Training Course on Manual Handling and Ergonomics

Professional Development Training Course Outline

Category	Occupational Health	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Workplace injuries due to poor manual handling techniques and inadequate ergonomic practices are among the leading causes of absenteeism, decreased productivity, and long-term musculoskeletal disorders (MSDs). Training Course on Manual Handling and Ergonomics equips participants with evidence-based strategies to minimize risks, optimize workplace design, and develop a proactive safety culture. Participants will learn the importance of posture, proper lifting techniques, and ergonomic solutions tailored to diverse work environments.

In today's dynamic workspaces, adopting ergonomic best practices and enhancing manual handling safety is no longer optional—it's a business imperative. This training combines theory, hands-on experience, and real-world case studies to create a solid foundation for sustainable workplace safety and employee well-being. Through this course, learners will become proactive safety ambassadors equipped with skills that reduce injury and enhance organizational compliance with health and safety regulations.

Programme Curriculum

Training Course on Manual Handling and Ergonomics

Introduction

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Course Objectives

1. Understand the principles of safe manual handling.
2. Identify and mitigate ergonomic risk factors.
3. Apply correct lifting techniques to prevent musculoskeletal injuries.
4. Conduct a manual handling risk assessment effectively.
5. Implement ergonomic workstation design principles.
6. Recognize signs of repetitive strain injuries (RSIs).
7. Utilize assistive devices and lifting aids properly.
8. Foster a safety-first culture in the workplace.
9. Learn industry-specific manual handling guidelines.
10. Reduce absenteeism through injury prevention strategies.
11. Promote employee wellness and productivity through ergonomics.
12. Address occupational health and safety compliance.
13. Analyze real-life manual handling incident case studies.

Target Audience

1. Warehouse and logistics staff
2. Healthcare professionals
3. Construction workers
4. Office employees
5. Human resource managers
6. Occupational health and safety officers
7. Manufacturing and production workers
8. Facility and operations managers

Course Duration: 5 days

Course Modules

Module 1: Introduction to Manual Handling

- Definition and scope of manual handling
- Overview of common workplace injuries
- Legal responsibilities and compliance
- Consequences of poor manual handling
- Introduction to safe movement techniques
- **Case Study:** Warehouse worker injury from poor lifting technique

Module 2: Ergonomic Risk Factors

- Understanding ergonomic hazards
- Identifying poor posture risks
- Ergonomic checklist and assessment
- Environmental factors affecting ergonomics
- Preventive ergonomic practices
- **Case Study:** Office employee with chronic neck strain

Module 3: Proper Lifting and Carrying Techniques

- Principles of biomechanics
- Step-by-step lifting procedures
- Handling heavy loads safely
- Use of personal protective equipment (PPE)
- Common lifting errors and corrections
- **Case Study:** Construction site lifting incident

Module 4: Workstation Ergonomics

- Ergonomic desk and chair setup
- Monitor height and visual ergonomics
- Keyboard and mouse positioning
- Sit-stand workstation dynamics
- Stretching and movement strategies
- **Case Study:** Repetitive strain injury in a call center agent

Module 5: Risk Assessment and Control Measures

- Hazard identification and analysis
- Manual handling risk assessment template
- Hierarchy of control measures
- Involving employees in risk assessments
- Continuous improvement methods
- **Case Study:** Risk assessment in a manufacturing plant

Module 6: Use of Lifting Aids and Equipment

- Introduction to assistive devices
- Manual vs. mechanical handling
- Safe operation of hoists and trolleys
- Training requirements for equipment use
- Maintenance and inspection protocols
- **Case Study:** Use of a mechanical hoist in healthcare setting

Module 7: Injury Prevention and Early Detection

- Recognizing signs of strain and fatigue
- Immediate response to injuries
- Employee reporting procedures
- Creating injury logs and data analysis
- Implementing early intervention programs
- **Case Study:** Early detection of back strain among logistics staff

Module 8: Developing a Safety-First Workplace Culture

- Building awareness through training
- Role of leadership in safety enforcement
- Communication strategies for safety
- Integrating ergonomics in policy
- Measuring safety performance metrics
- **Case Study:** Transforming safety culture in a corporate office

Training Methodology

- Interactive lectures using multimedia tools

- Hands-on practice with lifting techniques and equipment
- Workplace simulations and situational analysis
- Group discussions to share insights and solutions
- Real-life case study evaluations to reinforce learning
- Knowledge assessments after each module

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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