



WHY START A CORPORATE WELLNESS PROGRAM?

SUCCESS STATISTICS

Saved money

Estimated savings (on top of program costs) to be 120k for this fiscal year at Medtronic.

Improved pain levels

All but one of the individuals that have gone through the program had a statistically significant reduction in self reported pain levels. She was referred out due to severe tendonitis to get a cortisone injection.

Improved strength and decreased deficits on the selective functional movement assessment

All individuals except the one who was referred out made significant strength gains.

Happy workers, managers, and program workers!

On exit testing, all individuals reported that they knew how to self treat their pain if it came back and were independent with home program.

MISSION

To decrease the risk of musculoskeletal injury amongst workers. To make workers more resilient to injury. To rehab them quickly if they do sustain an injury. To improve the lives of workers through education, manual therapy and exercise. Through these efforts, we aim to save the employer money and better the company as a whole.

WHY START?

A wellness program is designed to improve the health and well being of your employees. This will decrease sick time and decrease injury. Our program is primarily geared towards decreasing musculoskeletal injury in the workforce. We are also trained in strength and conditioning and nutrition to promote overall employee wellness. A healthy employee is a productive employee.

IT SAVES YOU MONEY!

It is much cheaper to prevent injuries than to pay for them. Our program has decreased the number and severity of preventable injuries since we started working at Medtronic.

We have saved money on medical testing, paid time off from work, lost production, and payment of additional employees to work for those who are out.

KEEPS EMPLOYEES HEALTHIER AND THEY FEEL VALUED

Besides decreasing injury rate, we have also decreased pain levels and improved strength and overall resilience to injury in Medtronic employees. Employees feel valued by an employer who places a high emphasis on their overall health and wellness.

Although the primary goal was to decrease musculoskeletal injury, we have added nutritional education as well as the importance of regular exercise, and proper quality and quantity of sleep, which we feel has also had a positive impact on employees.

HOW THE PROGRAM AS CURRENTLY STRUCTURED

Prevention - We survey the client on current health status, pain levels and if they believe their workstation contributes to symptoms. We utilize the selective functional movement screen on workers to help us guide treatment and have baseline measurements. This screen is a full body screen looking



“ I would encourage any and all organizations to adapt a similar Ergo / Strength and Conditioning program for their employees in the North Shore and beyond. The program pays for itself in improved lifestyle, reduced pain, and reduction for workplace incidents and lost time accidents. ”

~ Mark Chartier - Participating Company Program Director

at both mobility and stability of different areas of the body. A client may lack mobility or stability in a certain area that can make movement more inefficient or make them more susceptible to injury.

Employees in the program go through six weeks of manual therapy, exercise and education to address the client's limitations found during screening. Manual therapy is used to decrease pain levels if present and improve mobility if needed. Exercise is used to make manual therapy stick and to build strength and resilience to injury. Employees are given individual home exercise programs to perform in between sessions and after they graduate the program to continue on their own.

The sessions in the facility are 20 minutes in duration to not negatively impact productivity of the assembly line. They occur twice per week for six weeks. For most individuals six weeks is sufficient. We have had a couple of instances where clients stayed in the program for longer than the six weeks because their condition required it.

Throughout the program, clients also are given information on nutrition, sleep, exercise and overall wellness while we are working on musculoskeletal issues or building strength.

We work on higher risk areas/individuals first to prioritize potential cost savings and injury prevention. We work hand in hand with Environmental Health and Safety staff to target higher risk individuals first.