

The New Zealand assessment of repetitive tasks of the upper limbs (NZART)

February 2025



Te Kāwanatanga o Aotearoa
New Zealand Government

WORKSAFE
Mahi Haumarū Aotearoa

ACKNOWLEDGEMENTS

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WorkSafe New Zealand has adapted the Health and Safety Executive's (HSE, UK) *Assessment of repetitive tasks of the upper limbs (the ART tool)* (Ref 1) for use in Aotearoa New Zealand. To reflect these changes and to differentiate from the original United Kingdom version, WorkSafe have called this document *The New Zealand Assessment of repetitive tasks of the upper limbs (NZART)*.

The risk factor categories, descriptions, and scoring system remain largely unchanged from the original tool.

CONTENTS

1.0	Introduction	3
1.1	What are repetitive upper limb tasks?	4
1.2	How to manage the risk of WRMSDs?	4
1.3	ART and NZART	4
1.4	When to use NZART?	5
1.5	What does NZART involve?	5
1.6	Who can use NZART?	5
1.7	Using NZART	6

2.0	NZART	8
A	FREQUENCY AND REPETITION	
2.1	Arm movements	9
2.2	Repetition	9
B	FORCE	
2.3	Force	10
C	AWKWARD POSTURES	
2.4	Head/neck position	11
2.5	Back position	11
2.6	Arm position	11
2.7	Wrist position	12
2.8	Hand/finger grip	12
D	ADDITIONAL FACTORS	
2.9	Breaks	13
2.10	Work pace	13
2.11	Other factors	14
2.12	Duration	14
2.13	Psychosocial factors	15



appendices

Appendix 1: Further reading	17
Appendix 2: NZART guide to completing the score sheet	18
Appendix 3: NZART flowchart	20
Appendix 4: NZART score sheet	21

1.0

Introduction

IN THIS SECTION:

- 1.1** What are repetitive upper limb tasks?
- 1.2** How to manage the risk of WRMSDs?
- 1.3** ART and NZART
- 1.4** When to use NZART?
- 1.5** What does NZART involve?
- 1.6** Who can use NZART?
- 1.7** Using NZART

Work-related musculoskeletal disorders (WRMSDs), make up a significant portion of work-related harm in Aotearoa New Zealand. These include injuries or conditions from repetitive upper limb tasks.

1.1 What are repetitive upper limb tasks?

The term 'upper limb(s)' refers to the neck, shoulders, arms, wrists, hands, or fingers.

Repetitive upper limb tasks are made up of a sequence of actions. They are usually:

- of short duration
- done over, and over again, and
- are almost always the same.

These types of tasks are usually found in 'assembly-line work' or processes with high rates of production. For example:

- processing, packaging, packing, and sorting work
- the regular use of hand tools where the same actions are repeated in short cycles.

1.2 How to manage the risk of WRMSDs?

Under the Health and Safety at Work Act 2015 (HSWA), a person conducting a business or undertaking (PCBU) must ensure, so far as is reasonably practicable, the health and safety of its workers and others.

This means PCBUs (businesses) must, so far as reasonably practicable, manage health and safety risks associated with WRMSDs (Ref 2 and 3) including upper limb conditions.

1.3 ART and NZART

The Assessment of Repetitive Tasks (ART) was developed in the United Kingdom (UK) by the Health and Safety Executive (HSE). It helps businesses assess the risks from tasks where there are repetitive movements of the upper limbs (Ref 1). It will help you assess some of the most common risk factors in repetitive work that contribute to the development of upper limb conditions.

ART has been adapted by WorkSafe New Zealand to reflect New Zealand legislation. This version is known as the New Zealand ART (NZART).

NZART can also help you to:

- identify where control measures could be put in place to eliminate or minimise the risk of discomfort, pain, and injury,
- prioritise which tasks should be considered first, and
- check the effectiveness of any control measures put in place.

For more information about WRMSDs and risk factors, see our quick guide [Work-related musculoskeletal disorders and risk factors](#) (Ref 2).

For information about identifying, assessing and managing work risks, see our quick guide [Identifying, assessing and managing work risks](#) (Ref 4).

1.4 When to use NZART?

Use NZART to assess tasks that:

- involve actions of the upper limbs
- repeat every few minutes, or more frequently, and
- occur for at least 1-2 hours per day or shift.

