

# FIRST move Pre-Start

This course can be delivered as either **separate modules** or as the **full programme in one session**.

- If running as separate modules, refer to the Facilitator Guide for each module for specific setup, safety, and delivery requirements.
- If running the full programme in one session, follow the setup and preparation details below.

Before starting:

- Print the **Facilitator Guide** for each module to ensure all safety and delivery instructions are available during the session.

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

### Space Requirements

- The room must allow each participant to stand and move with at least **2 metres of clear space** in all directions.
- All participants must have **an unobstructed view of the screen**.

**Tip:** Test the video and sound before participants arrive.

## Equipment

### Chairs

- One sturdy chair per participant
- Chairs must **not have wheels**
- Chairs must be **stable enough to safely support pushing** during the partner activity

### Boxes or Lifting Props

- One box or lifting prop for every two participants
  - Example: 12 participants = 6 boxes
- Box/lifting prop weight guidelines:
  - **12–15 kg** for most participants
  - **Approximately 10 kg** for smaller or less strong individuals
- Props must be **safe to grip and lift repeatedly** without risk of injury

**Safety Reminder:** Check chairs and props before each session for damage or instability. Replace any equipment that appears unsafe.

## Facilitator Checkpoint

- ✓ Print module guides
- ✓ Test audio and video
- ✓ Confirm room space and visibility
- ✓ Check chairs and props for safety
- ✓ Prepare boxes/lifting props at correct weight range

# FIRST move Introduction

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

**Tip:** Test the video and sound before participants arrive.

## Equipment

- None Required

## Purpose

The introduction module sets the tone for the First Move programme. It helps participants understand *why* injury prevention matters and introduces key concepts that underpin the training.

This section covers:

- Common contributors to strain and injury
- The Pain Diagram – highlighting early warning signs vs late warning signs
- The importance of safety throughout the training

## Facilitator Role

Action	Description
1. Introduction	Click on <b>INTRODUCTION</b> to start
2. Safety Brief	<p>Read out the following Safety Brief</p> <p><i>First Move is an interactive training session which means you are going to be involved in some simple bending, twisting, shoulder, hand, breathing and lifting activities.</i></p> <p><i>None of the physical activities are more strenuous than what you do on a daily basis – however it is important that you keep yourself safe.</i></p> <p><i>If any movement is causing you strain or discomfort, please stop the activity.</i></p> <p><i>Please listen to and follow any instructions during the activities – this is vital to ensure your physical safety and ensure you get the most benefit from the First Move Training</i></p> <p>Once completed Safety Brief 'click' <b>Continue</b></p>

# FIRST move Shoulders

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

**Tip:** Test the video and sound before participants arrive.

## Space Requirements

- The room size must allow participants to stand and pair up
- Each pair requires at least **1 metre of clear space** around them
- All participants must be able to see the screen

## Equipment

- None required

## Purpose

The **Shoulders** module introduces the **Power Position** and demonstrates how a small change in shoulder position affects:

- Overall strength and stability
- The load and strain on the neck and shoulders

## Facilitator Role

Your role is to guide participants safely and effectively through each step, ensuring correct setup and understanding before continuing the video.

## Participant Set-Up

Each time the video pauses, **follow the on-screen instructions** and ensure all participants are correctly positioned before clicking **continue**

The activities in Shoulders are:

Action	Description
1. Introduction	Click on <b>SHOULDERS</b> to start
2. Shoulder Moves	Set up participants as per the on-screen instructions. Once everyone is correctly positioned, set-up click <b>Continue</b>
3. Shoulder Moves Change Over	This section is completed <b>without the video</b> . Guide participants to change roles and repeat the activity. Once all pairs have finished, click <b>Continue</b> to complete the Shoulders section

## Lead the Discussion - Power Position

Once the Shoulders section is complete, lead a brief discussion:

- Ask participants where they could apply the Power Position principle in their daily activities. Both at work and outside of work.
- Encourage specific examples to reinforce real-world application.

