



Energy

A leading energy company's office-based population experienced an escalation in the number of injuries and illnesses, resulting in medical and disability costs and absenteeism. The company has 12,000 non-union employees spread out among three corporate offices in addition to home offices.

HealthFitness partnered with this energy company to develop an ergonomics program to help prevent repetitive stress injuries. Results include a 74% success rate in the first year (currently at 92%) in addressing early reporting of signs and symptoms, before escalation to medical. Our ergonomic services helped employees eliminate or reduce the risk of injury and improve employee productivity.

Preventing repetitive stress injuries with ergonomic services

Challenge

Preventing repetitive stress injuries (RSI) is a key goal of many employers – and for good reason. Musculoskeletal disorders, which include more than 100 different types of disorders, make up about 30 percent of all workplace injuries that result in lost workdays.¹

According to the Occupational Safety and Health Administration (OSHA), RSI affects some 1.8 million workers per year. One government study puts the cost of RSI between \$17 billion and \$20 billion a year.²

A leading energy company was looking to expand its robust global safety program and culture to office environments. Preventable RSI at the energy company resulted in lost time and productivity for its office workers and an increase in recordable incidents, short-term disabilities and workers compensation claims. The company's goal was to reduce medical claims and loss of work for computer-related RSI by identifying and preventing each employee's level of risk.

Solution

The energy company initially came to HealthFitness 20 years ago with a need to expand their global safety program and culture to the office environment. HealthFitness started the program with two employees in 1999. Today – as part of our injury prevention and treatment program – HealthFitness has grown the program into a dedicated injury prevention team of 12 full-time and four part-time employees.

Our ergonomics solution seeks to identify the root cause of the participant's discomfort. The HealthFitness team provides on-site and virtual ergonomic assessments and focuses on education and prevention to address the risks of the employee and the work environment.

Being aware of ergonomics is only the first step in implementing an effective solution toward addressing workspace comfort. Our program includes ergonomic services, occupational therapy screening and work conditioning.

Through assessments of employees at their workstations, we help employees feel relief through recommended equipment modifications. We also help employees with discomfort coaching through education on correct body posture and biomechanics, self-management techniques, and practical stretching and/or exercise routines.

On-site HealthFitness occupational therapists also screen employees and conduct job-specific work conditioning. Our team of 16 associates integrates with the energy company's employee assistance programs and other wellness initiatives.

Results

As a result of ergonomic interventions, our team helped address the early signs and symptoms of RSI prior to escalation to medical. As a result, we resolved 90% of the cases!

In addition, throughout our 20-year partnership with this company, this percentage has consistently remained at 89–92%, compared to the first year at 74%.

We have continually improved the injury prevention and treatment program, including adding fit break champions and reinforcing the importance of educating supervisors and asking for continued support of the employee to ensure satisfaction.

About HealthFitness

HealthFitness, a Trustmark company, delivers a complete and personalized wellbeing solution that is designed to make people healthier and includes the best of fitness and recreation, wellness, injury prevention and an engaging platform. HealthFitness is URAC and NCQA accredited and a proven leader and partner for enhancing wellbeing programs and transforming lives for the better. Parent company Trustmark provides a full spectrum of employee benefits to improve wellbeing through better health and greater financial security. For more information on HealthFitness, visit www.healthfitness.com.

¹ Bureau of Labor Statistics <https://www.bls.gov/news.release/osh.nr0.htm>

² <https://consumer.healthday.com/encyclopedia/pain-management-30/pain-health-news-520/repetitive-stress-injury-rsi-646236.html>



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