1.5 What does NZART involve?

The NZART has three sections:

- an assessment guide - provides detailed information about how to use NZART, the risk factors, and assessment criteria
- a flowchart - provides an overview of the assessment process. This is best used to guide experienced users quickly through the tool
- a score sheet - provides a place to record information about the task and the assessment findings.

NZART uses a traffic light system to indicate the risk level for each risk factor:

	<p>Low level of risk</p> <p>Although the risk is low, consider the exposure levels for vulnerable groups such as workers who are new mothers, or pregnant, young workers, older workers, new to the job or workforce, or those that have a disability, significant health condition, injury, or are recovering from an injury.</p>
	<p>Medium level of risk</p> <p>Examine tasks closely.</p>
	<p>High level of risk</p> <p>Prompt action needed. This may expose a significant proportion of the working population to risk of injury.</p>

1.6 Who can use NZART?

The NZART is aimed at those responsible for designing, assessing, managing, and inspecting musculoskeletal health risks (repetitive upper limb tasks). It can be used by:

- PCBUs (businesses), (the 'you' in this tool)
- health and safety generalists such as advisors and managers
- health and safety specialists (for example, human factors/ergonomics professionals, occupational health nurses, occupational health physiotherapists, vocational occupational therapists)

- workers and their representatives
- health and safety inspectors.

If you need help to use NZART, you could use a qualified health and safety specialist with the right training, skills, and expertise. You could use the [HASANZ Register](#) to find one.

Be aware that some professional groups will have more knowledge and expertise than others in the use of these assessment methods and the interventions and control measures that reduce musculoskeletal health risks.

1.7 Using NZART

1. Identify the tasks to assess

Choose tasks that you know involve repetitive actions of the upper limbs, that occur every few minutes, and for at least 1-2 hours per day or shift.

2. Check that NZART is the best tool to use

Look at the table below and decide if NZART is the right assessment tool.

USE NZART FOR TASKS THAT	DO NOT USE NZART FOR THESE TASKS
<ul style="list-style-type: none"> - involve actions of the upper limbs - repeat every few minutes, or more frequently - occur for at least 1-2 hours per day or shift - involve handling 'light' loads of 8kg or less. <p>Carry on to Step 3 below.</p>	<p>Tasks where loads of 8kg or more are handled</p> <p>Consider using: The New Zealand Manual Handling Assessment Charts (NZMAC) instead (Ref 5)</p> <p>Computer workstation assessments</p> <p>Refer to: Guidelines for using computers (Ref 6, Safely using computers at work)</p>

3. Engage with workers (Ref 7)

The key to effective risk assessment is making sure you talk to workers.

To best understand the risks, you should complete NZART with your workers.

- Ask workers (and their representatives) about the repetitive tasks they perform and if they have any ideas on how to manage the musculoskeletal risks.
- Aim to gain insight into the demands of the job from the perspectives of **all** workers (or a representative sample) carrying out the task.

4. Observe the task carefully

- Make sure that you look at how the task is being carried out by workers, not how you assume it is done. Workers may complete tasks in differing ways, so 'normal practice' may vary.
- Videoing it may help, but make sure to follow the privacy principles outlined in the Privacy Act 2020.

5. Complete the task description in the NZART score sheet

In the score sheet, describe the task you are assessing. This will help you to understand the work better and when task breaks or pauses occur. The timeline may be useful to help you record:

- meal breaks
- other official breaks
- other pauses (for example, pauses in production)
- any non-repetitive tasks (for example, visual inspection tasks).

6. Work through the assessment and flowchart

- Decide if you are going to assess both the left and rights arms, or just the arm that is mostly involved in the task. If you are unsure assess both arms.

- The assessment is split into four main parts:
 - A: Frequency and repetitive movements
 - B: Force
 - C: Awkward postures
 - D: Additional factors.
- Work through each part in the assessment to determine the level of risk for each risk factor.

7. Fill in the score sheet

- Enter the colour bands and numerical scores on the score sheet. This will determine the task score and exposure score.
- You can use intermediate scores if the factor you are assessing falls between two categories.
- You can use a hard copy or the online [PDF NZART](#) interactive score sheet
- You can also use the online [UK ART tool](#) that will take you through the assessment and automatically complete the score sheet.