**Facilitator Prompt:** “Where in your day could you use this Power Position to feel stronger or reduce strain?”

## Facilitator Checkpoint

- ✓ Test audio and video before starting
- ✓ Confirm pairs have adequate space and visibility
- ✓ Ensure correct participant setup before each video segment
- ✓ Guide the changeover activity confidently
- ✓ Lead discussion on Power Position to connect the principle to real-world examples

# FIRST move Hands

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

**Tip:** Test the video and sound before participants arrive.

### Space Requirements

- The room size must allow participants to stand and pair up
- Each pair requires at least **1 metre of clear space** around them
- All participants must be able to see the screen

### Equipment

- None required

## Purpose

The **Hands** module introduces **Pinky Power**, the concept of using the little finger side of the hand when gripping, pushing, pulling & carrying. This small shift demonstrates how a small change in technique:

- Increases strength and stability
- Affects the load and strain on the back, arm, neck and shoulders

## Facilitator Role

Your role is to guide participants safely and effectively through each step, ensuring correct setup and understanding before continuing the video.

## Participant Set-Up

Each time the video pauses, **follow the on-screen instructions** and ensure all participants are correctly positioned before clicking **continue**

The activities in Hands are:

Action	Description
1. Introduction	Click on <b>HANDS</b> to start
2. Pushing Moves	Set up participants as per the on-screen instructions. Once everyone is correctly positioned, set-up click <b>Continue</b>
3. Pushing Moves Change Over	This section is completed <b>without the video</b> . Guide participants to change roles and repeat the activity. Once all pairs have finished, click <b>Continue</b>
4. Gripping Intro	Set up participants as shown on the screen. Once ready, click <b>Continue</b>

5. Gripping Moves	Set up participants as per the on-screen instructions. Once everyone is correctly positioned, set-up click <b>Continue</b>
6. Gripping Moves Change Over	This section is also completed <b>without the video</b> . Once all pairs have changed over and completed the activity, click <b>Continue</b> to complete the Hands section.

### Lead the Discussion

Once the Hands section is complete, lead a brief discussion:

- Ask participants where they could use the Pinky Power principle in their daily activities.
- Encourage examples from both work and personal. Carrying, Pushing, Pulling, Gripping, Using tools, DIY examples

**Facilitator Prompt:** “Where could you apply this Pinky Power principle to feel stronger or reduce strain, at work, or maybe doing something at home?”

### Facilitator Checkpoint

- ✓ Test audio and video before starting
- ✓ Confirm pairs have adequate space and visibility
- ✓ Ensure correct participant setup before each video segment
- ✓ Guide the changeover activities confidently
- ✓ Lead discussion on Pinky Power to connect the principle to real-world examples

# FIRST move Balance

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

**Tip:** Test the video and sound before participants arrive

## Space Requirements

See the important note for Room Setup at the end of this section for detailed layout and spacing diagrams.

## Equipment

- One chair per participant
  - Used during the Leaning Moves activity

## Purpose

The **Balance** module teaches participants how to maintain balance when **bending, leaning, and reaching**. By moving with balance, individuals reduce back strain and lower the risk of injury.

## Facilitator Role

Your role is to guide participants safely and effectively through each step, ensuring correct setup before continuing the video.

## Participant Set-Up

Each time the video pauses, **follow the on-screen instructions** and ensure all participants are correctly positioned before clicking **continue**

The activities in Balance are:

Action	Description
1. Introduction	Click on <b>BALANCE</b> to start
2. Hip Joint Moves	Set up participants as instructed on the screen. Once set-up 'click' <b>Continue</b> <i>Key point: Remind participants to look down at the floor as they do the activity</i>
3. Moving with Balance	Set up participants as instructed on the screen. Once set-up 'click' <b>Continue</b>
4. Leaning Moves	Participants will need a chair for this activity. Set up participants as instructed on the screen. Once set-up 'click' <b>Continue</b>

## 5. Bending Moves

Set up participants as instructed on the screen. Once set-up 'click' **Continue**  
*Key point: Remind participants to look down at the floor as they do the activity*

### Lead the Discussion - Moving with Balance

Once the Balance section is complete, lead a brief discussion:

- Ask participants where they could apply the Balance principle in their daily activities. Both at work and outside of work.

