

## GSC ON-SITE SERVICES INFORMATIC

### *Your Resource for Injury Prevention Information!* **Injury Prevention**

After establishing a strong foundation of “Worker-Job matching” new employees to their jobs, the focus of the injury prevention continuum needs to shift to injury prevention programs in order to maintain employee health & wellness. According to OSHA, injury prevention programs have been shown to increase productivity, reduce costs associated with employee absence, improve employee retention and improve moral and job satisfaction. In fact, businesses of all sizes have shown that with a properly executed injury prevention program, costs associated with occupational injury and illness have been reduced from 20-40%. The following components are considered essential to an injury prevention program.



#### **Pre-shift Warm Up/Flexibility Program:**

Pre-shift warm up and flexibility programs are ideal at introducing basic stretches and dynamic warm ups to help prepare your workforce for the physical demands of the work day. Even if they are a sedentary work population, a pre-shift warm-up program can help prepare the body for the stress of not moving. These programs are especially important for the aging workforce as they are the most susceptible to injury due improper movement and fatigue.

#### **Early Symptom Intervention:**

Early symptom intervention is one of the greatest cost saving services you can implement. When an employee has an issue regardless of cause, they can see a master’s level Athletic Trainer onsite for an evaluation and hands on manual or massage therapy, kinesiotaping and they can receive some stretches and advice on things they can do at home and work to eliminate the symptoms. This non-medical intervention approach to industrial wellness can eliminate OSHA recordable injuries and maintain productivity. Employees appreciate the hands-on attention and resolution of symptoms.

#### **Job Coaching:**

Job coaching is a key component of employee health. Studies identify root cause for injuries as process, equipment and tools or body mechanics/postures. In 85% of OSHA recordable incidents body mechanics and posture are the cause of the injury. Job coaching reinforces proper work postures and body mechanics while the employee is performing their normal work duties. Fatigue can also affect body mechanics and postures and the process of job coaching can identify mini stretches or postural changes to reduce fatigue over the course of the workday.

#### **Ergonomics:**

Proper workplace ergonomics are essential to prevent fatigue and postural injuries. Whether the employee is sedentary at a desk or constantly on their feet, a good ergonomic assessment coupled with appropriate recommendations can not only reduce the risk of injury but can also improve productivity.

#### **Education:**

Employee education is essential to maintaining a healthy and productive workforce. By introducing and discussing health topics with your employees it helps to foster a health/safety focused workplace culture. This education can take various forms such as weekly or monthly emails or newsletters; lunch and learn sessions where a qualified professional can sit down with employees to introduce, discuss and answer questions they may have about the topic at hand; or even posters, handouts, or brochures that can help to inform employees about changes in the workplace, new programs and other health related information.

Overall the injury prevention portion of the employee health and wellness continuum is the largest and most flexible, allowing options for businesses of all sizes and sectors to help foster and tailor their workplace culture to one focused on health and safety.



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