

Improving Staff Musculoskeletal (MSK) Health at Sherwood Forest Hospitals Foundation NHS Trust



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Improving staff MSK health at SFHFT

A Success Story

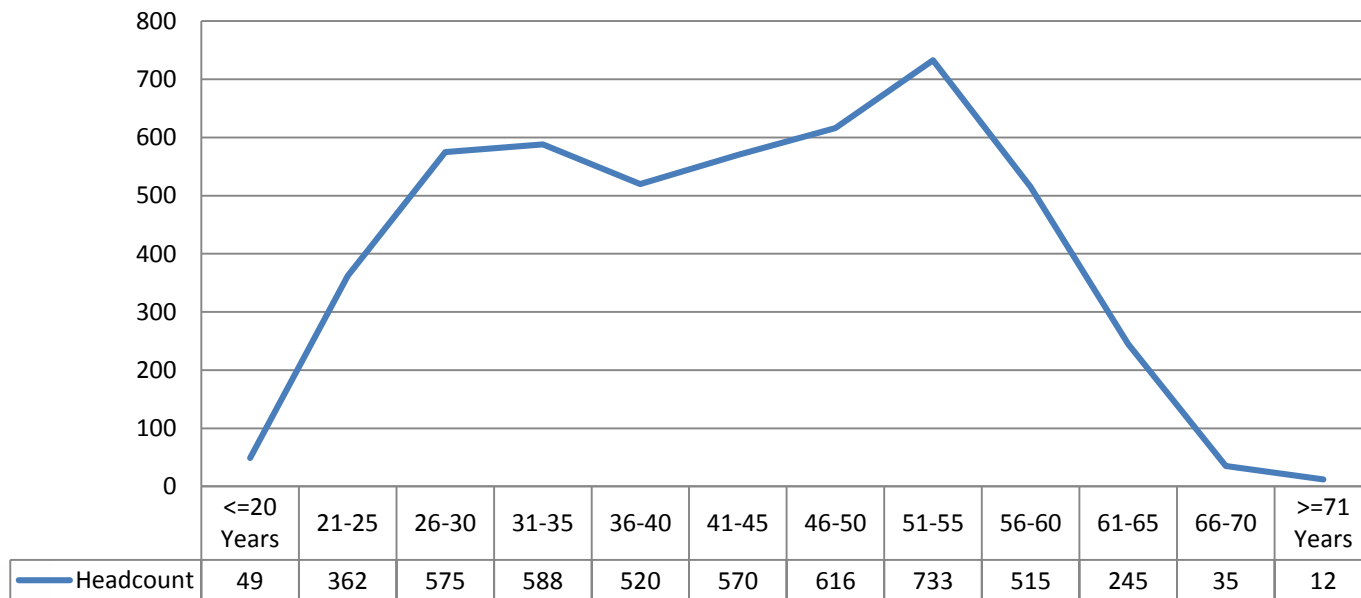
The SFHT journey:

- Why change was needed
- November 2016 – present day

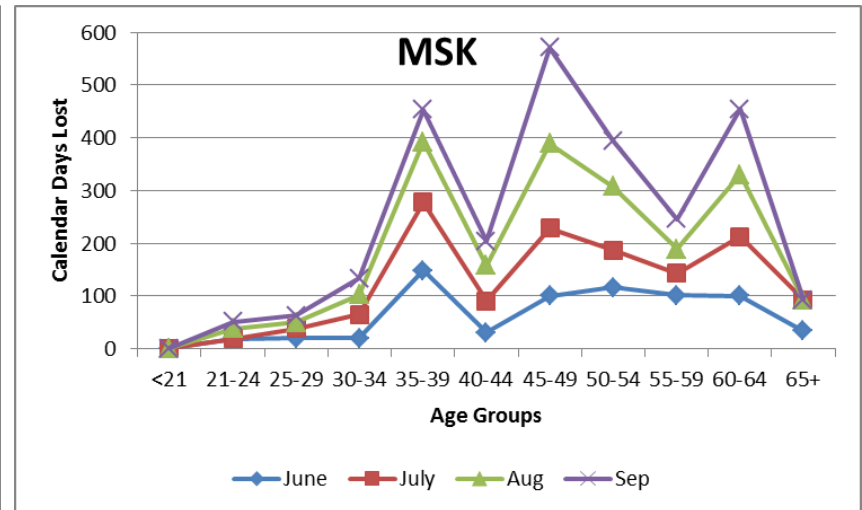
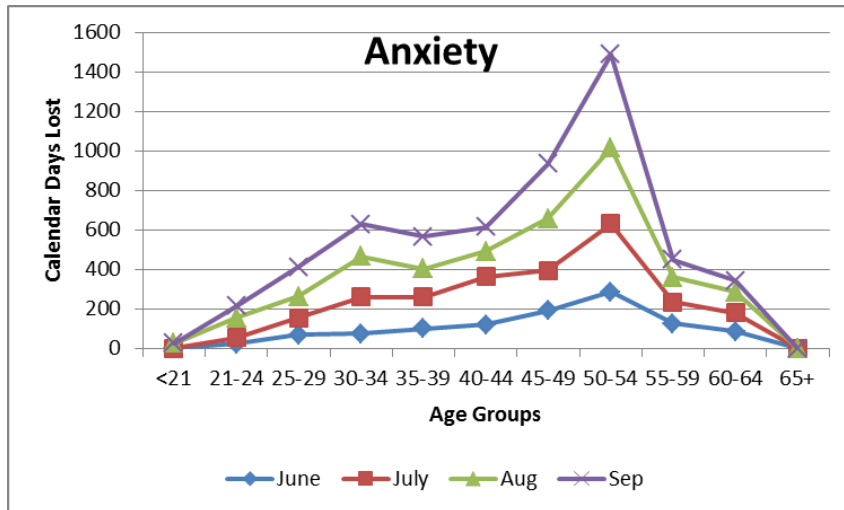