**Facilitator Prompt:** "Where in your daily life could you use the Moving with Balance principle?"

### Facilitator Checkpoint

- ✓ Test audio and video before starting
- ✓ Confirm chairs are positioned safely and evenly
- ✓ Ensure adequate space front and back for bending activities
- ✓ Guide participants through each setup
- ✓ Lead discussion on Moving with Balance to connect the principle to real-world examples

### Important Note for Room Set-Up

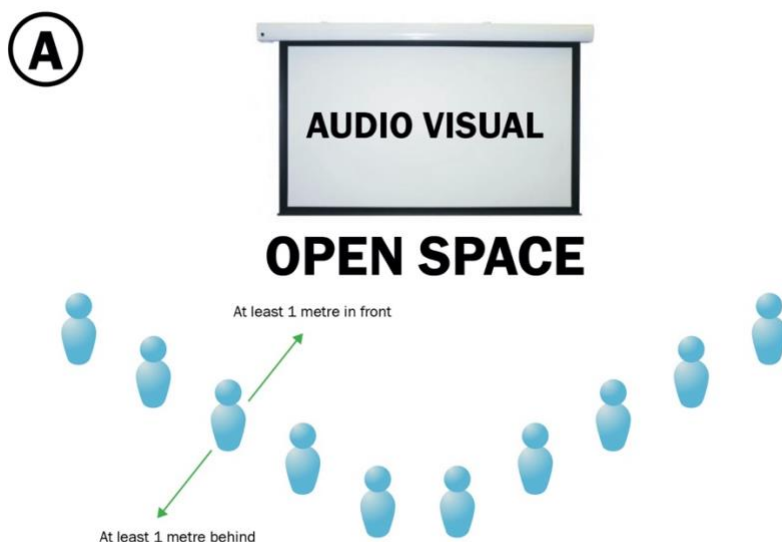
During this activity, participants will be **bending down to touch the floor**, so **ample space behind them** is essential. Insufficient space may make participants self-conscious and reduce the effectiveness of the exercise.

#### Room Layout Guidelines

- **Small Groups:** Arrange participants in a **horseshoe shape** around the room perimeter, with at least **1 metre in front and behind** each person. (See *Illustration A*)
- **Larger Groups:** Arrange in **rows**, ensuring at least **3 metres between rows**. (See *Illustration B*)

**Facilitator Tip:** Where possible, position **females in the back row**.

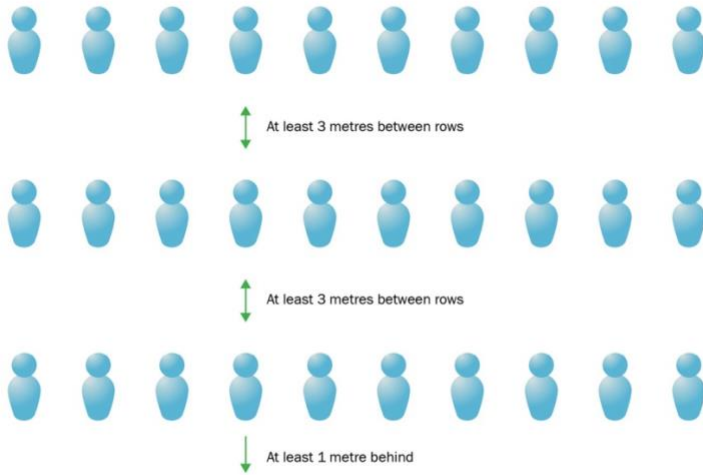
Take time to set up the room properly. **Space equals effectiveness**. A well-planned setup ensures participants can move naturally and gain the full benefit of the activity.



