

Safety Zone: Musculoskeletal Injury Prevention Program (MIPP) for Hotel Housekeepers in California

Hotel housekeepers are at increased risk of developing musculoskeletal injuries caused by their work tasks. Musculoskeletal injuries cause damage to the muscular or skeletal systems, usually due to strenuous activity. The injuries can result from a single, sudden event or develop gradually over time. Job duties such as cleaning bathrooms, making beds and changing linens, vacuuming, removing trash and others can put housekeepers at risk for these types of injuries. California is the first and only state in the nation to implement a safety and health regulation specifically for housekeepers, known as a Musculoskeletal Injury Prevention Program (MIPP).

Lodging establishment, as defined by the [State of California Department of Industrial Relations \(DIR\)](#), means an establishment that contains sleeping room accommodations that are rented or otherwise provided to the public such as hotels, motels, resorts and bed and breakfast inns. The DIR clarifies further that the definition of “lodging establishment” for the purpose of this regulation does not include hospitals, nursing homes, residential retirement communities, prisons, jails, homeless shelters, boarding schools or worker housing.

The MIPP must include the following:

- Worksite evaluation with the involvement of management, housekeepers and their union representatives (if any) to identify and evaluate possible hazards in the workplace
- Establish and enforce specific methods that will help prevent injury from the identified hazards
- Implement procedures on steps to investigate injuries
- Train all employees and staff on all new methods and procedures in a way that is easy to understand and follow

The MIPP can be incorporated into the already implemented Injury and Illness Prevention Program (IIPP) or it may remain separate. The MIPP must be updated as soon as a new hazard is recognized. Each new improvement added must include new training for all employees and staff. The MIPP must be readily available to all employees during each work shift.

A fillable MIPP template is available on the Cal/OSHA website to assist employers in writing their program. [IIPP-Housekeeper.docx](#)

State of California DIR- Title 8, Section 3345: <https://www.dir.ca.gov/title8/3345.html>

Additional information from the Cal/OSHA website can assist lodging establishments in the development of their program.

https://www.dir.ca.gov/dosh/dosh_publications/housekeeping-musculoskeletal-injuries-factsheet.pdf

https://www.dir.ca.gov/dosh/dosh_publications/Housekeeping-Preventing-Musculoskeletal-Injuries.pdf

https://www.dir.ca.gov/dosh/dosh_publications/Employers-housekeeping-injuries-fs.pdf

https://www.dir.ca.gov/dosh/dosh_publications/janitors.pdf

https://www.dir.ca.gov/dosh/dosh_publications/janposter4.pdf

https://www.dir.ca.gov/dosh/dosh_publications/janposter5.pdf

For additional information and resources on this topic and other safety and risk management subjects, visit the AmTrust Loss Control website:

<https://amtrustfinancial.com/loss-control>

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