Age Profile of Trust Staff

Age band v Headcount



Sickness Absence by Age Group



Improving staff musculoskeletal health at SFHFT

Research shows early intervention advice/management in staff with musculoskeletal (MSK) problems is key to helping:

- reduce rate of absence & facilitate quicker return to work, with fewer days off
- reduce rate of reoccurrence, risk of condition worsening
- reduce rate of the injury leading to other health problems such as depression
- improve cost savings
- provide vital proactive early MSK intervention for an older working population

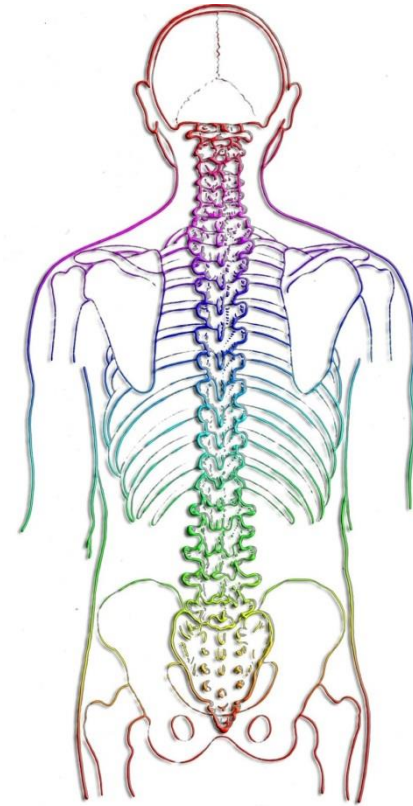


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Physio

Background:

- Changes required in previous OH Physio service
- November 2016 – H&WB CQUIN monies available introduce a pilot physio Staff Self-referral service
- 2/7 a week in tandem with existing service
- Followed local and national guidance
- Liaison with other physios and OH physios

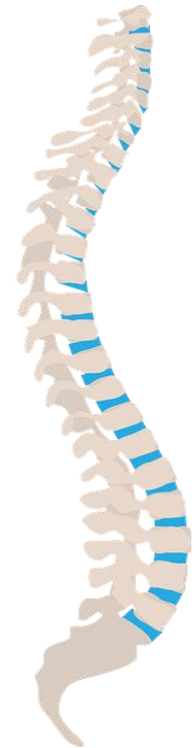


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Physio

Pilot aims

- Initiate a fast track Staff Self referral service for new acute MSK <3/12
- Advise staff on accessing physio services at work /closer to home
- Provide information for staff on MSD self- management and prophylaxis
- Initiate MSK Health Team: scoping service for workplace ergonomics



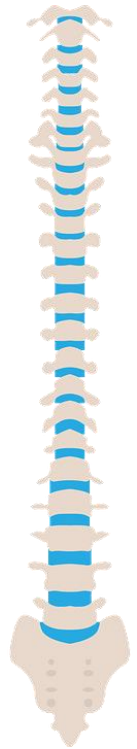
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Physio

Pilot results (50)

95%	service saved GP visit
86%	service reduced time off work (if off work)
84%	service prevented them going off sick

- Cost savings of approx. £76,000
- Business Case- established 1WTE physio OH Staff Self-Referral Service - included previous physio staff member
- Previous service wound down
- Came into post April 2018



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Physio April 2018 onwards

Common workplace MSK problems- what do I see?



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Physio April 2018 onwards

Common workplace MSK problems- what do I see?

