



Corporate	ICBP029 - Moving and Handling Policy
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Version Number	Date Issued	Review Date
V3	December 2024	December 2026

Prepared By:	Senior Governance Manager, North of England Commissioning Support Unit (NECS)
Consultation Process:	Integrated Care System (ICS) Integrated Governance Workstream
Formally Approved:	January 2025
Approved By:	Executive Committee

EQUALITY IMPACT ASSESSMENT

Date	Issues
December 2024	None identified

POLICY VALIDITY STATEMENT

Policy users should ensure that they are consulting the currently valid version of the documentation. The policy will remain valid, including during its period of review. However, the policy must be reviewed at least once in every 3-year period.

ACCESSIBLE INFORMATION STANDARDS

If you require this document in an alternative format, such as easy read, large text, braille or an alternative language please contact NECSU.comms@nhs.net

Version Control

Version	Release Date	Author	Update comments
1.0	July 2022	Senior Governance Manager, NECS	First Issue
2.0	December 2022	Senior Governance Manager, NECS	Reviewed within the first 6 months of the establishment of the North East and North Cumbria (NENC) Integrated Care Board (ICB), Minor amendments have been made and amendments to roles and responsibilities, following clarification from the NENC ICB subject lead.
3.0	December 2024	Senior Governance Manager, NECS	Minor amendments

Approval

Role	Name	Date
Approver	Executive Committee	January 2025

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1. Introduction

Statistically it has been recognised within the NHS, that the major cause of skeletal and muscular injuries to staff is due to inappropriate manual handling techniques, use of inadequate equipment and in some instances a disregard of good practice and local manual handling policies. It is also recognised that personal injuries to health service staff arising out of manual handling operations can impose a severe financial burden on the NHS.

The Integrated Care Board (ICB) has a Duty of Care under the Health and Safety at Work Act (1974), The Management of Health and Safety at Work Regulations (1999) and the Manual Handling Operations Regulations (1992, as amended 2002), and is fully committed to safeguarding the health and safety of its staff.

The members of the ICB Board recognise they have a statutory duty towards the safety of their employees and others working in or visiting their premises, including contractors and visitors who might be subject to moving and handling risks.

This document sets out the ICB's approach to minimising the incidence of manual handling injuries within its premises and the impact of manual handling on health and wellbeing, delivery of service, the environment and property. It applies to all ICB people, functions, actions and services. It is intended for all types of healthcare buildings including those that perform administrative functions.

2. Purpose and Scope

The aim of this policy is to reduce the incidence of manual handling related injuries and its associated costs, to provide a safer environment for all staff and visitors and to ensure suitable equipment which is designed to reduce manual handling if sufficient and is available.

This document outlines the ICB Policy on Manual Handling which includes:

- **Avoiding** the need for hazardous manual handling, so far as is reasonably practicable.
- **Assessing** the risk of injury from any hazardous manual handling that can not be avoided.
- **Reducing** the risk of injury from hazardous manual handling, so far as is reasonably practicable.

The Policy details the responsibilities of specific individuals and groups for implementing the Policy and supporting procedures.

2. Definitions

Moving and Handling, or Manual Handling, is defined as any *"transporting or supporting of a load by hand or bodily force, and includes lifting, putting down, pushing, pulling carrying or moving loads"*.

'Load' refers to any item or object that is being transported or supported, and includes the handling of a person.. So, for example, the actions taken by member of staff when moving an individual on a SKI PAD/Evac Chair following a fire alarm activation, carrying files, pushing a trolley or moving office equipment such as tables or chairs would all constitute as examples of manual handling activities within the ICB, however this is by no means and exhaustive list.

3. Risk Assessment – Manual Handling Objects

A risk assessment of all manual-handling activities must be undertaken before commencement of the task.

The purpose of a risk assessment is to carry out a systematic analysis of all the work undertaken by employees to identify manual handling operations, and to ascertain which of these pose a significant risk of injury. Factors to be considered are the task, the load, the individual and the working environment including available equipment (further information is provided in Appendix A) and a risk assessment form for assessing the manual handling of objects is provided in Appendix B.