8. Understanding the scores

The score sheet can be used in several ways to:

- **identify which risk factors** to look at more closely. For example, the risk factor results that were scored as red or amber
- **compare tasks** by looking at the task and exposure scores when more than one assessment has been completed. Use these scores **only to prioritise** which task to look at first. Tasks with the highest scores should be prioritised for risk reduction.

9. Manage the risk

Look for ways of changing the task to reduce high risk factors (those that are scored as red) to amber or green, and to reduce amber risk factors to green.

You can do this by using the hierarchy of control measures to decide what controls to use (see [Identifying, assessing and managing work risks](#) (Ref 4)).

- First, consider if it is reasonably practicable to eliminate the risk (for example, through redesign or automation).
- If not possible, consider how the risk can be minimised (for example, by substituting tools or components).
- Alongside these higher order control measures, you may also need to consider administrative controls. For example, task rotation, break schedules, and training to support the work system.

Involve your workers as they might have already thought of how to manage the risk or how to make the task easier.

10. Is further investigation needed?

When you have completed your assessments using NZART, you may want to consider other contributing factors in more detail. The [Contributing factors for musculoskeletal risks checklist](#) (Ref 8) can be used. Other assessment tools that focus on different risk factors may provide you with more information and ideas for controls. You can also seek specialist advice from a qualified professional by using the HASANZ Register.

Remember: The purpose of the assessment is to identify significant risks to help you reduce the overall level of risk of the task. Put control measures in place to manage the risks you have identified. There is space to list your control measures on the score sheet.

2.0

NZART

IN THIS SECTION:

A FREQUENCY AND REPETITION

2.1 Arm movements

2.2 Repetition

B FORCE

2.3 Force

C AWKWARD POSTURES

2.4 Head/neck position

2.5 Back position

2.6 Arm position

2.7 Wrist position

2.8 Hand/finger grip

D ADDITIONAL FACTORS

2.9 Breaks

2.10 Work pace

2.11 Other factors

2.12 Duration

2.13 Psychosocial factors

A FREQUENCY AND REPETITION

2.1 Arm movements

- Observe the movement of the arm and select the category that is most appropriate.
- It is possible to select intermediate scores.
- Assess both the left (L) and right (R) arm.

Arm movements are:

	L	R
Infrequent - for example, some intermittent movement	G/0	G/0
Frequent - for example, regular movement with some pauses	A/3	A/3
Very frequent - for example, almost continuous movement	R/6	R/6

2.2 Repetition

- This refers to movement of the arm and hand, but not the fingers.
- Observe the movement of the arm and hand and count the number of times the same or a similar pattern of motion is repeated over a set period of time (for example, one minute).
- Assess both the left (L) and right (R) arm.

Similar motion pattern of the arm and hand is repeated:

	L	R
10 times per minute or less	G/0	G/0
11-20 times per minute	A/3	A/3
More than 20 times per minute	R/6	R/6

B FORCE

2.3 Force

Determine the level of force

- Ask the workers if there are any actions that require muscle effort of the arm, hand, or fingers.
- If they identify these types of actions, ask them to describe the level of force involved in each action. For example, they grip a cable with one hand, and use a tool to cut the cable with the other. They should provide force estimates for each activity, such as light, moderate, strong, or very strong.
- You can also observe the tasks workers are doing to help you determine the level of force exerted with the hand using the written descriptions below:

Light force	The effort applied is minimal or low. You don't observe any particular effort. For example: <ul style="list-style-type: none"> - a light force is applied to control an object or keep it in place - working with gravity.
Moderate force	Force needs to be exerted. For example: <ul style="list-style-type: none"> - pinching or gripping objects with some effort, you may see finger blanching - moving levers or pushing buttons with some effort - manipulating lids or components with some effort - pushing or forcing items together with some effort - using tools with some effort - applying force against gravity.
Strong force	Force is obviously high, strong or heavy. For example: <ul style="list-style-type: none"> - you may see finger blanching when pinching, gripping or holding - workers take short rest breaks between force applications - workers use postural repositioning, bracing or using larger joint movements for a task - such as using shoulder and elbow effort when opening a jar.
Very strong force	Force is near to the maximum level that the worker can apply. For example: <ul style="list-style-type: none"> - two handed effort - overflow actions such as facial grimacing during force application - actions suggesting muscle fatigue such as arm shaking - breath holding during force application - sustained high force application.

