



10 Benefits of WorkWell's Onsite Physical Therapy

Safety cultures are a strategic initiative at the country's most innovative and productive organizations. Now amid the global pandemic, workplace safety is a top priority for every organization's success. Practical strategies to prevent employee injuries and improve employee wellness are being implemented across companies.

The [U.S. Bureau of Labor Statistics](#) reports that work-related injuries and accidents average over 880,000 per year, costing U.S. firms more than \$62 billion in 2019. Many of these injuries are musculoskeletal (MSK) disorders and are usually preventable with early intervention and rehabilitation. This has spurred many organizations to implement injury prevention programs as part of their safety culture initiatives.

A New Approach

A recent workplace wellness trend is to offer onsite services, including healthy food options, fitness classes, and health screenings. Companies are now finding that an onsite physical therapist (PT) plays a vital role in their wellness programs and reinforces safety culture. These credentialed professionals can screen employees for pain or discomfort, recommend appropriate first aid or corrective exercises to improve a patient's strength and flexibility to minimize muscle damage.

And because the therapist is onsite working among employees, they build personal relationships that inspire trust that can change the work culture. When relationships are established, employees are more likely to share when they need help and give more meaningful information about their condition to their therapist—this type of prevention coaching results in early intervention, which leads to fewer injuries. Professionals who have familiarity with the workplace can provide faster answers resulting in a quicker return to work.

1

Proactive Risk Identification with Work Safe Rounds Minimize Workplace Hazards

Work safe rounds are when onsite PTs continuously examine the workplace and interact with workers to monitor and rectify emerging ergonomic risks, workplace hazards, and potential health issues. Onsite therapists' presence and availability in work areas help foster mutual respect and team accountability through routine engagement with workers and other stakeholders. Therapist observations and knowledge of human performance help minimize health and hazard risks.

2

Drive Safety Awareness with Increased Training on Safety & Risk Prevention

Education on safety and risk is essential for employee health and wellbeing. Onsite PTs offer targeted instruction and learning experiences that foster knowledge, skill, and practical problem-solving strategies. Onsite education programs can be general or oriented to a specific department or worker. Educational content often focuses on body movements to reduce stress and muscle fatigue, how the body responds to pain, managing physical stressors, the natural course of healing for musculoskeletal problems, coping measures, and preservation of function.

3

Proactive Onsite Prevention Programs for Injury Prevention

Onsite PTs lead exercise wellness programs that include general or work-specific activities that prepare the body for activity and encourage healthy tissue function during work activities. These exercise programs may involve stretching, warm-up activities, and body area specific wellness programs. Frequently held before a work shift starts, they can get employees ready for their day and help prevent injuries.

4

Establish Trust with Better Employee Communication and Engagement

Continuous employee communication is an essential component of a world-class safety culture. Having well-trained clinicians onsite ensures safety rules and procedures are documented, communicated, and continually updated, consequently improving employee engagement while curtailing injuries. Furthermore, the onsite therapist ensures Functional Job Descriptions (FJD) are modified and updated regularly to meet the demands of the job and the employees' capability.

5

Improved Employee Morale

When employees have access to onsite services, it helps them feel better and work more safely. Organizations send a strong signal that it is committed to employee wellbeing. In turn, that message can enhance trust between employees and their employer, helping workers feel happier and more productive. And with a higher level of job satisfaction, these workers are more inclined to stay with their employer and work harder at their jobs.



6

Increased Productivity and Reduced Presenteeism

When employees do not feel well, they do not perform at their best. Presenteeism, the problem of workers being on the job but, because of illness or other medical conditions, not fully functioning, is a common issue with staff suffering from MSK disorders (MSD). Onsite PT programs proactively screen for MSDs, offer treatment and ongoing health and safety education to improve employee productivity.

7

Fewer Injuries and Less Absenteeism

Healthy employees do not miss work; however, injured employees do. Onsite therapies reduce the average employee's time away from work. When therapists are onsite, it eliminates the need for an employee to drive to and from an offsite facility for treatment. And because an onsite PT can shorten injured employees' recovery times, the staff is back to work more quickly. Plus, onsite offerings such as exercise programs, safety training, education, and ergonomics processes result in fewer injuries.

8

Injuries Caught Earlier Facilitate Faster Recovery Times

Onsite PTs catch injuries early. Being onsite enables the physical therapist to identify and treat workers' injuries early on to prevent injuries from getting worse. With an onsite physical therapy clinic, employees can more quickly and easily get treatment for injuries right at the workplace. By providing convenient, easy access to onsite therapy services, injured employees are more apt to show up for their appointments and get the treatments they need, leading to faster healing.

9

MSK Wellness Equals Better Total Worker Health

Musculoskeletal wellness is the foundation of overall health and wellbeing. Being free of pain allows increased mobility, which helps establish a more prolonged and higher quality work and life situation. The ability to work and exercise reduces financial concerns, lessens stress and anxiety, aids with depression, and decreases risk factors for heart problems, diabetes, obesity, and addiction. Musculoskeletal wellness enables people to live a fuller life. When workers can engage in more activities, they can socialize more with family and friends and enjoy better mental health.

10

Improved Ergonomics for Better Comfort, Productivity, and Decreased Injury Risk

Ergonomics, when the workplace is designed to meet job demands and suit workers' capabilities, can reduce the chance for MSDs. Workers come in all sizes, so matching job tasks to the individual's capabilities can help lessen muscle fatigue, minimize discomfort, and maximize safe work performance. When you have onsite physical therapists, they regularly conduct safe work rounds to look at the tasks performed and match them with the worker's capabilities. If required, the PT can redesign how the task is done to support good posture or require fewer motions and less exertion. These changes can make workers more comfortable and productive while minimizing injury risk.



WorkWell – Your Trusted Advisor for MSK Health

With 30 years of experience in developing and delivering musculoskeletal health programs, WorkWell has become a trusted safety partner to F500 firms. We are experts in preventing and treating sprains, strains, and back pain that involve muscle, nerves, joints, ligaments, and tendons, which can significantly impact employee health and overall total wellness.

Workplace injury prevention requires a systematic approach throughout the employee journey, beginning with functional job descriptions to post-offer employment testing and work readiness during onboarding. Work readiness continues throughout employment to ensure physical fitness to meet the requirements of the job. Onsite physical therapists continuously refine workplace ergonomics and provide job coaching that discusses best practices for body mechanics, lifting for movement, for positioning. Those are the things that are going to help in the long term prevent injuries from happening in the first place. And if injuries occur, onsite PTs can effectively treat injuries and test to ensure the employee is ready to get back to work.

WorkWell solutions provide a positive and consistent experience throughout the employee journey and are foundational elements in world-class safety programs.

For more information, visit <https://www.workwell.com> and follow WorkWell on [LinkedIn](#), [FaceBook](#), and [Twitter](#).



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