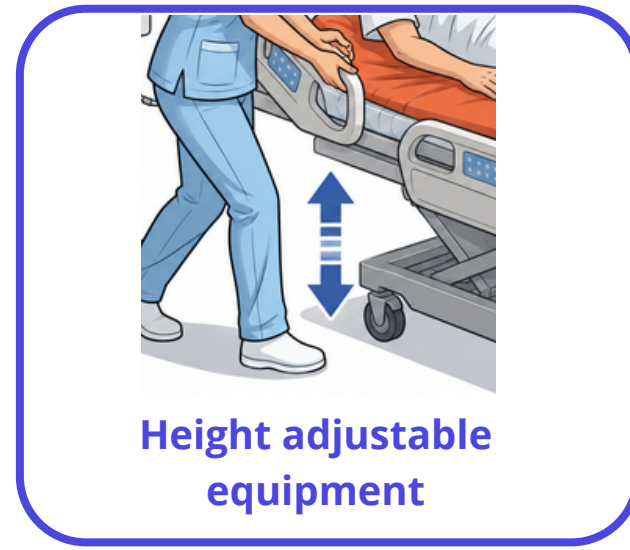
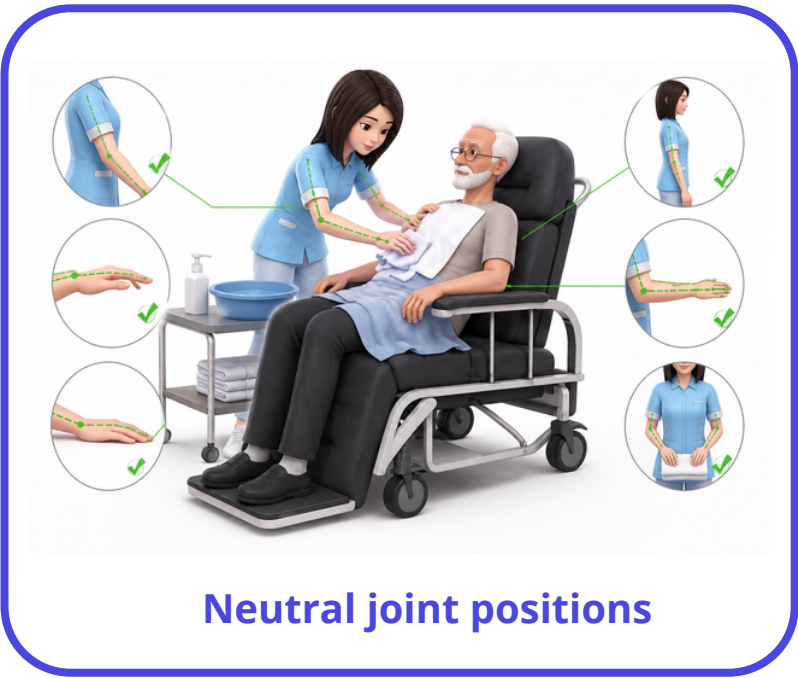
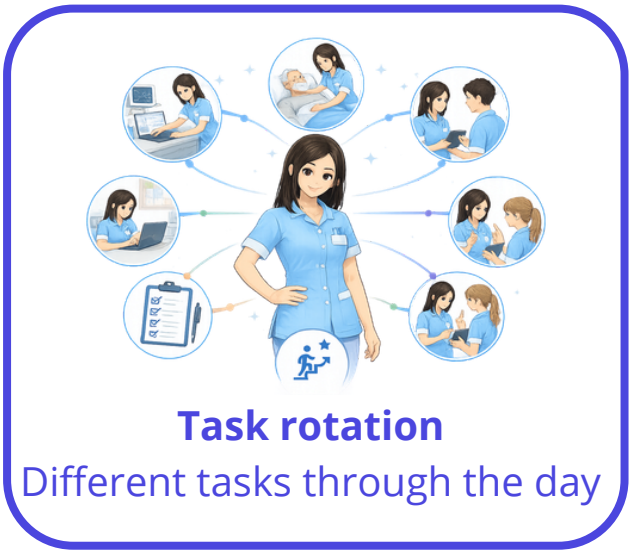
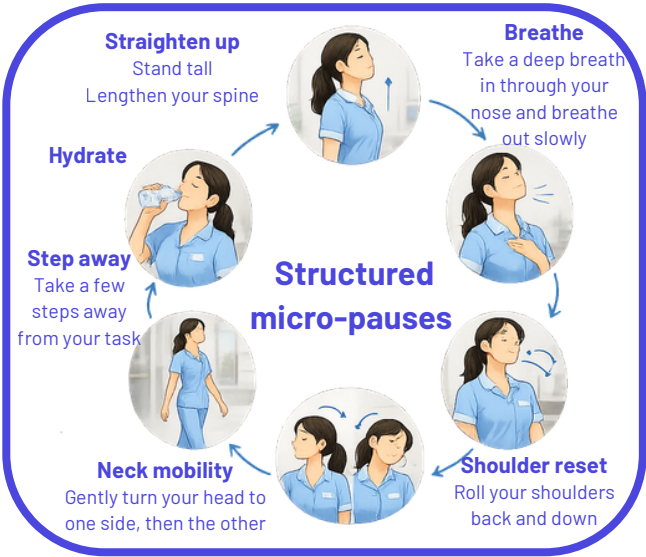
Avoid repetitive strain in care