Determine the score

- Use the grid below to determine:
 - the level of force exerted with the hand, and
 - the time that the force is exerted for.
- It is possible to select intermediate scores on the grid if appropriate.
- If more than one type of force is exerted, select the highest score from the grid.

	LIGHT	MODERATE	STRONG	VERY STRONG
Infrequent	G/0	A/1	R/6	Urgent changes required ¹
Part of the time (15-30%)	G/0	A/2	R/9	Urgent changes required ¹
About half the time (40-60%)	G/0	A/4	R/12	Urgent changes required ¹
Almost all the time (80% or more)	G/0	R/8	Urgent changes required ¹	Urgent changes required ¹

¹ Prompt action is needed

Changes to the task are required due to unacceptable levels of force. This task may expose a significant proportion of the working population to a risk of injury and further assessment is urgently recommended.

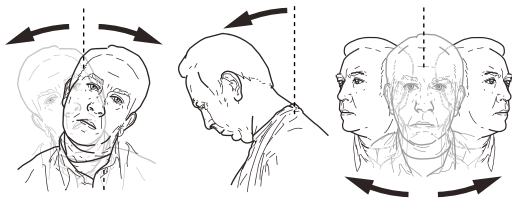
C AWKWARD POSTURES

- Determine the amount of time that the worker spends in the postures described below.
- This includes the time spent moving to a bent or twisted position repetitively and the time spent holding a bent or twisted position.

2.4 Head/neck position

The neck is considered to be bent or twisted if an obvious angle between the neck and back can be observed as a result of performing the task.

The head or neck is:



In an almost neutral posture	G/0
Bent or twisted part of the time (for example, 15-30%)	A/1
Bent or twisted more than half of the time (more than 50%)	R/2

2.5 Back position

The back posture is considered awkward if more than 20° of twisting or bending is observed.

The back is:

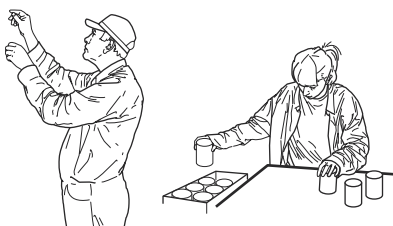


In an almost neutral posture	G/0
Bent forward, sideways or twisted part of the time	A/1
Bent forward, sideways or twisted for more than half of the time	R/2

2.6 Arm position

The arm is considered to be in an awkward posture if the elbow is raised to around chest height and the arm is unsupported (for example, it is not resting on a workbench).

The elbow is:

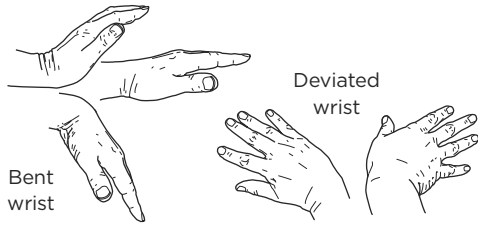


	L	R
Kept close to the body or supported	G/0	G/0
Raised away from the body part of the time	A/2	A/2
Raised away from the body more than half of the time	R/4	R/4

2.7 Wrist position

The wrist is considered to be bent or deviated if an obvious wrist angle can be observed.

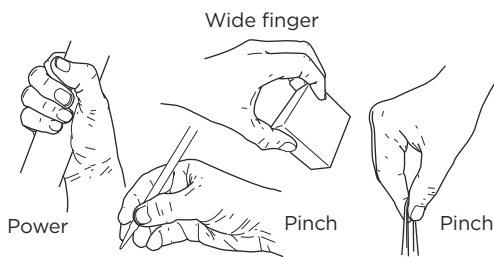
The wrist is:



	L	R
Almost straight/in a neutral position	G/0	G/0
Bent or deviated part of the time	A/1	A/1
Bent or deviated more than half of the time	R/2	R/2

2.8 Hand/finger grip

The hands or fingers hold objects in a:



	L	R
Power grip or do not grip awkwardly	G/0	G/0
Pinch or wide finger/span grip for part of the time	A/1	A/1
Pinch or wide finger/span grip for more than half of the time	R/2	R/2

D ADDITIONAL FACTORS

2.9 Breaks

- Determine the maximum amount of time that individuals perform the repetitive task without a break.
- Breaks are significant changes or pauses in arm or hand activity. For example, the break or pause in activity lasts for at least 5-10 minutes.
- Breaks include:
 - structured breaks such as meal breaks, and
 - time spent performing other tasks that do not involve similar repetitive arm movements. For example, a visual inspection task.

