

REASON WHY?

MSK sickness within the Trust costs >£1.4 million. 'Physio 4 Staff' aim to take a more proactive approach to addressing MSK sickness and work collaboratively with Manual Handling. RSH Domestic staff were chosen for this pilot due to high levels of MSK sickness.

PLAN

The plan was to create posters with the new name for the service and place them round the hospital. To invite domestic staff to listening event, held jointly with the manual handling team to find out their concerns and factors that impacted on their musculoskeletal health. To give bespoke manual handling training and information about other wellness schemes that could help (such as bike to work and gym discounts).

DO

Three sessions were held on the 19th July 2023 for Domestic staff to have the opportunity to discuss Manual Handling issues in the workplace and any subsequent health problems. In total 54 people attended the sessions and 53 of them filled out questionnaires and all participated in the discussion. Over 50% of staff reported MSK problems. Staff were then given some manual handling training during the session and also given information on how to refer themselves to the physio 4 staff team.

The physio 4 staff team found that providing the domestic team with paper referrals and addressed envelopes facilitated a higher referral rate, as it was easy to do.

Further sessions were held in October 2024 with 86 staff attending

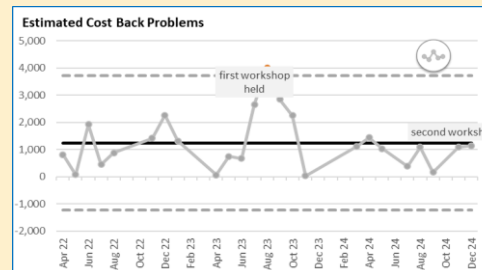
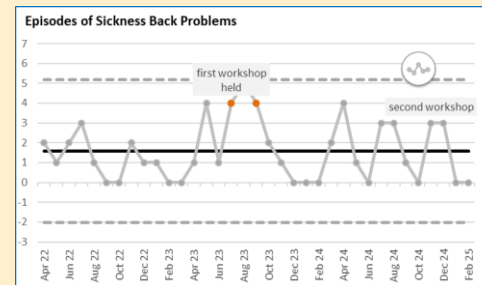


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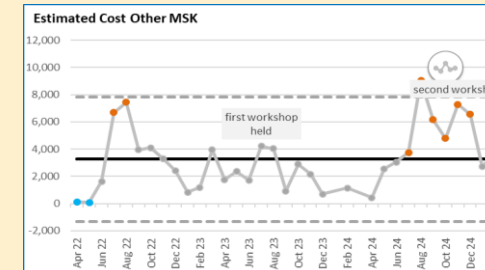
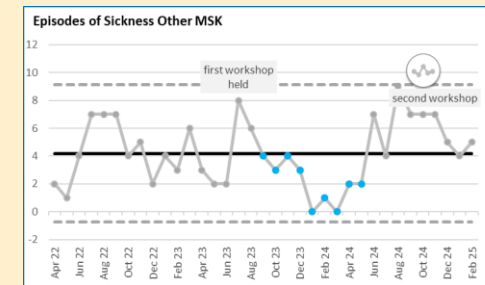
To reduce Musculoskeletal (MSK) sickness within the RSH Domestic Department by December 2024.

STUDY

Initial data following the first Study days in July showed a reduction sickness in MSK and back problems as well as a reduction in costs .



Although the changes were not sustained the second workshop also demonstrated some changes , in the episodes of sickness following MSK and certainly the cost of illness related to back problems is showing as generally below the average, although not yet statically significant



ACT

The team will **ADOPT** the process of staff being able to refer by paper referral in an addressed envelope.

They are running more events specifically for domestic staff but **ADAPTING** them to include input from the staff psychology service.

Next Steps

The Physio 4 staff team are also introducing stickers to advertise the service that can be put on equipment throughout the hospital.