4. Implementation

- 4.1 This policy will be available to all staff via the Intranet.
- 4.2 All managers are responsible for ensuring that relevant staff within the ICB have read and understood this document, and are competent to carry out their duties in accordance with the procedures described.

5. Training

- 5.1 Appropriate mandatory training in manual handling techniques will be provided to all staff. Training will be provided through the Electronic Staff Record (ESR). Managers must ensure that staff within their area of responsibility undertake this training.

Managers must ensure that all lifting equipment is used correctly. Training in the use of equipment must be undertaken in the workplace so that staff feel safe and confident to use the equipment, and it should be incorporated into the statutory training programmes provided for staff. Managers can arrange for the training to be provided in the workplace by the manufacturer where applicable, or may identify a member of staff to be trained and then carry out cascade training for existing staff and any new staff thereafter and record any advice given.

Records of training will be held by the ICB via the ESR system. Managers will be informed via ESR and an ICB nominated lead, of staff who have not completed their mandatory training. Managers should then ensure staff undertake training as soon

as possible; The frequency of manual handling training sessions is identified on the ESR system.

6. Back Care Treatment/Occupational Health

Any member of icb staff is entitled to an Occupational Health (OH) assessment for advice and treatment. To make an all hatch referral, please contact your line manager or HR representative.

7. Related Documents

7.1 Other related policy documents

NENC ICB Health and Safety Policy

7.2 Legislation and statutory requirements

- Health and Safety at Work Etc. Act 1974, HMSO.
- Management of Health and Safety at Work Regulations 1999: Approved Code of Practice, L21 HSE Books.
- Manual Handling Operations Regulations (amended 2002). Guidance on regulations (revised 1998) London. HSE Publications (as amended).
- Provision and Use of Work Equipment Regulation 1998 (PUWER): Approved Code of Practice and Guidance L22, HSE Books.
- Lifting Operations and Lifting Equipment 5. 1998 Regulations LOLER), Approved Code of Practice and Guidance L113, HSE Books.

8. Monitoring, Review and Archiving

8.1 Monitoring

The ICB Board will agree a method for monitoring the dissemination and implementation of this policy. Monitoring information will be recorded in the policy database.

8.2 Review

8.2.1 The ICB Board will ensure that this policy document is reviewed in accordance with the timescale specified at the time of approval. No policy or procedure will remain operational for a period exceeding three years without a review taking place.

8.2.2 Staff who become aware of any change which may affect a policy should advise their line manager as soon as possible. The Executive Director or nominated deputy will then consider the need to review the policy or procedure outside of the agreed timescale for revision.

8.2.3 For ease of reference for reviewers or approval bodies, changes should be noted in the 'version control' table on the second page of this document.

NB: If the review consists of a change to an appendix or procedure document, approval may be given by the executive director, or nominated deputy, and a revised

document may be issued. Review to the main body of the policy must always follow the original approval process.

8.3 Archiving

The ICB Board will ensure that archived copies of superseded policy documents are retained in accordance with Records Management: NHS Code of Practice 2021.

9. Equality Impact Assessment

Initial Screening Assessment (STEP 1)

As a public body organisation we need to ensure that all our current and proposed strategies, policies, services and functions, have given proper consideration to equality, diversity and inclusion, do not aid barriers to access or generate discrimination against any protected groups under the Equality Act 2010 (Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion/Belief, Sex, Sexual Orientation, Marriage and Civil Partnership).

This screening determines relevance for all new and revised strategies, policies, projects, service reviews and functions.

Completed at the earliest opportunity it will help to determine:

- The relevance of proposals and decisions to equality, diversity, cohesion and integration.
- Whether or not equality and diversity is being/has already been considered for due regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED).
- Whether or not it is necessary to carry out a full Equality Impact Assessment.

Name(s) and role(s) of person completing this assessment:

Name: Lee Crowe

Job Title: Senior Governance Manager, H&S, Fire, Security

Organisation: NECS

Title of the service/project or policy: Moving and Handling policy

Is this a;

Strategy / Policy **Service Review**

Project

Other [Click here to enter text.](#)

What are the aim(s) and objectives of the service, project or policy:

The aim of the policy is to ensure ICB considers Health and Safety along with its other business objectives and to ensure that the ICB follows the details stipulated within H&S Regulations.