**B**



**OPEN SPACE**



# FIRST move Twisting

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

**Tip:** Test the video and sound before participants arrive.

### Space Requirements

- Room must allow each participant to stand and move freely
- Ensure at least **2 metres of clear space** around each participant

**Tip:** Confirm participants have enough space by getting them to hold their arms out at **90 degrees to each side** and **rotate 360°**. They should be able to do this **without touching or bumping into anyone else**.

### Equipment

- None required

### Purpose

The **Twisting** module introduces the principle of **moving the feet to protect the lower back**.

By moving the feet, **Toes follow Nose**, participants learn how to avoid twisting stress on the lower back and prevent back strain.

### Facilitator Role

Your role is to guide participants safely and effectively through each step, ensuring correct setup before continuing the video.

### Participant Set-Up

Each time the video pauses, **follow the on-screen instructions** and ensure all participants are correctly positioned before clicking **continue**

The activities in Twisting are:

Action	Description
1. Introduction	Click on <b>TWISTING</b> to start
2. Throwing Moves	Set up participants as instructed on the screen. Once set-up 'click' <b>Continue</b>
3. Twisting Moves	Set up participants as instructed on the screen. Once set-up 'click' <b>Continue</b>

## Lead the Discussion – ‘Nose Follows Toes’

Once the Twisting section is complete, lead a brief discussion:

- Ask participants where they could apply the Toes follow Nose principle in their daily activities. Both at work and outside of work.

**Facilitator Prompt:** “Where in your day could you apply the Toes follow Nose principle to avoid twisting your lower back?”

## Facilitator Checkpoint

- ✓ Test audio and video before starting
- ✓ Ensure participants can safely rotate 360° without contact
- ✓ Confirm at least 2m of clear space per participant
- ✓ Lead discussion on Toes follow Nose to connect the principle to real-world examples

# FIRST move Breathing

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

**Tip:** Test the video and sound before participants arrive.

### Space Requirements

- The room size must allow participants to stand and pair up
- Each pair requires at least **2 metres of clear space** in front and behind
- All participants must be able to see the screen

### Equipment

- One appropriate chair for every two Participants (e.g. 12 participants = 6 chairs)

Chair must be:

- **Sturdy enough** to safely withstand the pushing action
- Not on wheels

**Safety Check:** Inspect chairs before starting. Replace any that wobble, slide, or feel unstable.

### Purpose

The Breathing module introduces the principle of **Breathing Out for Power**. A technique that enhances strength and stability while reducing strain during heavy activities that require effort.

### Facilitator Role

Your role is to guide participants safely and effectively through each step, ensuring correct setup and positioning before continuing the video.

### Participant Set-Up

Each time the video pauses, **follow the on-screen instructions** and ensure all participants are correctly positioned before clicking **continue**

The activities in Breathing are:

Action	Description
1. Introduction	Click on <b>BREATHING</b> to start
2. Breathing Moves	Set up participants as per the on-screen instructions. Once everyone is correctly positioned, set-up click <b>Continue</b>

<b>3. Power Moves</b>	Ensure all <b>chairs are ready</b> for this activity. Set up participants as instructed, then click <b>Continue</b> . <b>Key Point:</b> Check that everyone can <b>see the screen clearly</b> before proceeding. Reposition chairs if necessary.
<b>4. Power Moves Change Over</b>	Follow the instructions on screen. Participants <b>swap positions</b> and repeat the activity. Once all pairs have completed the changeover, click <b>Continue</b> .
<b>5. Power Moves Wrap Up</b>	Follow on-screen instructions to complete the section. Once ready, click <b>Continue</b> to finish the Breathing module.

### Lead the Discussion - Breathing Out for Power

Once the Breathing section is complete, lead a brief discussion:

- Ask participants where they could apply the Breathing out for Power principle in their everyday life. Power Position principle in their daily activities. Both at work and outside of work.
- Encourage examples from both work and home, such as heavy lifting, pushing and pulling.