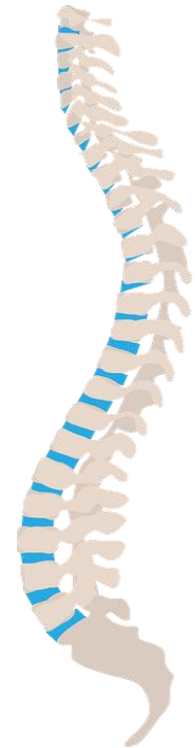


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Physio April 2018 onwards

Common workplace MSK problems- What do I do?

- Established physio advice and self-referral service
- Physio MSK drop in sessions with H&WB team
- Physio intranet MSK resources
- Links to the main physio department- classes /guidelines /staff awareness /professional support
- Body Mass Analyser
- Referral to community exercise programmes
- Early management of MSD sickness
- Part of Occupational Health Team
- Part of MSK Health Team



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MSK Health Team

Approach to MSD since April 2018

- Established MSK Health Awareness Team
- Ergonomics intranet resources –managers and staff
- Health Promotion
- Work with Health and Well- Being group
- Work with HR
- Working with external companies
- Chair swaps /ergonomic equipment loan
- Ergonomic training incorporated into mandatory update
- Screen savers



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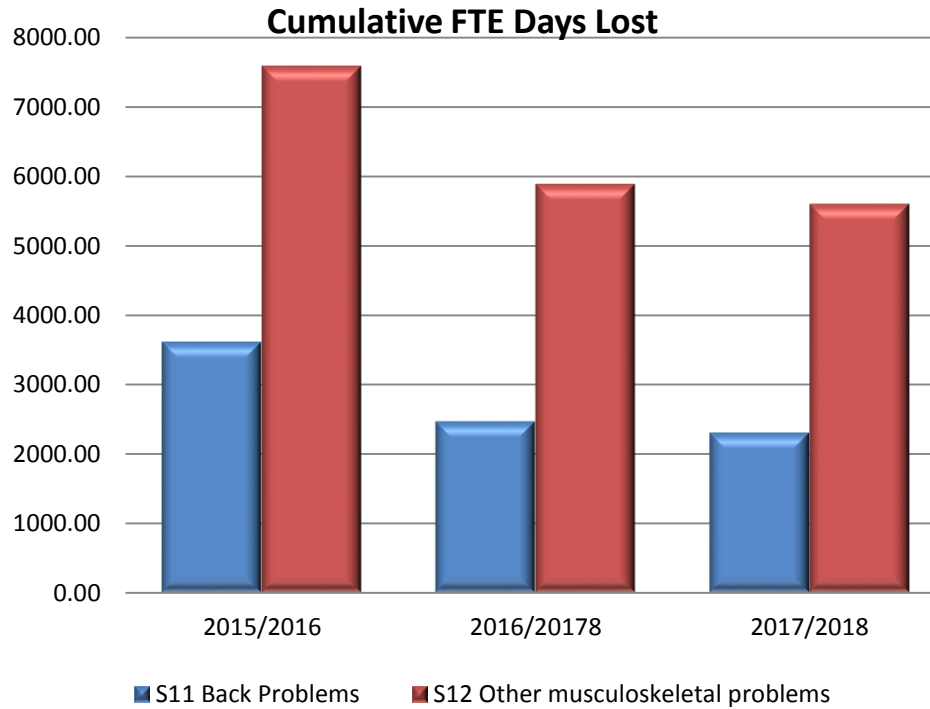
MSK Health Team

Potential future developments:

- Admin and clerical manager education
- Links with mental health
- Management of staff with long term MSK sickness absence
- MSK Health web links e.g.
 - Chartered Society of Physiotherapy-occupational health
 - NHS Choices
 - NHS Employers Health and Well Being Framework and Diagnostic Tool



The Impact



"Session was fantastic, created a lot of buzz and discussion in the team. Thank you"

"Targeted to workplace, very practical advice, quick appointment, friendly staff, good communication, professional service"

"The treatment I received was excellent. I now have a better understanding of my problem, its causes and triggers and have a preventative plan I can easily implement myself. Excellent service"

"Very informative session on back care and musculoskeletal awareness, especially for staff suffering from these complaints"

"The teaching helped me know how to take care of my back. We were shown different exercises ...to prevent stiffness. Useful knowing the impact not frequently stretching had on my body"

"The service from the first phone call to getting seen by the physio I was put at ease, listened to and the outcome was getting back to work"



The Impact

Average number of physio treatments :

Manager referral (previous service) **6**

Staff self referral service (current service) **2.5**



Conclusion

- Staff H&WB is a higher strategic priority for Trust Boards than ever before
- NHS Employers staff H&WB framework sets out the standards expected going forward (including specifically for MSK)
- MSK interventions have had a positive impact on the H&WB of staff and sickness absence



Thank you for listening – any
questions?