Who will the project/service /policy / decision impact?

(Consider the actual and potential impact)

- **Staff**
- **Service User / Patients**
- **Other Public Sector Organisations**
- **Voluntary / Community groups / Trade Unions**
- **Others, please specify** [Click here to enter text.](#)

Questions	Yes	No
Could there be an existing or potential negative impact on any of the protected characteristic groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Has there been or likely to be any staff/patient/public concerns?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Could this piece of work affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Could this piece of work affect the workforce or employment practices?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does the piece of work involve or have a negative impact on: <ul style="list-style-type: none"> Eliminating unlawful discrimination, victimisation and harassment Advancing quality of opportunity Fostering good relations between protected and non-protected groups in either the workforce or community 	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered no to the above and conclude that there will not be a detrimental impact on any equality group caused by the proposed policy/project/service change, please state how you have reached that conclusion below:

The policy is a review of an existing policy and has received only minor updates. There is no fundamental change to the content therefore the previous EIA which concluded 'no impact' remains appropriate

If you have answered yes to any of the above, please now complete the 'STEP 2 Equality Impact Assessment' document

Accessible Information Standard	Yes	No
Please acknowledge you have considered the requirements of the Accessible Information Standard when communicating with staff and patients. https://www.england.nhs.uk/wp-content/uploads/2017/10/accessible-info-standard-overview-2017-18.pdf	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
Graham Evans	Chief Digital and Infrastructure Officer	December 2024

Publishing

This screening document will act as evidence that due regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED) has been given.

Schedule of Duties and Responsibilities

ICB Board	The ICB Board has delegated responsibility to the Executive Committee for setting the strategic context in which organisational process documents are developed, and for establishing a scheme of governance for the formal review and approval of such documents.
Executive Committee	The Executive Committee has delegated responsibility from the ICB Board for setting the strategic context in which organisational process documents are developed, and for establishing a scheme of governance for the formal review and approval of such documents. It is responsible for monitoring compliance with the Moving and Handling Policy.
Chief Executive	The Chief Executive has overall responsibility for the strategic direction and operational management, including ensuring that ICB process documents comply with all legal, statutory and good practice guidance requirements. In addition, the Chief Executive is required to have appropriate health and safety policies and programmes of work in place in order to improve and maintain procedures within the organisation's premises.
Chief Digital and Infrastructure Officer	<p>The Chief Digital and Infrastructure Officer is responsible for Health and Safety, and will lead in:</p> <ul style="list-style-type: none"> • Ensuring that moving and handling measures are implemented by agreeing a programme of action for moving and handling, setting objectives and monitoring their effectiveness and achievements. • Ensuring that managers are familiar with moving and handling procedures and implement them. • Ensuring that appropriate advice is sought from the Senior Governance Manager with the Commissioning Support Unit or external agencies whenever any modification to working practices is planned. • Ensuring the generation and formulation of this policy. • Identifying the appropriate process for regular evaluation of the implementation and effectiveness of this policy. • Identifying the competencies required to implement this policy, and either identifying a training resource or approaching the within the Commissioning Support Organisation for assistance. • Notifying the policy co-ordinator of any revisions to this document. • Arranging archived copies of superseded policy documents are retained in accordance with Records Management: NHS Code of Practice 2021.
All line managers	<p>Heads of Service and managers are responsible for:</p> <ul style="list-style-type: none"> • Ensuring the release of staff time to undertake manual handling training as set out in the mandatory training requirements for

