

Ergonomics & Musculoskeletal Injury Prevention Requirements



Musculoskeletal injuries (MSIs)—also referred to as musculoskeletal disorders (MSDs) or repetitive strain injuries (RSIs)—remain one of the leading causes of lost-time injuries across Canada. Poor workstation design, repetitive movements, forceful exertions, awkward postures and prolonged static work are common contributors in nearly every industry, from construction and healthcare to offices and warehousing.

Canadian occupational health and safety legislation requires employers to identify, assess and control ergonomic hazards that may cause MSIs. While the specific regulatory language varies by jurisdiction, the legal duty to protect workers from musculoskeletal injury risk is consistent nationwide. Employers must implement appropriate hazard assessments, engineering and administrative controls, worker training and ongoing monitoring to demonstrate due diligence.

This document outlines ergonomics and MSI prevention requirements across all Canadian jurisdictions, presented in a structured “Know the Laws” format. It is designed to help employers, safety professionals, HR leaders and compliance managers understand their obligations and align workplace policies with current 2026 regulatory expectations.