Why it matters

- Repeating the same movements too often strains muscles and tendons.
- Using force while performing repetitive tasks increases injury risk.
- Working in fixed or awkward postures puts extra stress on joints.

Quick Wins



Tools

- [OCRA index](#)
- [ISO 11228-3:2026](#) Part 3 Repetitive movements and exertions of the upper limb
- [eUlift app](#)



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Manage workload in care



Why it matters

45%
of European organisations identify time pressure as a major MSD risk factor

50%
of care workers experience high time pressure at work

70%
of nurses work overtime at least once per week
52%
of those nurses do this unpaid

Quick Wins

Organise work Take control Balance time pressure



Focus on tasks within your role



Balanced workloads allow caregivers to focus on quality care



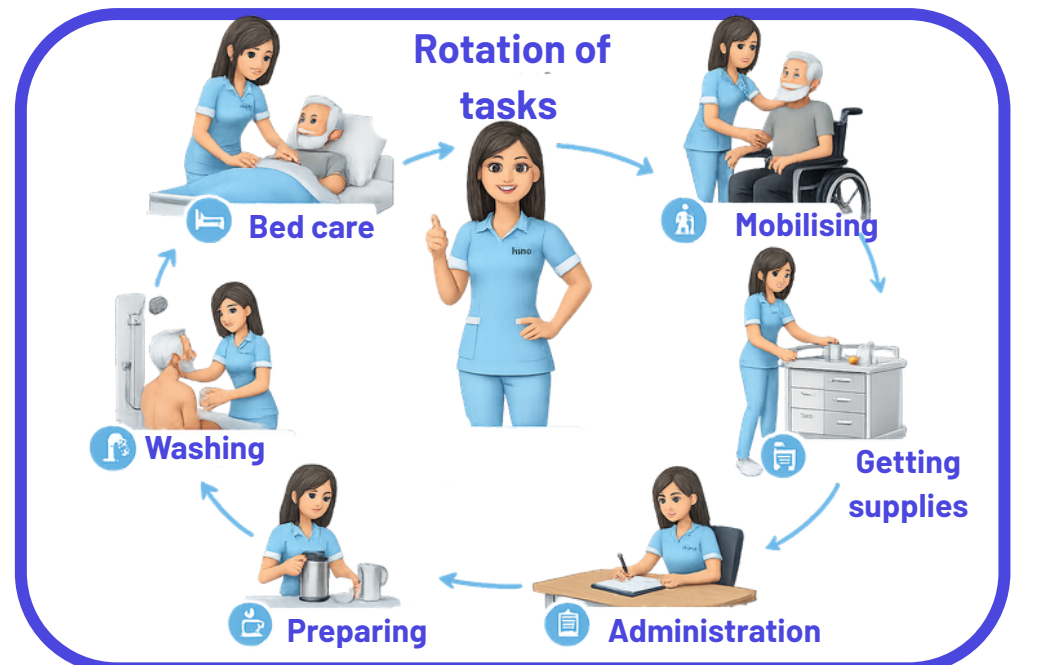
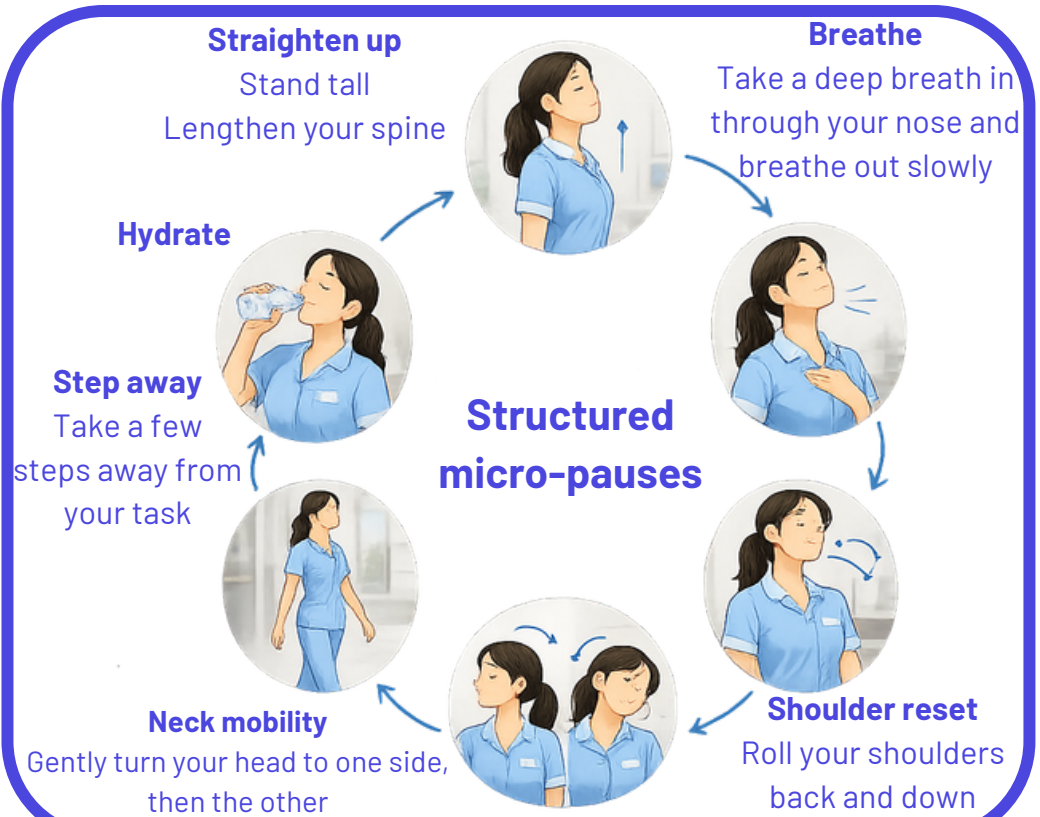
Optimise workload, work organisation, and work-life balance



Immediate team communication and participatory solutions



Speak up if you need help ask for assistance/support



Tools and policy

MAPO

(Movement and Assistance of Hospital Patients)