	<p>commencing employment and at refresher training at appropriate intervals where required.</p> <ul style="list-style-type: none"> • Ensuring that risk assessments of manual handling activities are carried out and appropriate control measures are put in place to manage the risks as far as reasonably practicable; This may include provision to provide appropriate equipment. • Enabling staff to utilise their learning from the training when back in their working environment. • Determining that all agency staff and short-term staff, prior to employment commencing manual handling activities, have received appropriate manual handling training where needed. • Identification and provision of moving and handling equipment needs through assessment and practical evaluation of equipment suitability and compatibility. • Ensuring that moving and handling equipment is maintained in a safe and serviceable working state. That its use remains appropriate to the task for which it is intended, and that relevant staff are trained and competent to operate the equipment in use in line with the Provision and Use of Work Equipment Regulations (PUWER) 1998 (7) and the Lifting Operations and Lifting Equipment Regulations (LOLER) 1998 (8). • Identification of moving and handling risks by monitoring practices, auditing department incident reports and thorough, prompt, accident investigation and reporting to the Senior Governance Officer, Health and Safety. • Maintaining a list of moving and handling equipment available for staff to use, with information on where it is kept, how to access it and any loan arrangements.
<p>All Staff</p>	<p>ICB employees are responsible for actively co-operating with managers in the application of this policy to enable the ICB to discharge its legal obligations and in particular;</p> <p>Regulation 5 of the Manual Handling Operations Regulations 1992 (as amended) states that: <i>'Every employee while at work shall make full and proper use of any system of work provided for his use by his employer in compliance with Regulation 4(1)(b)(ii) of these regulations.'</i></p> <p>All employees already have a duty under the Health and Safety at Work Act 1974 to report any areas where they feel they are working at risk to themselves, their colleagues.</p> <p>All staff shall ensure that:</p> <ul style="list-style-type: none"> • They take care of their own health and safety and that of others who may be affected by their activities when involved in manual handling operations. • They know their role in the implementation of the Moving and Handling Policy and comply with the policy. • They participate in any mandatory training (including required updates) given in manual handling principles relevant to their work

	<p>prior to undertaking any hazardous manual handling operations as part of their duty.</p> <ul style="list-style-type: none">• They are competent in the use of, and do utilise, any equipment that has been provided to reduce the risk of injury in moving and handling activities or other factors relating to this activity.• They bring to their manager's attention to any equipment that is needed to reduce the potential risk of injury in moving and handling operations or report any defects/problems in mechanical aids relating to this activity.• They actively participate in the risk assessments of hazardous moving and handling operations to determine measures to reduce the potential risk of injury.• They report any change in working conditions, personnel involved in moving and handling operations or a significant change in the nature of the task or the load that may necessitate a review of the risk assessment procedure.• They report to their line manager any medical conditions (including pregnancy) that may affect their ability to undertake manual handling operations so risks can be adequately assessed.• They report promptly to their line manager any accidents and incidents resulting from moving and handling operations and complete an incident report form. They self-refer to Occupational Health if they suspect their injury resulted from a manual handling operation.
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Appendix A

Further Guidance for Manual Handling Operations and the Safety of Equipment

The Manual Handling Operations Regulations 1992 (as amended) stipulates a hierarchy of strategies with regard to manual handling:

Avoid or eliminate hazardous manual handling operations as far as is reasonably practicable; this may be done by redesigning the task to avoid moving the load or by automating or mechanising the process.

Assess a task where manual handling cannot be avoided, in a suitable and sufficient manner; and

Reduce or control the risk as far as is reasonably practicable – particular consideration should be given to the provision of mechanical assistance, but where this is not practicable other improvements to the task, the load, and the working environment should be explored.

Inform, instruct and train employees (to change behaviour), supported by supervision.

Review and re-assess tasks following any changes to ensure other risks are not introduced,

Good manual handling risk assessment should include the:

- Task.
- Individual.
- Load.
- Environment.

Individual Capability

NB: There are no maximum weights that anyone can safely lift as everyone's capability is different. There is a wide range of physical capability amongst the working population.

Lifting and Lowering

To obtain maximum capability when carrying out a manual handling operation that involves lifting or lowering the object should be held at waist height and close into the body. If the object is held at arm's length, below the waist or above shoulder this will result in a significant reduction in capability to safely lift or lower loads.

Equipment

It is accepted that in many cases the use of suitable handling equipment will greatly reduce the occurrence of skeletal or muscular injury. Manual handling problems can be exacerbated by inappropriate purchase of equipment, the lack of equipment, using the wrong equipment or inappropriate training in the use of the equipment.

