

Musculoskeletal disabilities: Focusing on prevention and support

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Today's discussion

Building a preventative MSK strategy



- Build the foundation
- Identify opportunities
- Set priorities and objectives
- Take action
- Re-evaluate

Why is this *important?*

Musculoskeletal issues, such as back pain, have far-reaching impacts on the mental, physical, and emotional wellness of employees and their families.

As we'll discuss, they're also a significant cost to employers.



Why back health?

Back pain is the leading cause of musculoskeletal (MSK) – related disability claims.



Account for

30%

of all MSK-related long-term
disability (LTD) claims.



Good back health



Great work
life quality

Our message *to employers*

Having a strategy focused on back health could:

- Reduce absenteeism and presenteeism
- Reduce disability claims
- Improve productivity



Five stages of building a workplace Musculoskeletal health strategy



1. Build the foundation



2. Identify opportunities



3. Set priorities and objectives



4. Take action



5. Re-evaluate

Stage 1.

Build the foundation

- Leadership commitment
- Setting the right tone for your organization's culture
- MSK health committee
- Factors that influence workplace MSK back health



Stage 2.

Identify Opportunities

Why is using data critical?

- It measures your baseline.
- It identifies your organization's unique risks and opportunities to inform next steps.
- It ensures you're focusing your efforts on the right place while building your MSK health strategy.



Stage 3.

Set Priorities and Objectives

Set your priorities and objectives around the opportunities you identified from your baseline data:

- Consider 3 to 5 high-level priorities.
- Break each into smaller objectives.
- Your priorities and objectives will guide your actions moving forward.



Stage 4.

Take Action

There are key elements all workplaces should include in their MSK health strategy:

- Training for leadership and employees
- Policies and practices for supporting return to work and accommodation
- Targeted solutions
- Workplace safety
- Resources for employees



Stage 5.

Re-evaluate

- There needs to be a continual review and improvement process.
- Use data to measure progress.
- Decide which actions have been effective and which ones haven't.
- It's important to adjust goals and take corrective action when needed.





Wrap Up

- Leadership commitment and support are critical
- Data analysis is essential for setting a baseline and on-going measurement
- Never stop evolving your strategy



Questions?



Thank *You!*

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