The worker performs the task continuously, without a break, for:

<ul style="list-style-type: none"> - less than one hour, or - there are frequent short breaks. For example, breaks of at least 10 seconds every few minutes over the whole work period 	G/0
1 hour to less than 2 hours	A/2
2 hours to less than 3 hours	A/4
3 hours to less than 4 hours	R/6
4 hours or more	R/8

2.10 Work pace

- Ask the workers about any difficulties they might have keeping up with the work.
- Select the most appropriate category below.
- If the score is amber or red, ask for more information about this aspect of the work.

Not difficult to keep up with the work	G/0
Sometimes difficult to keep up with the work	A/1
Often difficult to keep up with the work	R/2

2.11 Other factors

- Identify any other factors that are present in the task.
- Assess both the left (L) and right (R) arm and select the most appropriate category.

Examples of other factors that may be present in the task:

- gloves affect gripping and make the handling task more difficult
- a tool (for example, a hammer or pick) is used to strike two or more times a minute
- the hand is used as a tool (for example, as a hammer) and strikes ten or more times per hour
- the tools, workpiece, or workstation cause compression of the skin and soft tissues
- the tools or workpiece cause discomfort or cramping of the hand or fingers
- the hand/arm is exposed to vibration (for more information see Ref 9)
- the task requires fine precise movements of the hand or fingers
- workers are exposed to cold, draughts, or grip cold tools
- lighting levels are inadequate.

	L	R
No factors present	G/0	G/0
One factor is present	A/1	A/1
Two or more factors are present	R/2	R/2

2.12 Duration

- Determine the amount of time that a worker performs the repetitive task in a typical day or shift (excluding breaks).
- Select the most appropriate category from the table below and write it in the score sheet. Later you will need to use the duration multiplier to work out the 'exposure score'. Appendix 2 provides more information on how to do this is.

DURATION OF TASK BY A WORKER	DURATION MULTIPLIER
Less than 2 hours	x 0.5
2 hours to less than 4 hours	x 0.75
4 hours to 8 hours	x 1
More than 8 hours	x 1.5

2.13 Psychosocial and work organisation factors

- Psychosocial factors are not given a score, but they should be considered.
- Talk with the workers to understand if psychosocial or work organisation factors are present in the workplace and record them on the score sheet.
- Psychosocial and work organisation factors include:
 - little control over how the work is done
 - monotonous work
 - lack of support from colleagues, supervisors, or managers
 - excessive work demands
 - frequent tight deadlines
 - high levels of attention and concentration
 - incentives to skip breaks, finish early, or other pay incentives (piece-rate work)
 - insufficient training to do the job successfully.

Appendices

IN THIS SECTION:

Appendix 1: Further reading

Appendix 2: NZART guide to completing the score sheet

Appendix 3: NZART flowchart

Appendix 4: NZART score sheet

Appendix 1: Further reading

1. Health and Safety Executive (2010). *Assessment of repetitive tasks of the upper limbs (the ART tool)*. Leaflet INDG438. [HSE - ART tool](#)
2. WorkSafe New Zealand, (2023). [Quick guide: Work-related musculoskeletal disorders and risk factors](#)
3. WorkSafe New Zealand, (2023). [Our approach to musculoskeletal health](#)
4. WorkSafe New Zealand (2017). [Identifying, assessing and managing work risks](#)
5. WorkSafe New Zealand (2024). [The New Zealand manual handling assessment charts \(NZMAC\)](#)
6. Department of Labour (2010). [Guidelines for using computers](#)
7. WorkSafe (2023). [Worker engagement, participation and representation](#)
8. WorkSafe (2024). [Contributing factors for musculoskeletal risks checklist](#)
9. WorkSafe (2021). [Hand-arm vibration – information for businesses](#)
10. Health and Safety Executive (2010). [Task rotation workbook](#)

Appendix 2: Guide to completing the NZART score sheet

- Enter the colour band and numerical score for each risk factor on the score sheet.
- The colours assigned to the individual risk factors will help you to identify where to focus risk-reduction measures.
- There is also a place on the score sheet to record other important findings of the assessment (for example, psychosocial risk factors).
- If you assess both arms, several factors only need to be assessed once. These are the head/neck posture, back posture, breaks, and work pace. Enter these scores into the columns for both the left arm and right arm.
- Follow the instructions below to calculate the:
 - **task score** - the sum of all the individual risk factors assessed
 - **exposure score** - considers the total duration of the same repetitive task performed by the worker over the day or shift.