Chairs

All NHS equipment including chairs must conform to NHS Supplies requirements with regard to fire retardancy, construction and covering.

Advice on the suitability of manual handling equipment can be obtained from the Governance Manager (Health and Safety) within North of England Commissioning Support Unit (NECS).

Appendix B

Manual Handling Risk Assessment – North East and North Cumbria ICB

Section A	
Site.....Department.....	
Task description:	
Operations covered by this assessment (detailed description):	Control measures currently in use (e.g. deliveries brought to point of use):
Location(s):	Equipment currently in use (e.g. trolleys, barrows, etc)
Personnel Involved (numbers, staff, contractor etc)	

Re-assess the risk taking into consideration the control measures already in place

Likelihood of incident: Rare (1) Unlikely (2) Possible (3) Likely (4) Certain (5)

Consequence of incident: Negligible (1) Minor (2) Moderate (3) Major (4) Catastrophic (5)

The numbers in the brackets are the risk score. Multiply the likelihood X consequence to achieve the risk score. **Risk score**

If the risk Score is 8 or over/ consequence is 4 or 5 go to section B. If the Score is less than 8 go to section C. Sign the assessment at the end of section B

Section B - More detailed assessment, where necessary:					
Questions to consider:	If yes, tick appropriate level of risk			Problem occurring from the task (Make rough notes in this column in preparation for the possible remedial action taken)	Possible remedial action (Possible changes to be made to system/task, load, workplace/space, environment. Communication that is needed)
	Low	Med	High		
The tasks - do they involve: <ul style="list-style-type: none"> • Holding loads away from trunk? • Twisting? • Stooping? • Reaching upwards? • Large vertical movement? • Long carrying distances? • Strenuous pushing or pulling? • Unpredictable movement of loads? • Repetitive handling? • Insufficient rest or recovery? • A work rate imposed by process? 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
The loads - are they: <ul style="list-style-type: none"> • Heavy? • Bulky/unwieldy? • Difficult to grasp? • Unstable/unpredictable? • Intrinsically harmful (e.g. sharp/hot)? 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
The working environment - are there: <ul style="list-style-type: none"> • Constraints on posture? • Poor floors? • Variations in levels? • Hot/cold/humid conditions? • Strong air movements? • Poor lighting conditions? • Restricted access and egress? 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
Individual capability - does the job: <ul style="list-style-type: none"> • Require unusual capability? • Hazard those with health problem? • Hazard those who are pregnant? • Call for special information/training? 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		

Other factors: Is movement or posture hindered by clothing or personal protective equipment?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
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Section C – Remedial action to be taken

Remedial steps that should be taken, in order of priority:	Person responsible for implementing controls	Target implementation date	Completed Y/N
1			
2			
3			
4			
5			

Date by which actions should be completed.....:

Risk score following remedial action taken:

Assessors Name:.....Signature:.....Date of assessment.....

Date for 1st review of assessment:.....Date of 2nd review.....Date of 3rd review.....

ACTIVITY

Task

 STOOPING	 LIFTING HIGH	 LIFTING LOW	 HANDLING WHILE SEATED	 REPETITION	 REACHING HIGH	 REACHING LOW	 CARRYING	 TWISTING	 BENDING SIDWAYS	 PUSHING	 PULLING
YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO

Individual

 NEED FOR UNUSUAL STRENGTH, ETC	 TRAINING REQUIRED	 PPE TO BE WORN	 18 - 55 YEARS?	 MEDICAL CONDITION OR HISTORY
YES NO	YES NO	YES NO	YES NO	YES NO

Load

 BULKY/UNWIELDY	 DIFFICULT TO GRIP	 HOT	 COLD	 HEAVY	 LIGHT	 SHARP/ABRASIVE	 UNSTABLE	 ECCENTRIC SHAPE
YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO

Environment

 HOT	 COLD	 HUMID	 WINDY	 DUSTY	 NOISY	 VIBRATING	 OBSTRUCTIONS	 STEPS	 CONFINED SPACES	 SLOPES	 UNEVEN SURFACES
YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO	YES NO

Other Factor