



Joint Pool Policy on Materials Handling and Lifting Policy

Due to the frequency and severity of back injuries, whenever possible, employees should seek assistance or use a lifting device when lifting heavy objects. Lifting loads weighing over 45 pounds or believed to be too heavy and cumbersome to lift should not be attempted.

No employee is expected to lift heavy or cumbersome loads without assistance or use of a lifting device. Prior to lifting, employees will inspect the load for hazards. If the load cannot be made safe to move, seek assistance from a co-worker or use a lifting device. If assistance or a lifting device is not available, consult with a supervisor before attempting a lift.

The following is the recommended lifting procedure:

1. Have a good footing on a solid sturdy platform. Whenever possible, one foot should be positioned in front or behind the load and one foot to the side of the load.
2. Be sure to have a good firm grip. Typically, when an employee loses a load, they tend to grab for the load, which usually results in a severe back injury. Do not try to catch a falling load; step away.
3. Take a deep breath and hold it until the load is up in a comfortable position. Proper breathing aids the lifting process and helps prevent back injuries.
4. Lift the load with your legs, not your back. Bend down to the load at the knees; keep your back reasonably straight, lifting with your legs. The legs are the strongest muscles in the body and should provide enough strength to lift most loads.
5. Keep the load close to the body. The farther away the load is from the body increases back strain, hence increasing the likelihood of back injury.
6. Do not try to lift or carry a heavy load over 45 pounds. When in doubt, seek assistance, use a lifting device, or consult a supervisor.



Passed by the NMCA Multi-Line Pool Board of Directors on December 3, 2003.

Passed by the NMCA Workers' Compensation Pool Board of Directors on December 4, 2003.

Revised/passed by unanimous consent of the NMCA Multi-Line Pool Board of Directors on December 16, 2015.

Revised/passed by unanimous consent of the NMCA Workers' Compensation Fund Board of Directors on December 17, 2015.

Effective January 1, 2016 this is a stand-alone policy and changes to the policy do not need to be reviewed or approved by the Pool Boards of Directors.