**Musculoskeletal (MSK) Health Module Summary**

Musculoskeletal (MSK) conditions are a leading cause of workplace absence and significantly impact employees’ quality of life and productivity. Organisations that prioritise MSK health demonstrate a commitment to staff wellbeing, reduce absenteeism, enhance engagement, and improve retention.

Preventative measures, early interventions, and effective support systems are crucial to managing MSK issues, helping employees remain active, comfortable, and productive at work. Gaining the Thrive at Work Musculoskeletal (MSK) Health Module reflects an organisation's dedication to creating a healthy, supportive workplace environment.

**Key Areas and Actions**

**Preventative Measures**
*Reducing risks and building a culture that supports healthy habits.*

* **Promote Physical Activity:** Encourage initiatives such as workplace exercise programmes, walking groups, or active commuting.
* **Ergonomic Assessments:** Provide workspace evaluations to minimise physical strain and prevent injuries.
* **Health and Safety Training:** Educate employees on safe lifting techniques, posture, and workplace ergonomics.

**Early Identification and Support**
*Recognising issues early and providing effective intervention to prevent escalation.*

* **Regular Health Checks:** Introduce systems like occupational health referrals or wellbeing surveys to identify MSK issues early.
* **Access to Physiotherapy:** Provide pathways for employees to access physiotherapy, onsite or through local partnerships.
* **Encourage Open Dialogue:** Foster a workplace culture where employees feel comfortable discussing MSK concerns with managers or HR.

**Reasonable Adjustments**
*Creating tailored support to meet the needs of employees with MSK conditions.*

* **Flexible Work Arrangements:** Adapt working hours or allow remote work to accommodate employees.
* **Adjust Workspaces:** Offer ergonomic tools like adjustable desks, supportive chairs, or specialist equipment.
* **Tailored Job Tasks:** Redesign tasks to reduce physical strain for employees with MSK conditions.

**Education and Awareness**
*Increasing understanding and encouraging proactive management of MSK health.*

* **Training Sessions:** Provide MSK health awareness training for managers and staff to recognise symptoms and available support options.
* **Promote Awareness Campaigns:** Highlight the importance of MSK health through workplace communications, posters, and events.
* **Encourage Peer Support:** Establish forums or networks where employees can share experiences and advice about managing MSK health.

**Why This Matters**

* Preventative and proactive approaches reduce absenteeism and improve productivity.
* Tailored support and adjustments demonstrate care and inclusivity, boosting morale and loyalty.
* A focus on MSK health helps organisations retain experienced staff, saving on recruitment costs and preserving workplace expertise.
* Achieving the Thrive at Work MSK health Module enhances the organisation’s reputation and workplace culture.