

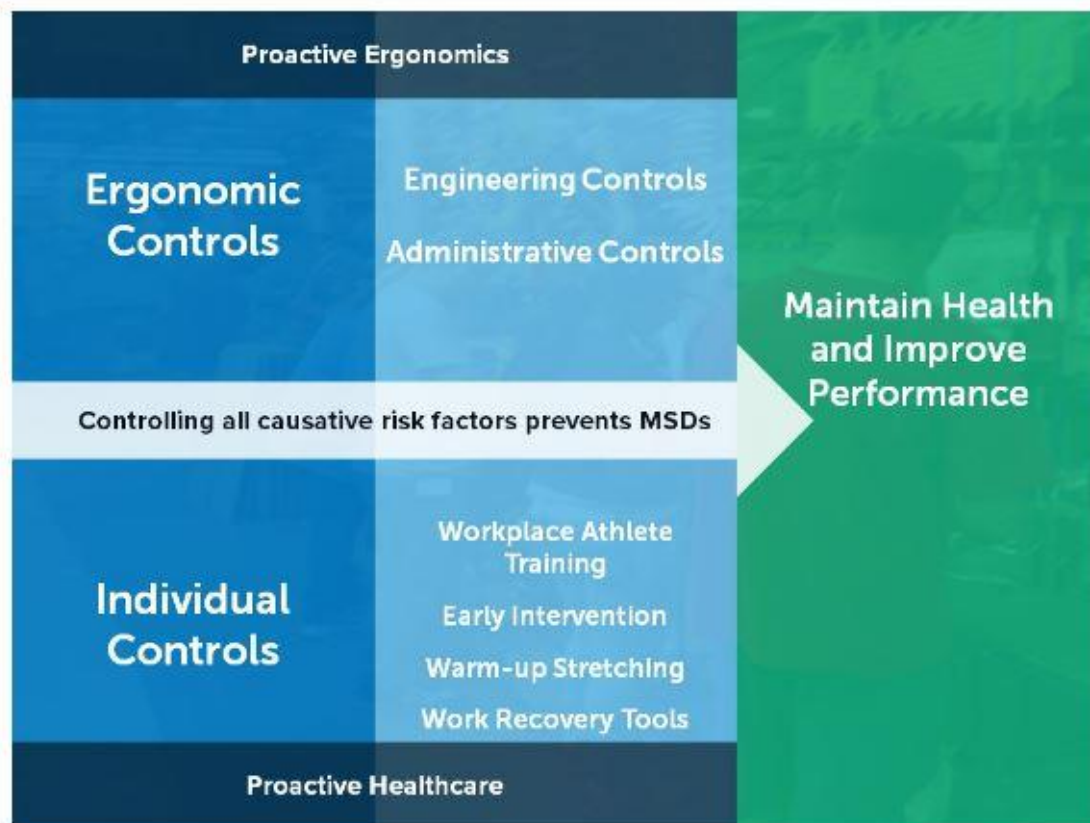
# The Key to MSD Prevention

The key to MSD prevention is so simple it might make you laugh (or get angry). Ready?

## Prevention is proactive!

If that sounds so oversimplified to you to the point of seeming ridiculously obvious, that's good. It means you already get it and you're on the right track.

You already know that if MSDs are the result of a reactive approach to ergonomics and healthcare, then prevention is going to require a proactive approach to ergonomics and healthcare. If that's what you were thinking, you were right. The way to reduce MSD risk factors is to get proactive and systematically put controls in place using a proactive ergonomics and proactive healthcare process.



## Proactive Ergonomics

A proactive ergonomics process identifies ergonomic risk factors and then reduces them through engineering and administrative controls before an injury occurs.

Conducting an ergonomic risk assessment in response to an injury isn't a bad thing to do. In fact, it's what you should do.

But that's a reactive approach, and if you keep doing what you've been doing, then you're going to keep getting what you've been getting — injuries. To wage a war on the MSDs at your facility, you'll need to get out in front of the problem by being proactive.

Remember that above all else, a world class ergonomics program is proactive and viewed as a strategic continuous improvement process that makes a positive impact on the entire business.

In other words, ergonomics shouldn't be an afterthought. If your ergonomics program is in reactive mode, it will only have a marginal impact on your facility at best.

Here is the difference.

#### **Reactive ergonomics:**

- ◆ Waits for an injury to occur before being implemented
- ◆ Isn't tied to strategic initiatives and organizational goals
- ◆ Gets little to no funding or leadership support
- ◆ Gets marginal results

#### **Proactive ergonomics:**

- ◆ Is implemented before an injury occurs
- ◆ Is viewed as a continuous improvement process (not a one-time program or event)
- ◆ Is tied to strategic initiatives and organizational goals
- ◆ Gets the funding and leadership support it needs to succeed
- ◆ Develops talent and trains up a workforce with an above average ergonomics IQ
- ◆ Gets transformational results

If your ergonomics program is reactive in nature, you will be doomed to sub-par results. On the flip side, if your ergonomics program is proactive in nature, then you can continuously improve it all the way to world class status.

**Remember:** Ergonomics is a process, not a program. When you get proactive, your ergonomics process will gain value over time and become a key driver for your organization's success.

## **Proactive Healthcare**

A proactive healthcare process doesn't wait for a workplace athlete to develop an MSD before that workplace athlete gets the training, information and coaching they need to remain healthy.

Here is the typical example of how healthcare is delivered to workplace athletes.

The workplace athlete appears to be healthy. Time goes on. The workplace athlete notices that the wear and tear is starting to worsen. More time goes on. The workplace athlete really begins to notice higher levels of fatigue and discomfort on a regular basis. More time passes. The workplace athlete has lost physical function and suffers an MSD. They go to a doctor to get surgery, a prescription and whatever else they need to make a recovery. Hopefully they return to peak health, but it's unlikely.

This model of healthcare is reactive in philosophy and in practice. Remember that MSDs develop over **long periods of time** due to microscopic wear and tear to the soft tissues

every day. The earlier you provide healthcare, the better the outcome for the workplace athlete and for the company. **This is proactive, or preventive, healthcare where the goal is to prevent injuries and avoid costly reactive healthcare.**

Here is the difference between reactive and proactive healthcare.

**Reactive healthcare:**

- ◆ Waits for an injury to occur before being implemented
- ◆ Delivers the worst health outcome for the person who was injured
- ◆ Is the most costly form of healthcare for the company

**Proactive healthcare:**

- ◆ Is implemented before an injury occurs
- ◆ Provides workplace athletes with injury prevention tools and techniques through group education workshops and one-on-one training
- ◆ Delivers the best health outcome for the workplace athlete
- ◆ Is the least costly form of healthcare for the company, providing a strong return on investment

## How to Get Exponential MSD Prevention Results

If you implement the MSD prevention process we've just discussed, it will gain value over time and you will begin to see an exponential return on your investment.

Here's the catch: you have to get started and you have to be committed to this process over the long haul. If you don't take action now, you'll only be putting off the results. Sometimes the most expensive investment is not making one at all.

Reducing MSD risk and shaping a culture of prevention is a long-term commitment. If you start early and stick with it, you'll reap the benefits and a strong return on your investment.

You can read more about MSD Prevention with this link - <http://pro.ergo-plus.com/>

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