

**Work.  
Shouldn't.  
Hurt.**

## **MSDs**

**Musculoskeletal (Movement) Disorders  
Cost Businesses  
\$45-\$54 Billion Annually\***

[www.cdc.gov/workplacehealthpromotion/evaluation/topics/disorders.html](http://www.cdc.gov/workplacehealthpromotion/evaluation/topics/disorders.html)



**Presented By:  
Marathon Physical Therapy  
& Sports Medicine**

# Restore Movement Quality

## Step 1

### Worksite Evaluation

Workstations  
Work-Related Activities  
Current Wellness Initiatives  
Medical Claims  
Environment  
C-Suite Concerns  
C-Suite Goals



# Restore Lifestyle Quality

## Step 2 Report Findings

Ergonomics  
Movement Patterns  
Wellness Initiatives Overview  
Medical Claims Patterns  
Claim Pathology  
C-Suite Report



# Improve Movement Quality

## Step 3

### Provide Solutions

Workstation Assessment  
Pre Activity Screens  
Workday Exercises/  
Stretching  
Health Consultations  
Wellness Program Support  
Lunch & Learn Lectures  
Onsite Services  
Individualized Movement  
Prescriptions



# Improve Lifestyle Quality

## Step 4

### Continued Support

Re-evaluations Every 90 Days  
Pain Screen Events  
Ergonomics Education  
New Staff Workstation Setup  
Wellness Program Support  
New Program Design Support  
Direct Access Scheduling



# Background

In light of a changing national healthcare system and current employee-health related research, companies are shifting their emphasis from subsidizing sickness to promoting health and welfare in wellness, prevention, and fitness programs. Workplace wellness programs are now omnipresent and efforts to combat disease such as heart disease, respiratory disease and diabetes are often at the forefront of such initiatives. Companies are working with insurance providers to explore employee cholesterol levels, blood pressure, physical activity participation and dietary habits to better understand the primary drivers of healthcare costs. These programs boast increased employee retention, fewer sick days, improved productivity and decreased healthcare costs.

These are all wonderful things and articulate very well the promise of a healthier, more active workforce. At Marathon we are a champion for workplace wellness programs and applaud all companies that invest in the health and well being of their employees. Our solution however, fastens this current wellness program design philosophy with a unique paradigm based on movement. When human ergonomics and mechanics are compromised the end result is reduction of movement and referral of pain.

Without timely and accessible interventions, decreased movement and increased pain opens the door to a menu of undesirable and costly health consequences. Low-back pain for example, is one of the most common reasons for increasing healthcare costs for companies in the United States, with research showing one in four adults reporting low-back pain. Back pain interventions are easy to find, but a primary barrier to participation in such treatment is time and accessibility. When considering the average employee's workday, lifestyle and family responsibilities, there remains very little time for multiple visits each week to a back pain specialist. These variables, along with the old adage that the pain will likely 'go away,' illustrate how easily common back pain can lead to decreased movement, increased pain, and all things corporate wellness programs aim to defend against such as missed workdays, decreased productivity and the need for a costly surgical intervention.



# Our Solution

Our solution is to provide timely and accessible ergonomic and movement-based services for the prevention and rehabilitation of pain and discomfort. Preventive efforts will begin at the employees' workstation with ergonomic assessments and instruction for a more comfortable and productive workday.

Licensed Physical Therapists will provide orthopedic assessments to employees experiencing pain or discomfort. Physical Therapists, Licensed Massage Therapists and Certified Fitness and Wellness Professionals will provide onsite treatment and prevention programs to promote healthy movement, increased activity and improved overall wellness.

Prevention programs include fitness program design and instruction, interactive workshops, educational clinics and a sustainable model for enhancing collective health and wellness. This common sense model provides highly skilled, licensed healthcare providers at the frontline of your corporate wellness initiatives and implements a premier quality intervention approach to the primary drivers of healthcare costs and overall employee satisfaction.



# According to the CDC

## Centers for Disease Control and Prevention



Musculoskeletal disorders (MSD) are injuries or disorders of the muscles, nerves, tendons, joints, cartilage, and spinal discs. Work-related musculoskeletal disorders (WMSDs) are conditions in which:

The work environment and performance of work contribute significantly to the condition; and/or

The condition is made worse or persists longer due to work conditions<sup>1</sup>

In 1997, the Centers for Disease Control and Prevention's (CDC) National Institute for Occupational Safety and Health (NIOSH) released a review of evidence for work-related musculoskeletal disorders. Examples of work conditions that may lead to WMSDs include routine lifting of heavy objects, daily exposure to whole body vibration, routine overhead work, work with the neck in chronic flexion position, or performing repetitive forceful tasks. This report identified positive evidence for relationships between work conditions and MSDs of the neck, shoulder, elbow, hand and wrist, and back.

The Bureau of Labor Statistics of the Department of Labor defines MSDs as musculoskeletal system and connective tissue diseases and disorders when the event or exposure leading to the case is bodily reaction (e.g., bending, climbing, crawling, reaching, twisting), overexertion, or repetitive motion. MSDs do not include disorders caused by slips, trips, falls, or similar incidents. Examples of MSDs include:

- Sprains, strains, and tears
- Back pain
- Carpal tunnel syndrome
- Hernia

Musculoskeletal disorders are associated with high costs to employers such as absenteeism, lost productivity, and increased health care, disability, and worker's compensation costs. MSD cases are more severe than the average nonfatal injury or illness (e.g., hearing loss, occupational skin diseases such as dermatitis, eczema, or rash).

- Musculoskeletal disorders account for nearly 70 million physician office visits in the United States annually, and an estimated 130 million total health care encounters including outpatient, hospital, and emergency room visits
- The Institute of Medicine estimates of the economic burden of WMSDs, as measured by compensation costs, lost wages, and lost productivity, are between \$45 and \$54 billion annually
- The Bureau of Labor Statistics reported 26,794 Carpal tunnel syndrome cases involving days away from work in 2001
- In 2001, the Bureau of Labor Statistics reported 372,683 back injury cases involving days away from work
- In 2003, the total cost for arthritis conditions was \$128 billion—\$81 billion in direct costs and \$47 billion in indirect costs
- Persons who are limited in their work by arthritis are said to have Arthritis-attributable work limitations (AAWL). AAWL affects one in 20 working-age adults (aged 18-64) in the United States and one in three working-age adults with self-reported, doctor-diagnosed arthritis "

<sup>1</sup><http://www.cdc.gov/workplacehealthpromotion/evaluation/topics/disorders.html>





# Marathon PT

## We Are Biomechanical Specialists

For over 11 years Marathon has provided industry leading rehabilitative services. In light of a changing national healthcare model we are rethinking and revolutionizing the workplace wellness paradigm.

Healthy, pain-free movement is often the missing link between 100% engagement and anything less. Without healthy movement the human body will compensate during activity (work-related or extracurricular) until a musculoskeletal disorder (MSD) occurs. Such damage commonly goes overlooked and may ultimately result in decreased productivity and missed workdays due to discomfort and medical visits.

There is no professional more experienced and knowledgeable in the science of human movement and biomechanics than Doctors of Physical Therapy. Alongside other members of the Allied Healthcare Providers Community and with a diverse team of health, fitness and wellness specialists, Marathon's Workplace Wellness Partnership Program is positioned to provide the highest quality services for the prevention of MSDs. Marathon offers a team of biomechanical specialists that can effectively decrease MSDs, improve healthy movement and increase your wellness program engagement.

Workplace  
Wellness

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