

INFORMATION FOR MANAGERS

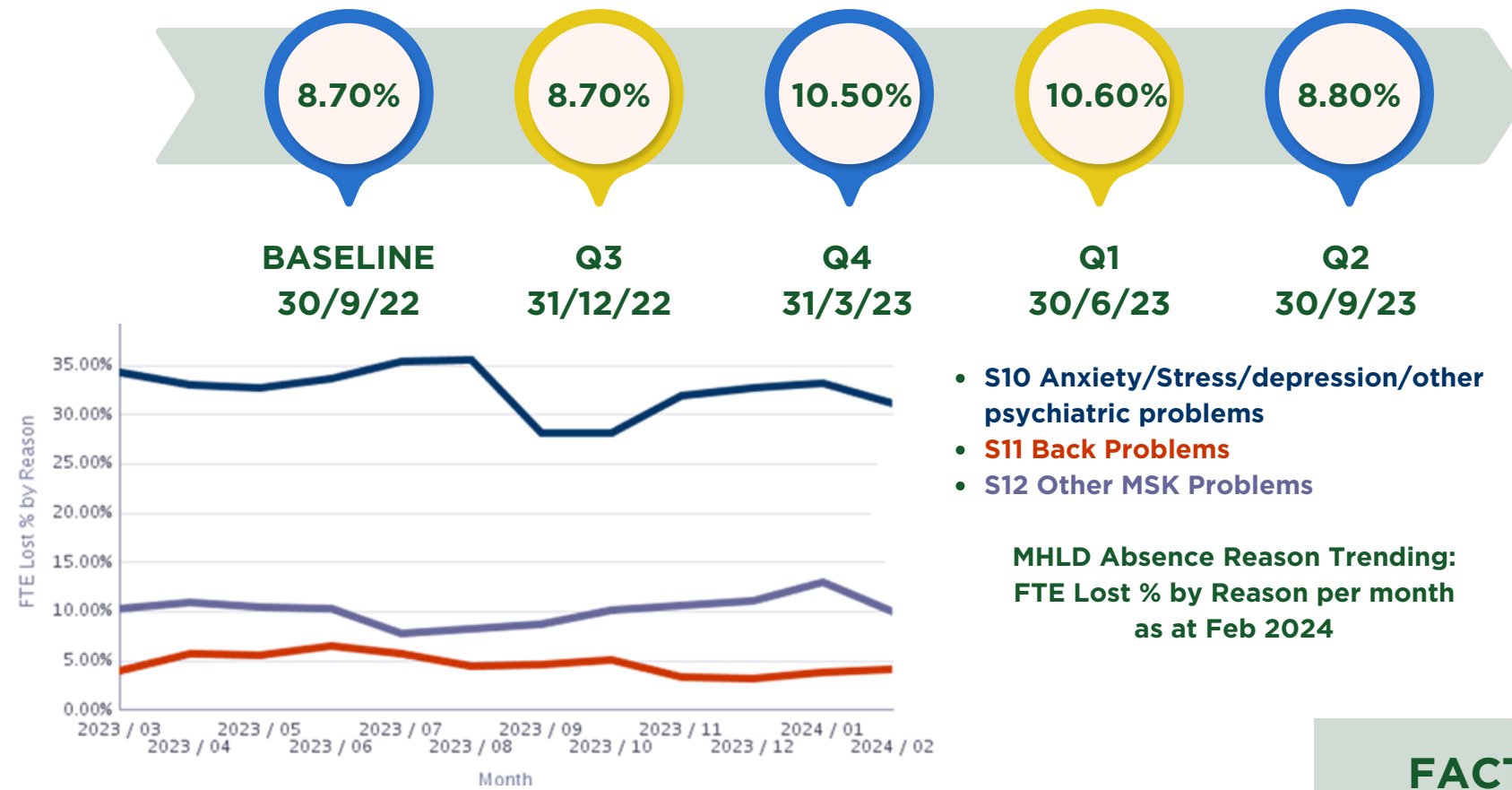


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BCUHB DATA

Aim - reduction in sickness rates per month attributed to MSK absences from 8.7% to 5% in Year 3



WHAT DO THE CODES IN ESR AND E-ROSTER MEAN?

