



# Understanding Occupational Overuse Syndrome

Your essential guide to preventing and managing workplace injuries



# What is OOS?

## Definition

Group of medical conditions from repetitive work movements, not a single diagnosis

## Causes

Repetitive forceful movement and sustained posture without adequate rest

## Impact

Affects muscles, tendons, and ligaments through sustained soft tissue fatigue

# Prevention Strategies

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## **Equipment Design**

Ergonomics assessment of equipment, people, and movement patterns

02

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## **Work Organisation**

Job design, work flows, rates, and incentive structures

03

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## **Environment**

Social and physical workplace factors evaluation

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## **Training**

Safe techniques, hazard awareness, early reporting procedures

05

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## **Policies**

Safety rules, rest breaks, and reporting systems



# Common OOS Conditions

## Hand & Forearm

- Carpal tunnel syndrome
- Tenosynovitis
- Trigger finger

## Elbow

- Epicondylitis
- Radial tunnel syndrome

## Shoulder

- Rotator cuff injury
- Impingement syndrome

## Upper Spine

- Cervical disc herniation
- Thoracic outlet syndrome



# Managing OOS in the Workplace

**1**

## **Medical Assessment**

Obtain specialist medical advice on diagnosis, cause, and management requirements

**2**

## **Workplace Review**

Complete comprehensive assessment of work practices and environment

**3**

## **Rehabilitation**

Coordinate with ACC for vocational rehabilitation planning and support



# Employment Obligations



## Disability Rights

Must accommodate disabilities reasonably under Human Rights Act 1993



## Incapacity Process

Follow procedural fairness guidelines before termination decisions



## Legal Compliance

Meet obligations under Employment Relations Act 2000 and Health and Safety at Work Act



# Take Action Today

OOS is preventable and treatable. Protect your workplace and employees.



## **Assess your workplace**

Identify hazards and implement prevention strategies



## **Get expert support**

Contact [\*\*HR Unlocked\*\*](#) for tailored advice and workplace reviews