**Facilitator Prompt:** “Where in your day could you use the Breathing out for Power Principle to increase your strength and reduce strain?”

### Facilitator Checkpoint

- Test audio and video before starting
- Ensure adequate space front and back for each pair
- Check all chairs are sturdy, stable, and not on wheels
- Confirm all participants can see the screen before continuing
- Lead discussion on Breathing Out for Power to connect the principle to real-world examples

# FIRST move Lifting

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

**Tip:** Test the video and sound before participants arrive

## Space Requirements

See the important note for Room Setup at the end of this section for detailed layout and spacing diagrams.

## Equipment

**Boxes or Lifting Props** used in the Power Moves activity

- Quantity: One box/lifting prop for every two participants
  - Example: 12 participants = 6 boxes
- Weight
  - 12 – 15 kg for most participants
  - Approx. 10 kg for smaller or less strong individuals
  - Props must be easy to grip and the weight stable.

**Safety Check:** Inspect each box/lifting prop before starting to ensure there are no sharp edges, loose lids, or unstable surfaces.

## Purpose

The **Lifting** module teaches participants how to **lift like a weightlifter**, power from the legs, butt and core muscles rather than the back.

Lifting with this technique provides power and reduces the risk of back strain or injury.

## Facilitator Role

Your role is to guide participants safely and effectively through each step, ensuring correct setup before continuing the video.

## Participant Set-Up

Each time the video pauses, **follow the on-screen instructions** and ensure all participants are correctly positioned and have adequate space before clicking **continue**

The activities in Lifting are:

Action	Description
1. Introduction	Click on <b>LIFTING</b> to start
2. Lifting Moves	Set up participants as instructed on the screen. Once set-up 'click' <b>Continue</b>

<b>3. Power Moves</b>	Ensure all <b>boxes/lifting props</b> are in place - one per two participants. Have <b>half the group</b> stand behind the props. Follow on-screen instructions, then click <b>Continue</b> . <b>Key Point:</b> Remind participants to <b>stop immediately if they feel any discomfort</b> . Anyone with existing <b>back pain should skip this activity</b> .
<b>4. Power Moves Change Over</b>	The other half of the group now complete the activity. Set up as shown, then click <b>Continue</b> . <b>Key Point:</b> Reinforce the same safety reminder - <b>stop if any discomfort occurs</b> or if participants have a low back injury. Give individuals the option of not completing this section if they do not feel comfortable.
<b>5. Lifting Moves Wrap Up</b>	Follow the on-screen instructions to conclude the section. Once ready, click <b>Continue</b> to finish the Lifting module.

### Lead the Discussion – Lift like a Weightlifter

Once the Lifting module is complete, lead a brief discussion:

- Ask participants where they could apply the Lift like a Weightlifter principle in their daily activities. Both at work and outside of work.

**Facilitator Prompt:** “Where in your day could you lift like a weightlifter. Setting yourself up to use your legs to lift rather than the back?”

### Facilitator Checkpoint

- ✓ Test audio and video before starting
- ✓ Confirm adequate space and visibility for all participants
- ✓ Check boxes/lifting props for safe weight and condition
- ✓ Remind participants of safety and back pain considerations
- ✓ Lead discussion on Lifting like a Weightlifter to connect the principle to real-world examples

### Important Note for Room Set-Up

During this activity, participants will bend down into a lifting position.

It is essential that participants have **sufficient space behind them** to move confidently.

If someone stands too close behind, participants may feel self-conscious or restricted, reducing the effectiveness and safety of the activity.

