



## Managing Musculoskeletal Disorders in the Workplace

**“Designed for senior managers, line managers, occupational health staff and HR professionals, all of whom are key players in this challenging field”**

*Every year in the UK 140 million working days are lost to sickness absence, much of which ends in a swift return to work. However, a significant number of absences last longer than they need to and each year over 300,000 people fall out of work. Before reaching this point, many have been long-term sick. We know that the longer someone is off sick or out of work, the harder it is to get back to work, and worklessness comes at great personal and financial cost. Much absence and inactivity is due to comparatively mild illness which is compatible with work – and may indeed be improved by work. (Black Report 2011)*

Taking into account the cost of sick pay, replacement workforce, and loss of production, it has been estimated that the average cost of a single day’s sickness absence is around £450 per day per employee, resulting in a huge cost to British industry. 60% of all sickness absence is due to musculoskeletal disorders (Msd’s).

**FitBack** are Specialist Occupational Health physiotherapists, with many years of experience in treating Msd’s in the workplace. As a result of our in depth knowledge of this area we have designed a training course for managers, which gives a detailed insight into all the problems associated with dealing with musculoskeletal disorders in the workplace. The course provides practical and workable solutions to affect a successful return to work. It is suitable for senior managers, line managers, occupational health staff and HR professionals, all of whom are key players in this challenging field.

### Course Outline:

Statistics- how widespread is the problem?

The Black report 2008 and how it helps us to start managing MSK conditions.

Discussion of factors other than physical that impact on recovery and return to work: FLAGS SYSTEM

Building pathways and timelines to decrease the time from onset to resolution and return to full duties.

Building communication between all parties including Employee, Employer, Health professionals, GPs and managers. We all need to work together.

Discussion of the difficulties that line managers face when dealing with the return to work of an injured colleague. Details of how can we help with this difficult area.

Using work as rehabilitation. How to do it safely and effectively