



# Musculoskeletal Health Strategy



# MSK HEALTH CHALLENGES

Musculoskeletal (MSK) health conditions are a leading cause of absence and disability on a global level.

The main causes are avoidable risk factors such as physical inactivity, prolonged immobilization, poor and strenuous postures, repetitive contractions and physical overexertion.

The CDC cites the following: Musculoskeletal disorders (MSD) are injuries or disorders of the muscles, nerves, tendons, joints, cartilage, and spinal discs. Work-related musculoskeletal disorders (WRMSD) are conditions in which:

- The work environment and performance of work contribute significantly to the condition; and/or
- The condition is made worse or persists longer due to work conditions.

In the workplace, WRMSDs are typically demonstrated as:

- Forward Head Postures - caused by too much time spent looking at the computer
- Hand/Wrist MSDs such as Carpal Tunnel Syndrome and Hand-Arm Vibration syndrome - caused by work-related tasks that involve repetitive wrist movements, vibrating tools and other actions that increase pressure on the hands and wrist.



- Lower back musculoskeletal disorders - caused by heavy physical work, static work postures, lifting and forceful movements, awkward postures (bending and twisting), and whole body vibration.
- Upper limb disorders affecting the shoulder, arm and neck - caused by similar factors as above and including psychosocial factors.
- Sprain and strains - again caused by heavy physical work, lifting / forceful movements and awkward postures.

These challenges can be mitigated by increasing awareness of modifiable risk factors - such as physical inactivity and obesity, and by implementing simple measures into workplace policy, practice and culture.

This MSK Health strategy shares solutions that can help employees reduce susceptibility to MSDs, and support employers with EHS strategies.

See the following services provided by WORKBLISS to enhance musculoskeletal health.

*This is a holistic wellbeing program, and is not intended to be taken as, or replace medical advice. For personal issues concerning health, participants are advised to conduct their personal research before making lifestyle changes, or seek the services of their chosen health professional.*



# MSK HEALTH SOLUTIONS

## SESSIONS TO BOOST PHYSICAL ACTIVITY

See all [fitness sessions](#). Recommendations include:

[Back & Shoulder Care Exercises](#)

[Carpal Tunnel Relief Exercises](#)

[Easy Daily Mobility Exercises](#)

[Deskercise Class](#)

## SESSIONS FOR IMPROVED WEIGHT & LIFESTYLE MANAGEMENT

[Managing Cholesterol](#)

[Maintaining A Healthy Blood Pressure](#)

[Diabetes Prevention](#)

## SESSIONS FOR IMPROVED MUSCULOSKELETAL HEALTH.

[Posture Alignment Workshops](#)

[Musculoskeletal Health Presentation](#)

[Ergonomic Hacks for Working From Home](#)

[Ergonomics Consulting](#)

[Driver Ergonomics Services](#)

[Osteopathy](#)

[Nutrition for MSK Health](#)



# WELLBEING STRATEGY

Establish which MSK metrics cause the most loss in productivity, high absence rates, and incur the greatest costs in general. Deliver a targeted plan to mitigate these risks.

For construction, manufacturing, retail, warehouses, healthcare, hospitality and logistics employers, have WORKBLISS design an evidence-based physical therapy program - comprising a collection of movements that boost circulation, loose tense muscles and increase stamina.

These exercises focus on supporting parts of the MSK system that are the greatest cause for concern. Set aside time before shifts for a mobility session - a great way to increase morale and create a culture of wellbeing.

For desk-based roles, provide Deskercise classes or encourage employees to take a break from their desks for lunchtime Tai Chi, Pilates, or a Kickboxing Fitness Class.

These sessions help mitigate both risk factors mentioned in this strategy. It also serves as an energy boost, heightens focus and motivation, sharpens mental clarity and increases employee engagement.

Consistent delivery promotes the culture of wellbeing required to nurture improved behaviors.