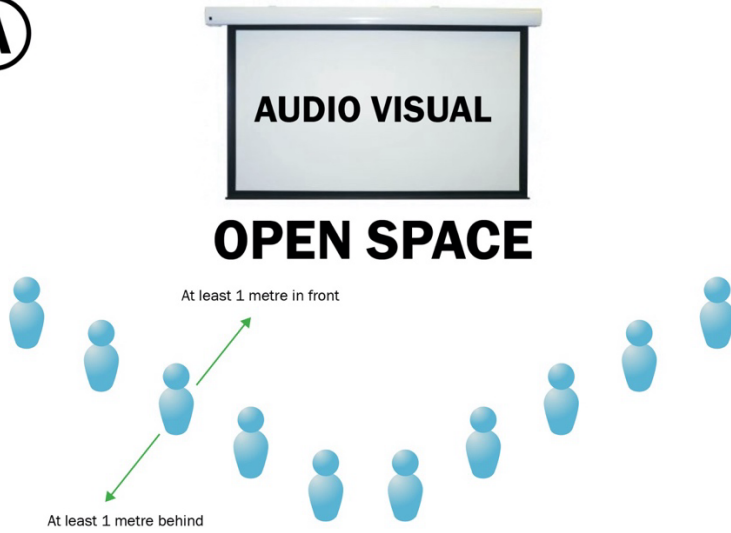
### Room Layout Guidelines

- **Small Groups:** Arrange participants in a **horseshoe shape** around the room perimeter, with at least **1 metre in front and behind** each person. *(See Illustration A)*
- **Larger Groups:** Arrange in **rows**, ensuring at least **3 metres between rows**. *(See Illustration B)*

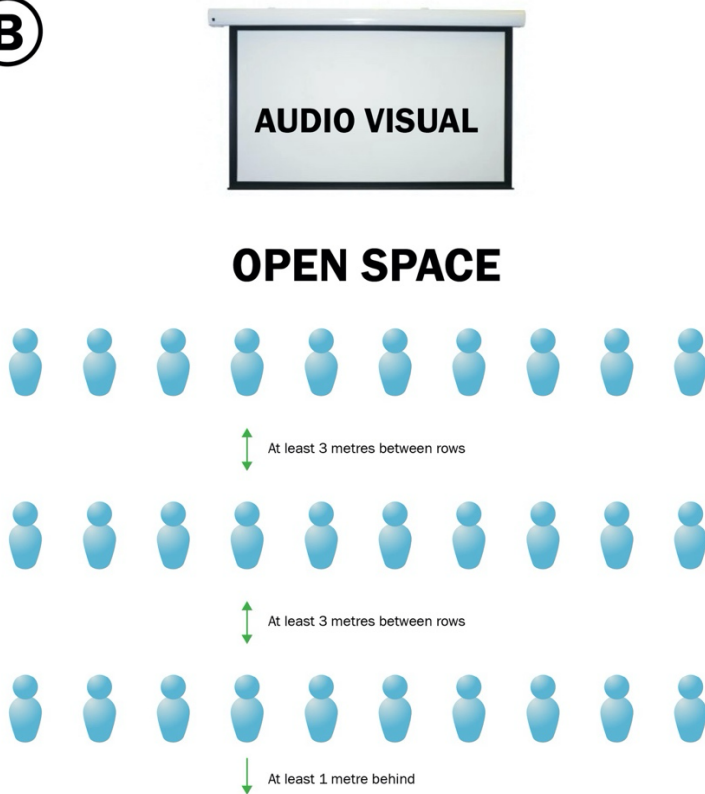
**Facilitator Tip:** Where possible, position **females in the back row**.

Take time to set up the room properly. **Space equals effectiveness**. A well-planned setup ensures participants can move naturally and gain the full benefit of the activity.

**A**



**B**



# FIRST move Wrap Up

## Room Set-Up

### Audio-Visual Requirements

- Computer with an internet connection
- Monitor or screen large enough for all participants to clearly view
- Speakers with sufficient volume for the group size

**Tip:** Test the video and sound before participants arrive.

### Space requirements

- Normal presentation set-up. No movement space required

## Equipment

- None Required

## Purpose

The Wrap-Up module completes the **First Move** programme. It reinforces the key movement principles participants have learned and helps consolidate their understanding

## Facilitator Role

Action	Description
1. Introduction	Click on WRAP-UP to start