EU-OSHA OIRA

Online Interactive Risk Assessment Tool



EU-OSHA Healthy Workplaces

Campaign Resources & OSHwiki

TiThermometer



Implement mandatory
MSD risk assessment



Enforce and strengthen
the legislative framework
upholding laws protecting
workers' health and safety



Enough staff - safe workload



Establish occupational health
surveillance and reporting system

**Integrated multidimensional
MSD prevention programmes**
combine ergonomics, staffing and wellbeing in MSD
prevention strategies that require physical,
organisational and psychosocial measures



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Maintain a respectful workplace in care



Why it matters

Psychosocial risks and physical workload often interact, increasing the risk of musculoskeletal disorders

79%

of the care workforce is female and face a disproportionately higher risk

45%

of all workers report at least one work-related mental health risk factor

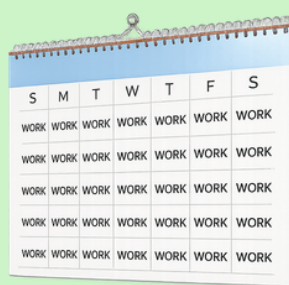
72%

of care workers report dealing with difficult service users

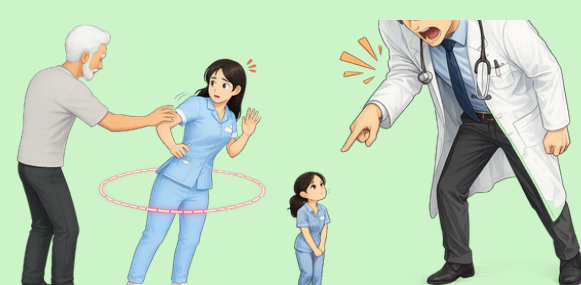
Be aware of the risks



Be aware of team tension and lack of support



Risks may result from inadequate work organisation and excessive workload



Interaction-related risks such as violence, intimidation and verbal aggression

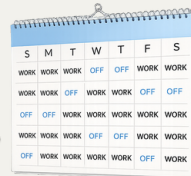
Quick wins



Strong support from supervisors and teams
Employee participation
Sufficient staffing
Good communication



Give autonomy



Strive for a healthy work-life balance



After-hours communication policy



Zero tolerance



Accessible psychological support and confidential counselling



Training in managing aggression

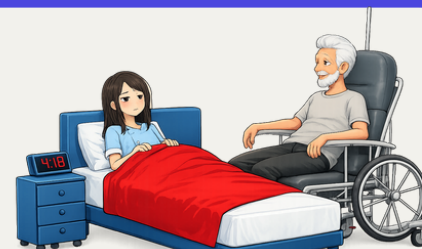
Strengthen reporting culture
Integration into organisational
Always report violation policy
Clear boundaries and violence prevention procedures
Team briefings & aftercare



Find your own way to relax



Optimise sleep hygiene to avoid insomnia



Don't bring your work home

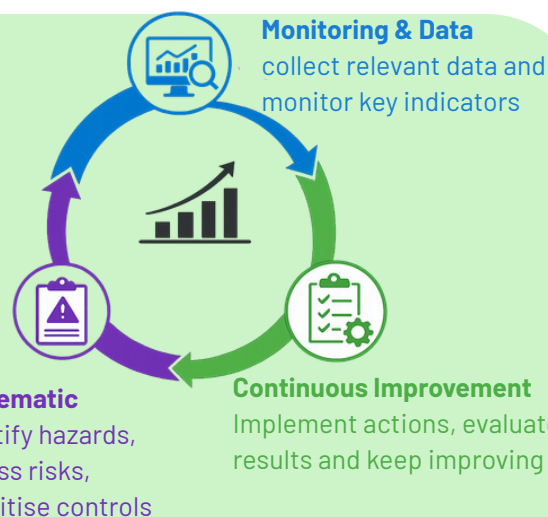
Tools and quality parameters

[EU-OSHA Tools & Publications](#)

[OSH Pulse Datasets](#)

[EASER Surveys](#)