Calculating the task score

- The task score is the sum of all the individual risk factors assessed.
- To calculate the task score, add all the scores together on the score sheet.

For example, the task score is the sum of:

2.1 + 2.2 + 2.3 + 2.4 + 2.5 + 2.6 + 2.7 + 2.8 + 2.9 + 2.10 + 2.11

- If you assess both arms, keep the scores for the left arm and right arm separate, do not combine them.

Calculating the exposure score

- The exposure score refers to activities where workers perform the same repetitive task and considers the total duration of the task over the day or shift.
- To calculate the exposure score the task score is adjusted to reflect the total duration that the task is performed by a worker.
- Multiply the task score by the appropriate duration multiplier selected in 2.12, to calculate the exposure score.

$$\text{Task score} \times \text{duration multiplier (2.12)} = \text{Exposure score}$$

What do the scores mean?

- The task scores and the exposure scores help to:
 - prioritise tasks that need the most urgent attention, and
 - help to check the effectiveness after any improvements have been made.
- The colours assigned to the individual risk factors will help identify where to focus risk-reduction measures.
- A system for interpreting the exposure score is suggested in the table below.

EXPOSURE SCORE	PROPOSED EXPOSURE LEVEL	
0-11	Low	Consider individual circumstances
12-21	Medium	Further investigation required
22 or more	High	Further investigation required urgently

Even if the exposure score is low, consider the requirements of individuals and groups where appropriate. For example, vulnerable workers are workers who:

- are new mothers, or pregnant
- are young workers
- are older workers
- are new to the job or workforce
- have a disability, significant health condition, injury, or are recovering from an injury, particularly if this affects their neck or upper limbs.

Individual adjustments to the work may still be needed to accommodate these people.

How to deal with task rotation

The method used to calculate the exposure score applies where a worker performs the same repetitive task throughout the day or shift. But workers may carry out several different repetitive tasks as part of their job. You can use NZART to assess each repetitive task a worker undertakes and compare the task scores to understand if task rotation is an effective control.

STEP 1

Assess all repetitive tasks the worker undertakes. If workers rotate to other repetitive tasks in their job, assess all their tasks that involve repetitive movements of the upper limbs. This helps to consider their overall exposure.

