

## Uplift Your Employees by Promoting Back Injury Prevention

Lifting objects is a necessary part of many jobs. However, it's easy for employees to develop bad habits that can harm their backs and put them out of commission. Back injuries are one of the leading causes of disability for workers.<sup>1</sup> Injuries can develop over time from long-term repetitive activity or result from a single mishap.<sup>1</sup>

### Management's Role in Back Injury Prevention

Your role as a business owner is essential in promoting back injury prevention at work. Encourage safe lifting techniques with these actions:

- Create a Workplace Policy – This may include guidelines on proper lifting practices, supervision, team assistance, and using appropriate tools.
- Conduct a Hazard Assessment – Identify lifting risks and work with employees to address them.
- Host Regular Safety Meetings and Training – Discuss safe lifting practices on a frequent basis.
- Provide Lifting Aids – Offer tools like adjustable carts and hoists for heavy items.

### Tips for Safe Lifting

Leading by example can create a safer workplace. Consider reviewing these lifting tips with your team:

- Ensure there's adequate space and a clear path around you.
- Test the weight of each object and ask for help if it's too heavy.
- Bend your knees and use your legs to lift, not your lower back.
- Keep the load close to your body.
- Avoid twisting or stretching while carrying a load.
- Use tools like dollies or hoists for heavier loads.

### Beyond the Workplace

Prioritizing back health doesn't stop at work. Remind your employees to practice these techniques at home, where lifting tasks can also take a toll. Reach out to your local Federated Insurance® marketing representative today for more risk management information or for additional information or to discuss this in further detail, please contact your [Federated](#) regional representative for any additional information or risk management questions. Federated is a Partner in EMA's Board of Directors Council.

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1. OSHA. *Back Disorders and Injuries*. <https://www.osha.gov/otm/section-7-ergonomics/chapter-1>. Accessed September 30, 2025.