[Traffic Light Model for worktime](#)
[Fi](#) (EU-OSHA case)



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Adopt safer postures in care



Why it matters

Awkward postures

- Forward bending
- Prolonged standing
- Squatting
- Kneeling

increase MSD-related sick leave in care

64%

of care workers are exposed to tiring or painful positions

31%

of European workplaces identify painful or tiring postures as a major MSD risk factor

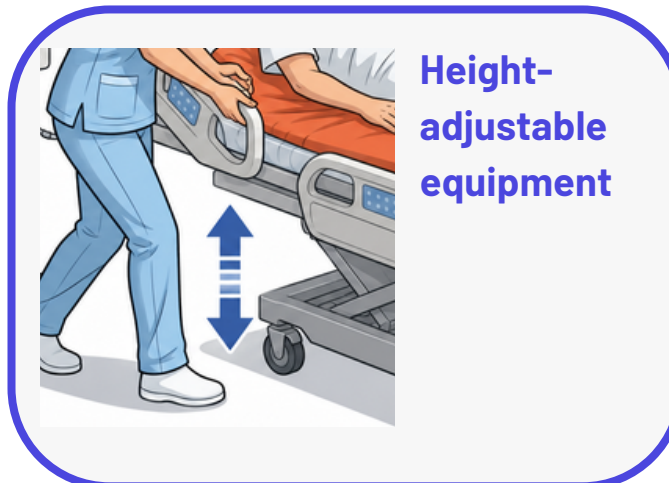
34%

of care workers working hours are spent in static overloaded postures (not moving, not dynamic, awkward working positions)

Quick Wins



**Adjust bed/
equipment height
to maintain an
upright working
posture whenever
possible**



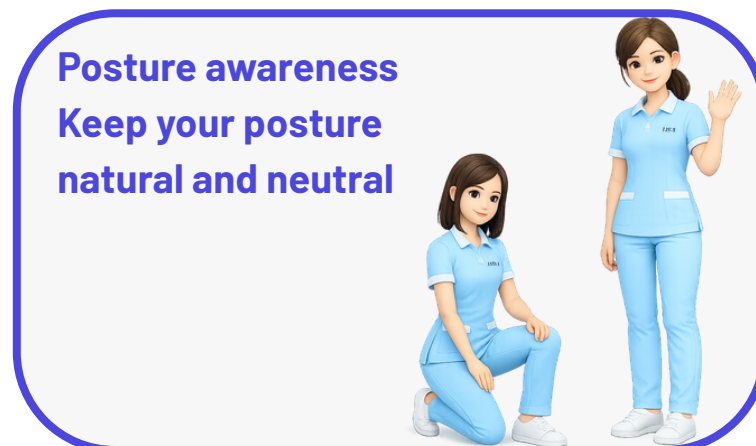
**Height-
adjustable
equipment**



**If the working height is fixed,
adapt your posture to the task**



**Wear proper
footwear**



**Posture awareness
Keep your posture
natural and neutral**



**30 second
posture
recovery**



**Speak up if you are in pain
Ask for
assistance/support**



**Use of basic assistive
aids: slide sheets,
transfer belts,
repositioning boards**



**Use
support
points**

Watch the
videos:



Tools & Ergonomic Policies

**Participatory ergonomics
as a structural method**

Engaging workers in ergonomic solutions and development



**Integration of ergonomics
in initial and life long learning**

Building ergonomic knowledge and skills from early till retirement



**Organisational and work system factors
that support posture recovery**

Implementing policies and practices to allow recovery opportunities for workers



**Integration of Ergonomic Standards
in Procurement and building Design**



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[Stat-meter.com/en](https://stat-meter.com/en)



[EU-OSHA OIRA](https://eu-osh.europa.eu/)

[Online Interactive Risk Assessment Tool](https://eu-osh.europa.eu/)



[Wearable Sensor Systems](https://www.wearable-sensor-systems.com/)