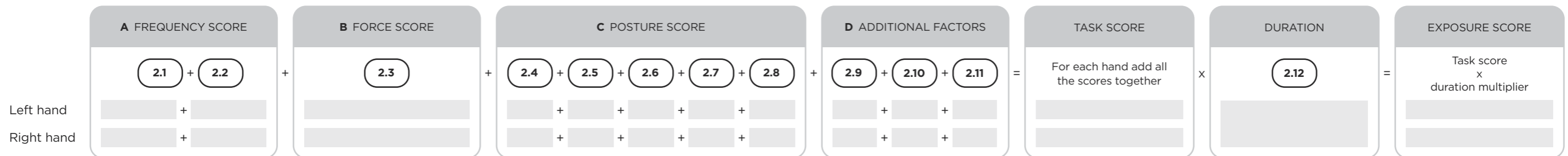
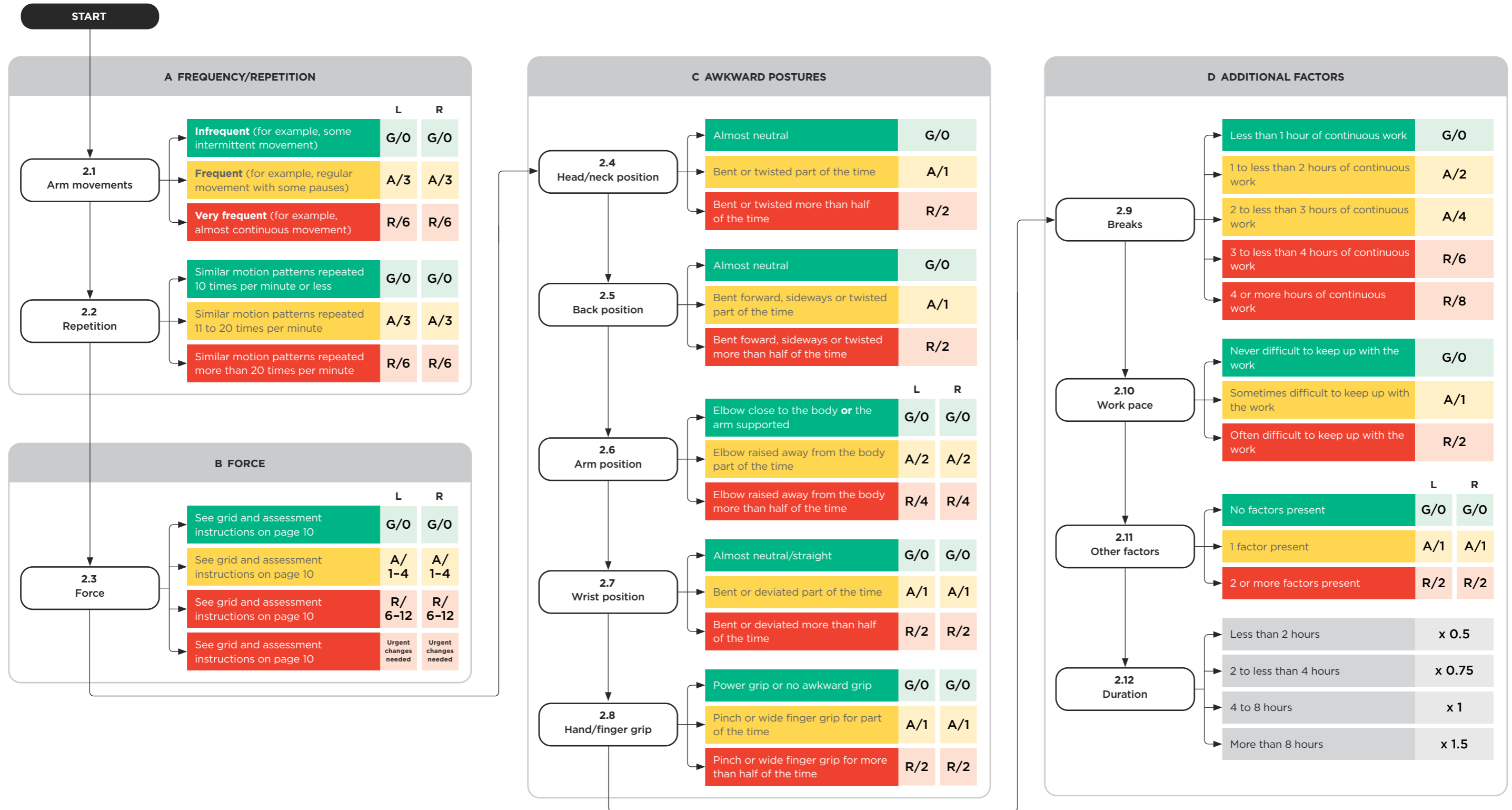
STEP 2

Compare the risk factor colours and scores across the different tasks. You may find that workers rotate to tasks with similar red scores or high task scores. This means that the task rotation may not provide enough variation or recovery in the work. In this case, examine the task rotation system further, or consider what other alternative tasks might be available. Remember to talk with workers about whether the rotation provides sufficient recovery or improves their work in other ways.

STEP 3

You can use the online electronic workbook to calculate the overall score of a job involving several repetitive tasks. This job exposure score helps prioritise jobs involving more than one repetitive task. Refer here for the workbook [taskrot.xls \(live.com\)](#) (Ref 10)

Appendix 3: NZART flowchart



Appendix 4: NZART score sheet

Company and task details

Company name:
Name/purpose of task:
Location of task:
Team/individuals involved:
Task description:
What is the weight of any items handled:
Which side of the body is primarily involved:
What hand tools are used:

Production rate and repetition

What is the production rate: (units per shift, hour, or minute - indicate as appropriate)
How often is the task repeated: Every _____ seconds
How often is the task carried out within the business: (daily, weekly, monthly)
How often does a worker perform the task: (daily, weekly, monthly)
Do workers rotate to other tasks? If so, what tasks? For example, do they give the worker an opportunity for rest and recovery of repetitive movements, or are they carrying out similar movement patterns using their upper limbs?

Breaks

How long does a worker perform the task?