S11

- S11001 BACK ACHE/PAIN
- S11002 DISC PROBLEMS
- S11003 LUMBAGO
- S11004 SCIATICA
- S11005 SCOLIOSIS
- S11006 SPINAL STENOSIS
- S11007 SPONDYLITIS
- S11008 SPONDYLOSIS
- S11998 OTHER BACK PROBLEMS
- S11999 NOT SPECIFIED

S12

- S12001 ARTHRITIS
- S12002 CARPAL TUNNEL SYNDROME
- S12003 CARTILAGE DISORDER
- S12004 FROZEN SHOULDER
- S12005 GANGLION
- S12006 HAND ARM VIBRATION SYNDROME (HAVS)
- S12007 LIGAMENT DISORDER
- S12008 NECK ACHE/PAIN
- S12009 OSTEOARTHRITIS
- S12010 OSTEOPOROSIS
- S12011 PINCHED/TRAPPED NERVE
- S12012 PULLED MUSCLE
- S12013 REPETITIVE STRAIN INJURY (RSI)
- S12014 RHEUMATISM
- S12015 RHEUMATOID ARTHRITIS
- S12016 SHOULDER ACHE/PAIN
- S12017 TENDON PROBLEM
- S12018 TENNIS ELBOW
- S12019 VIBRATION WHITE FINGER
- S12020 WHOLE BODY VIBRATION
- S12998 OTHER MSK PROBLEMS
- S12999 NOT SPECIFIED

FACTORS POTENTIALLY CONTRIBUTING TO WORK RELATED MSK ISSUES



Biomechanical/Environmental

- Lifting, carrying, pushing or pulling loads
- Repetitive or forceful movements
- Prolonged physical effort
- Awkward or static postures



Psychosocial

- Lack of control over tasks and workload
- Unclear/Conflicting roles
- Heavy mental/cognitive workload
- Lack of support from colleagues/supervisor



Organisational

- Long working hours
- Lack of breaks or opportunities to change working postures
- Working at a fast pace/to tight deadlines
- Repetitive and monotonous work



Individual

- Prior Medical History
- Physical Capacity
- Age
- Obesity/Overweight

NATIONAL DATA

The estimated number of people with a MSK condition in...

Northern Ireland
525,000 people⁵
29% of the adult population

Scotland
1.7M people⁵
33% of the adult population

Wales
974,000 people⁵
32% of the adult population

England
17.1M people⁵
32% of the adult population

Global Burden of Disease Collaborative Network.
Global Burden of Disease Study 2019.

Public Health Wales

MUSCULOSKELTAL DISORDERS

INFORMATION FOR STAFF



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Musculoskeletal (MSK) disorders can develop over time from tasks that repeatedly cause stress and injuries to tissues. They can affect muscles, tendons and nerves.

Common causes

- Material handling: injuries caused by repetitive lifting, pushing, and pulling.
- Workstation design: mismatch between workers and furniture, equipment, and layout
- Repetitive motion: risk factors from awkward motions and tools.
- Inadequate job design: work pace, production demands, inadequate time for recovery.

Self care checklist

- Try to take breaks between and during online team meetings.
- Consider having walking meetings whenever feasible.
- Allocate time for a brief walk and encourage other staff members to do the same.
- If you spend prolonged periods sitting or use a wheelchair, try seated exercises to promote flexibility and movement.
- Avoid overexertion if you're not accustomed to physical activity; start with small amounts and gradually increase.
- Incorporate some fun activities and motivate your colleagues or team members to stay active.

Watch for symptoms

- Pain
- Joint stiffness
- Muscle tightness
- Redness
- Swelling of the affected area
- Numbness
- Pins and needles
- Skin colour changes

ADVICE AND SUPPORT FROM OTHER ORGANISATIONS

Keeping Active with Public Health Wales

Explore numerous apps and video links available for download on this website to support and motivate you on your fitness journey.

Better health starts with you - www.gov.wales/help-us-help-you

Kickstart your journey to better health with these tips: staying active, embracing healthy eating habits, cutting down on alcohol consumption, and quitting smoking at your own pace.

Musculoskeletal health in the workplace - www.nhsemployers.org

Guidance and information for staff at all levels in NHS organisation, to help promote, protect and support musculoskeletal health.

Sitting exercises - NHS (www.nhs.uk)

You can perform these exercises while seated at your desk. Give them a try and make them a part of your daily work routine.

Information for employees on managing MSKs in the workplace - [Public Health Wales](http://PublicHealthWales)

You can find links to other organisations that have information on how to manage a range of MSK conditions.

SUPPORT FROM BCUHB

- Make sure that all staff have updated DSE forms for both in-office and remote work. The Display Screen Equipment Self-Assessment Checklist is available on Betsinet.
- Wellness Action plans are advised for all staff members as part of ongoing supervision and should be regularly reviewed. Search for Wellness Action Plan on Betsinet.
- Staff can refer themselves for physiotherapy by filling out the form on Betsinet and sending it to the nearest department.
- Physical Health Support within MHL D can be found on Betsinet. Explore our internal staff support platform offering guidance on various aspects of physical and mental health support.
- Keep in mind that staff can take advantage of discounted fitness and wellbeing offers. Details can be found on Betsinet or via the Blue Light Card website.

WELLNESS WORK AND US ACTIVITY OFFER

- Activity room equipped with Wii Fit, yoga mats, and meditation videos.
- MH&LD Gym: Get an induction and schedule your visit at our Wellness Work and Us on-site gym at Bryn y Neuadd.
- Contact us via email to inquire about a gym induction at BCU.MHL DStaffWellnessCentre@wales.nhs.uk.