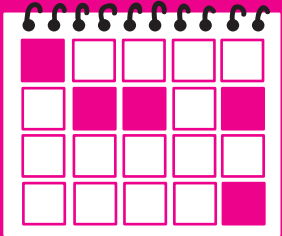


Musculoskeletal health in the workplace

The scale of the problem for employers

1 in 8 of the working population report having a MSK



23% of all working days lost are attributable to MSK

Employment rate for people who report MSK as their main health condition is **59.7%**

33% of long-term sickness absence is attributed to MSK in England



MSK disorders cost the UK an estimated **£7 billion** a year

The scale of the problem for employees

1 in 5 (20%) of people are worried they won't be fit enough to continue working in the next year



A third of people (**33%**) with a longterm condition felt their colleagues **don't understand the impact** of their condition

39%

39% don't feel confident discussing their workplace health with their employer

Over 1 in 7 (**15%**) wouldn't disclose a long-term health condition such as arthritis or recurrent joint pain to their employer



Actions for employers for good Musculoskeletal health in the workplace



1. Make a commitment to MSK:

- Appoint a wellbeing champion
- Encourage open communication at all levels
- Engage and consult employees about MSK
- Co-produce a plan with employees
- Understand the legal situation
- Update policies, make plans to improve, and take action
- Share best practice with other Employers



2. Understanding MSK needs:

- Understand obligations relating to risk assessment and safety committee regulations
- Understand the impact of MSK health in the workplace
- Identify physical capacity and extent of current MSK issues
- Assess employee needs
- Assess and minimise risks and hazards



3. Prevention:

- Optimise physical health and mental health, and recognise links between the two
- Prevent injuries and accidents
- Reduce stress linked to work using HSE Stress
- Embed MSK training into health and wellbeing strategy
- Encourage healthier choices
- Provide line manager training



4. Early intervention:

- Know the support your employees need
- Encourage dialogue at performance reviews
- Have a joined up approach (physical, psychological, social and occupational factors)
- Enable and encourage employees to talk
- Signpost all information



5. Adjustments in the workplace:

- Pro-actively tackle the stigma
- Be ready to make reasonable adjustments if work is causing or exacerbating problems
- Find adaptive ways to complete tasks to allow employees to continue working within abilities
- Regularly evaluate your approach



6. Rehabilitation and return to work:

- Stay in touch with employees on sick leave
- Support employees back to work by reviewing individual needs
- Support employee self-management
- Make reasonable adjustments to help employees to work to their potential
- Use Fit for Work and Access to Work initiatives
- Continue to support physical and mental health

Download the full toolkit:
<http://wellbeing.bitc.org.uk/mskt>