Without a break: (hours)												
In a typical day or shift (excluding breaks): (hours)												
If you find it helpful record breaks below: <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> <td style="width: 20px;"> </td> </tr> </table>												
First hour												

Are there indications that the task is high risk for WRMSDs?

- The task or similar tasks have a history of upper limb incidents or injuries. For example, reports in the accident register, lost time, week away from work reports.
- There are signs workers find the task difficult. For example, wearing arm supports or bandages, workers complain about or report aches, pains, numbness, or tingling, workers have made changes to the work equipment, furniture, or tools. Ask the workers if they have any of these symptoms.
- Other indications? If so, what:

Notes

Assessment completed by

Name of assessor:
Signature:
Date: DD / MM / YEAR

RISK FACTORS	LEFT ARM SCORE (COLOUR BAND, AND NUMERICAL SCORE)	RIGHT ARM SCORE (COLOUR BAND, AND NUMERICAL SCORE)	POSSIBLE CONTROL MEASURES TO REDUCE THE RISK OF RED AND AMBER FACTORS
2.1 Arm movements			
2.2 Repetition			
2.3 Force			
2.4 Head/neck position			
2.5 Back position			
2.6 Arm position			
2.7 Wrist position			
2.8 Hand/finger grip			
2.9 Breaks			
2.10 Work pace			
2.11 Other factors			
TASK SCORE			
2.12 Duration multiplier	x	x	
EXPOSURE SCORE			
2.13 Psychosocial and work organisation (or individual) factors present	List the factors present:		

Is further investigation needed?

Use the checklist below to identify if you need to complete further assessment.

CONSIDER FURTHER ASSESSMENT IF ANY OF THE FOLLOWING APPLY	TICK IF ANY APPLY
<p>Individual factors</p> <p>The task is carried out by workers who may be at significant risk. For example, workers who:</p> <ul style="list-style-type: none"> - are new mothers or pregnant - are young workers - are older workers - are new to the job or workforce - have a disability, significant health condition, injury, or are recovering from an injury particularly if this affects their neck or upper limbs. 	<input type="checkbox"/>
<p>Biomechanical and physical factors</p> <p>For example:</p> <ul style="list-style-type: none"> - the loads handled weigh more than 8kg (also consider using NZMAC) - the repetitive work is very intense for short periods of time (for example, less than 2 hours) - the repetitive work occurs for more than 8 hours - workers are regularly exposed to hand-arm vibration (HAV) at some point during most shifts or tools create or transmit shock or torque/twisting forces. Such as, from using powered tools, handheld or hand-guided tools, hand-fed workpieces, or vibrating equipment. Impulsive tools such as chipping hammers, needle guns, hammer drills and rotary tools such as grinders and sanders may quickly exceed recommended action levels and may need particular attention. 	<input type="checkbox"/>
<p>Work organisation factors</p> <p>For example, the jobs or tasks:</p> <ul style="list-style-type: none"> - require workers to keep up with a rate of work imposed by a process - are monotonous, workers repeat the same work tasks over-and-over - have pay incentives that affect how workers complete the work (such as piece work) - have shiftwork or workers regularly work additional overtime shifts/hours - require special information, training or require high levels of attention or concentration for its safe performance - need workers to wear personal protective equipment (PPE) or clothing and the movement, posture, or grip is hindered. 	<input type="checkbox"/>
<p>Environmental factors</p> <p>Environmental factors, clothing, PPE, and work activities may combine to place additional physiological demands on workers. For example:</p> <ul style="list-style-type: none"> - workers are sweating a lot which may lead to dehydration - the work is carried out in cold environments or draughts, particularly if cold air is blowing over the hands - cold tools, work items, or objects are held or used. 	<input type="checkbox"/>
<p>Psychosocial factors</p> <p>Workers consistently identify the same types of psychosocial factors. For example:</p> <ul style="list-style-type: none"> - high job demands or workloads (mental or emotional) - lack of control over how they complete their work (freedom or autonomy) - lack of support (from managers or colleagues) - low job satisfaction (unsatisfied with their jobs or have poor work-life balance) - low role clarity (unclear of their responsibilities and expectations). 	<input type="checkbox"/>

If you have ticked that any of the factors apply you may want to investigate these further. The [Contributing factors for musculoskeletal risks checklist](#) can be used. Other assessment tools that focus on different risk factors may provide you with more information and ideas for controls.

Disclaimer

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