



Musculoskeletal disorders are a major concern for employers

Prevention is key to reducing the incidence and severity of musculoskeletal (MSK) disorders.

By investing in MSK injury prevention and treatment, employers can benefit from improved employee health, well-being, engagement, and retention, as well as reduced healthcare spending and workers' compensation claims.

Implementing measures in the workplace can be very effective.

Employee health and performance can be compromised by musculoskeletal disorders, which involve damage or pain in the musculoskeletal system, such as muscles, nerves, tendons, joints, cartilage, and spinal discs. [Business Group on Health](#) reported that musculoskeletal injuries were the second most costly health condition after cancer. To help workers prevent or manage these disorders, employers can adopt these strategies.

- **Ergonomics:** Design workstations, chairs, and tools ergonomically to prevent physical strain.
- **Education and Training:** Train employees on proper lifting techniques, posture, and body mechanics to raise awareness and prevent injuries.
- **Scheduled Breaks:** Encourage regular breaks for stretching and relieving muscle tension, reducing risk of MSK disorders.
- **Early Reporting:** Promptly report discomfort to prevent minor issues from worsening.
- **Organizational Changes:** Redesign tasks and provide assistive devices to reduce strain.



What Others Are Doing:

San Mateo County Schools Insurance Group has developed an award-winning Worker's Compensation Return to Work program using Sentinel software. The program, in conjunction with Kaiser Permanente On-the-Job workplace injury care, has shown it can save individual school districts up to 90% in annual savings in paid time off. With this success, Sentinel is negotiating with multiple other risk pools to bring savings to hundreds more California school districts, cities, and counties.



Resources for your Employees

[Learning About Ergonomics](#)

[Learning About Your Musculoskeletal System](#)

[Low Back Pain](#)



KP Member Specific Resources

[MSK Care at Kaiser Permanente](#)

[Check Your Symptoms](#)

[Fitness Deals](#)

***Members may see articles or information authored from KP partners in other regions, but they should seek care directly from their local care team.*



Strategic Planning Resources

[Transforming MSK Care with a Digital PT-First Approach: Lessons Learned \(medbridge.com\)](#)

[Ergonomics and Musculoskeletal Disorders | NIOSH | CDC](#)

[Implement your Ergonomic Program | NIOSH | CDC](#)

*All kp.org information is available to view in Spanish or English depending upon user preference

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Other Resources

[Work Safety: Musculoskeletal Injuries and Illnesses - Data Details](#)

[Fitness: Getting and Staying Active | Kaiser Permanente](#)

[Getting Physically Active | American Heart Association](#)

