

# FREQUENTLY ASKED QUESTIONS

## Research, Data-Sharing and Questionnaires



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### How will participating in the MSD Solutions Index and Onboarding Questionnaire help inform better MSD solutions?

While participating in MSD Solutions Lab research and questionnaires will provide you with individualized feedback on your current MSD risk-reduction efforts, data provided will also help us get closer to answering other questions relevant to MSD solutions. For example, we know that there is not one “golden” solution for MSD prevention and intervention, but by learning from our pledging community on successes in this area, viable solutions already in place can be summarized and shared more widely. Additionally, we envision that participating in the questionnaire and index will provide us with data that will aid in answering questions regarding other areas of interest, such as the relationship between MSDs and employee mental health, and will help us understand more about the interplay between diversity, equity, and inclusion initiatives and MSDs.

### What if I want to participate with one site, location, department, etc. rather than my entire company?

You are more than welcome to sign the MSD Pledge and submit data for one site, location, department, etc. rather than your entire company. We have included an option for those wishing to do so on all questionnaires.

## What is the benefit of sharing our data, specifically injury-related data, as part of the MSD Pledge?

A cornerstone of the MSD Pledge is collaboration and sharing results to gain key insights and learnings that will help all participating companies and organizations combat MSDs. Safety is all about continual learning and innovation, and this call to action – leveraging best practices and sharing countermeasures to expand upon innovations and improve safety practices – is how we’re going to make a lasting impact for the workers of today and tomorrow.

Measuring and reporting aggregated injury rates across MSD Pledge organizations allows for the evaluation of how they change over time. While established evidence has shown measurement of proactive, leading indicators to evaluate organizations’ safety performance is effective, regulations and conventional norms still compel many employers to track and report lagging injury rates. Ensuring our member companies and organizations are transparent in reporting injury data will further the Pledge’s efforts to more effectively reduce MSDs across our community.

## By signing on to this pledge, are individual companies or organizations committing to reducing our MSD risk and subsequent injuries by 25% by 2025?

This metric is a measurement across our entire pledge community, with each organization contributing to the global goal of a 25% reduction in MSD risks and subsequent injuries by 2025. Of course, individual organizations are expected to have their own performance measures and goals that may or may not match 25% by 2025. For example, some organizations may be focused on risk reduction, intervention measures, implementing new processes, or comparison to industry benchmarks. Whether you are a small, medium, or large-sized organization, it is up to your discretion how best to operate a safe and healthy workplace, and to put your risk reduction plans into practice. However, as part of your journey, we will help you every step of the way by sharing our research, resources, solutions, and technologies.

## What data will I be asked to share?

When your organization signs the MSD Pledge you will be asked to complete an Onboarding Questionnaire, which includes:

- providing basic identifying information (i.e., name, email, job title, phone number);
- company-specific demographics (i.e., organization name, Bureau of Labor Statistics [BLS] and North American Industry Classification System [NAICS] industry affiliation, size);
- and answering 12 questions pertaining to your organization’s journey surrounding MSD injuries.

Within three months of signing the MSD Pledge, your company will be asked to complete an annual survey for the MSD Solutions Index (“Index”). This is a 50-question survey to be completed by someone in your organization who is knowledgeable of safety practices and MSD intervention strategies. In addition to identifying information, we will ask questions related to risk reduction, safety culture, and innovation.

On the Index, we will also ask for data from your **OSHA 300 log** (or equivalent for non-U.S. employer sites), so that we can capture overall efforts across pledge companies without asking you to collect any new data points. This will be columns G – M only from OSHA 300 or comparable data for non-U.S. employer sites to calculate subsequent injury reduction. We will calculate a total recordable incident rate (TRIR) and days away, restricted or transferred (DART) rates among the community of pledge members and compare those rates to the BLS industry averages. **Importantly, your company information will remain confidential, and these metrics will aid in demonstrating the overall injury reduction across all MSD Pledge participants over time.**

## How will my data be protected?

All research has been or will be reviewed and approved by the NSC Institutional Review Board to ensure proper research ethics, confidentiality, and privacy processes are followed. All information collected will be de-identified, aggregated, and remain confidential. Reports or publications will not identify an individual company's data or injury reports. With your permission, we will share your participation in the MSD Pledge, but individual organization names will be left off shared results and reports. However, organizations that participate in the MSD Pledge will receive individualized feedback on their own MSD risk reduction metrics and the effectiveness of these efforts. Your individualized results will help your organization drill down into potential areas for improvement for your MSD risk reduction goals and can be used to communicate your organization's areas of success. Furthermore, you may choose to share your performance success and commitment to your workers, and NSC will be happy to provide support.

## What is the difference between the Onboarding Questionnaire and the MSD Solutions Index?

The Onboarding Questionnaire is intended to offer a preview or sampling of the Index and gives us an opportunity to get to know your organization. Companies are asked to answer just 11 items regarding the current state of their work-related MSD prevention practices. This survey will allow respondents to reflect on their current practices and efforts toward reducing the risk of MSDs.

The MSD Solutions Index is to more fully understand how your company aligns with the MSD Pledge. With 50 questions, the items are more robust and completing the Index will provide us with insights into areas of celebration and opportunity in relation to worker health, safety, and MSD prevention. The information you provide will be used to measure your progress along the MSD Pledge. Results indicating your organization's performance overall, and regarding safety culture, risk reduction, and innovation and collaboration, will be presented within your individualized, private company report.

## How long will the MSD Solutions Index take to complete? Can I start the Index and return to it later?

The time for completion may depend on your proximity to the requested information. We envision that completing the Index should take no longer than an hour. You can absolutely begin completing the Index and finish it at a later time, especially if you need to seek out requested information. The survey tool will remember where you were in answering the items when you go back into it to complete. The data will remain confidential, and these metrics will aid in demonstrating the overall injury reduction across all MSD Pledge participants over time.

## Do I need to answer all the questions in the MSD Solutions Index?

We understand that you may not have the answers for every single item in the index but encourage you to answer questions as fully as possible to the best of your ability. However, some items are essential to determining your company's alignment to the MSD Pledge and may not be left blank. For example, columns G – M from your OSHA 300 log (or equivalent for non-U.S. employer sites) will be required, as these are needed to calculate overall injury reduction across pledge participants and the lack of a response would harm the fidelity of our research.

## How often do I need to submit data for the MSD Solutions Index?

All pledged companies and organizations will be asked to complete the index annually.

## Additional Questions?

Please direct additional questions to the MSD Solutions Lab research team at [msdsolutionslab@nsc.org](mailto:msdsolutionslab@nsc.org).