

Main Points of Today's Presentation

- **Steps to manage musculoskeletal health**

- The Why
- The How
 - Prevention Considerations/Services
 - Early Intervention Program
 - Medical Treatment
- The Results

Start with WHY

- **Right for the employer**

- Control work comp spend
- Control health care insurance spend
- Attract healthy employees
- Keeps employees high performing and engaged



Start with WHY

- **Right for the employee**

- Person (family, friend, community, church)
- Occupation (self care, career)



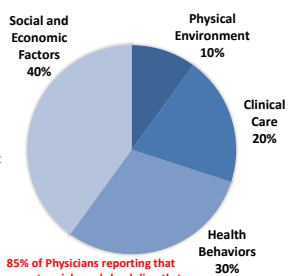
WHAT will be included in delivery of service?

- Prevention is Key!!!
- Early Intervention
- Medical Treatment

Prevention: Non-Clinical Factors on the Significance of Health¹

Six Domains of Social Determinants of Health

- Economic Stability
- Education
- Food
- Neighborhood and Physical Environment
- Community and Social Context
- Health Care System



Health Factors Influencing the Length of Life

85% of Physicians reporting that unmet social needs lead directly to poorer health outcomes

Prevention: Dimensions of Health – Holistic Medicine: Healing the whole person



- Sleep
- Stress
- Diet
- Fitness
- Smoking

Prevention: MSD Risk Factors- Emotional Health

- **Emotional Health⁶**
 - Patient-reported symptom severity in carpal tunnel syndrome (CTS) is significantly and positively associated with anxiety, depression, health-related quality of life, and NHS and societal costs even when adjusting for age, gender, body mass index, comorbidities, smoking, drinking and occupational status.
- **What Can Be Done?**
 - Knowing workforce – percentage of population with mental health concerns
 - Understand benefits
 - Offer free counseling services (EAP)

Readiness to Change



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Prevention: MSD Risk Factors-Exercise

- **Exercise⁷**
 - Performing ≥ 150 min of aerobic activity/week, risk of MSD injury decreases.
- **What Can Be Done?**
 - Knowing workforce
 - Readiness to change
 - Offer incentives
 - Workplace fitness centers
 - Reduce barriers
 - Offer group classes

Weekly Exercise	Minutes per week	150+	75-149	<74	No Answer	Numbers in red indicate Health Averages				
		22.1%	37.9%	37.7%	32.1%	40.2%	29.0%	0.0%	1.0%	

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Prevention: MSD Risk Factors-Body Mass Index

- **Body Mass Index (BMI)** Affects Worker's Compensation Costs and Outcomes⁸
 - Obese (BMI>30) Average Cost: \$470,000
 - Overweight (25≤BMI≤30) Average Cost: \$270,000
 - Normal Weight (BMI <25) Average Cost: \$180,000
- **What Can Be Done?**
 - Knowing workforce – percentage of obesity
 - Readiness to change
 - Offer weight loss programs
 - Offer of incentives

Event	Employees	Spouses	Retired/ Others	Total Participants	Average Score	MINIMAL	MODERATE	SEVERE	HIGH	EXTREME
						100 - 86	85 - 71	70 - 61	60 - 51	50 - 0
2021	104	18		122	76.0	28.7%	36.1%	19.7%	8.2%	7.4%
2020	124	23		147	73.0	24.5%	31.3%	25.2%	8.8%	10.2%
2019	126	21		147	72.0	23.8%	29.9%	24.5%	10.2%	11.6%
2018	131	22		153	71.8	24.2%	30.7%	21.6%	11.8%	11.8%
2017	138	30		168	70.7	19.6%	31.5%	25.0%	10.1%	13.7%

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Free Resource



- Year long program
- Wellbeing education & activities to increase awareness

Prevention: Company Specific Services to Consider

- Physical job descriptions
- New hire functional testing to insure new hire is safe to work in a physical demanding job
- New hire or new to job within company orientation: standard procedure
- Fitness center orientations
- Physical risk screen
- Wellness plan that is job specific – annual competency
- Ergonomics

Prevention: Job Description and New Hire Functional testing

Bad hiring decisions can be costly. When you select the wrong people for physically demanding jobs, you risk losing a substantial amount of money in lost time claims each year.



Prevention: New Hires

- New hire orientations
- New hire or new to job within company orientation: standard procedure
- Fitness center orientations

Prevention: Existing Employees

- Fit for duty
- Physical risk screen
- Wellness plan that is specific to the job
 - Incorporate into an annual competency
- Ergonomics
 - Incorporate your reports and recommendations into a process that already exists within and employer

FIRST AID: Early Intervention Program

- Employees that have minor musculoskeletal discomfort may benefit from early intervention services.
- Provide basic 1st aid NOT medical treatment measures
- The goal is to address these problems as soon as they develop; before they become more severe and more costly.
- A method for employers to be proactive and provide services and care to their employees without the issue becoming OSHA recordable.
- Allows for employees to be seen sooner than scheduling an off-site appointment and can limit the expense of time away from work for appointments and follow ups.
- Appointments typically last 15-30 minutes and may include follow ups at the job site for further monitoring of symptoms and job coaching recommendations.



References

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