

Pulp and Paper Safety Association
Mobile, Alabama
June 2016

Employee Wellness Programs and Injury Prevention

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What is Wellness?

- a healthy state of wellbeing free from disease;



Health/Wellness Domains?

- Six Domains of Health and Wellness:



Health/Wellness Domains?

- Six Domains of Health and Wellness:
 - > While the Physical Domain gets the most attention, please make sure all six are addressed.
 - > Simply ask your employees what they want/need help with.

Physical Domain Programs

- Walking/Running/Cycling Group
- Yoga
- Ab/Core Classes
- Resistance Training
- Dance Fitness
- HIIT Classes
- Flexibility
- Pilates
- Aerobics
- Tai Chi
- Circuit Classes
- Many, many more

Physical Domain Programs Medical Clearance

Par Q Form:

Physical Activity Readiness
Questionnaire - PAR-Q
(revised 2002)

PAR-Q & YOU

[A Questionnaire for People Aged 15 to 69]

Regular physical activity is fun and healthy, and increasingly more people are starting to become more active every day. Being more active is very safe for most people. However, some people should check with their doctor before they start becoming much more physically active.

If you are planning to become much more physically active than you are now, start by answering the seven questions in the box below. If you are between the ages of 15 and 69, the PAR-Q will tell you if you should check with your doctor before you start. If you are over 69 years of age, and you are not used to being very active, check with your doctor.

Common sense is your best guide when you answer these questions. Please read the questions carefully and answer each one honestly: check YES or NO.

YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	1. Has your doctor ever said that you have a heart condition and that you should only do physical activity recommended by a doctor?
<input type="checkbox"/>	<input type="checkbox"/>	2. Do you feel pain in your chest when you do physical activity?
<input type="checkbox"/>	<input type="checkbox"/>	3. In the past month, have you had chest pain when you were not doing physical activity?
<input type="checkbox"/>	<input type="checkbox"/>	4. Do you lose your balance because of dizziness or do you ever lose consciousness?
<input type="checkbox"/>	<input type="checkbox"/>	5. Do you have a bone or joint problem (for example, back, knee or hip) that could be made worse by a change in your physical activity?
<input type="checkbox"/>	<input type="checkbox"/>	6. Is your doctor currently prescribing drugs (for example, water pills) for your blood pressure or heart condition?
<input type="checkbox"/>	<input type="checkbox"/>	7. Do you know of any other reason why you should not do physical activity?

If you answered YES to one or more questions

Talk with your doctor by phone or in person BEFORE you start becoming much more physically active or BEFORE you have a fitness appraisal. Tell your doctor about the PAR-Q and which questions you answered YES.

- You may be able to do any activity you want — as long as you start slowly and build up gradually. Or you may need to restrict your activities to those which are safe for you. Talk with your doctor about the kinds of activities you wish to participate in and follow his/her advice.
- Find out which community programs are safe and helpful for you.

NO to all questions

If you answered NO honestly to all PAR-Q questions, you can be reasonably sure that you can:

- start becoming much more physically active — begin slowly and build up gradually. This is the safest and easiest way to go.
- take part in a fitness appraisal — this is an excellent way to determine your basic fitness so that you can plan the best way for you to live actively. It is also highly recommended that you have your blood pressure evaluated. If your reading is over 144/94, talk with your doctor before you start becoming much more physically active.

DELAY BECOMING MUCH MORE ACTIVE:

- If you are not feeling well because of a temporary illness such as a cold or a fever — wait until you feel better, or
- If you are or may be pregnant — talk to your doctor before you start becoming more active.

PLEASE NOTE: If your health changes so that you then answer YES to any of the above questions, tell your fitness or health professional. Ask whether you should change your physical activity plan.

Information about the PAR-Q: The Canadian Society for Exercise Physiology (CSEP), Health Canada, and their agents assume no liability for persons who undertake physical activity, and if in doubt after completing this questionnaire, consult your doctor prior to physical activity.

No changes permitted. You are encouraged to photocopy the PAR-Q but only if you use the entire form.

NOTE: If the PAR-Q is being given to a person before he or she participates in a physical activity program or a fitness appraisal, this section may be used for legal or administrative purposes.

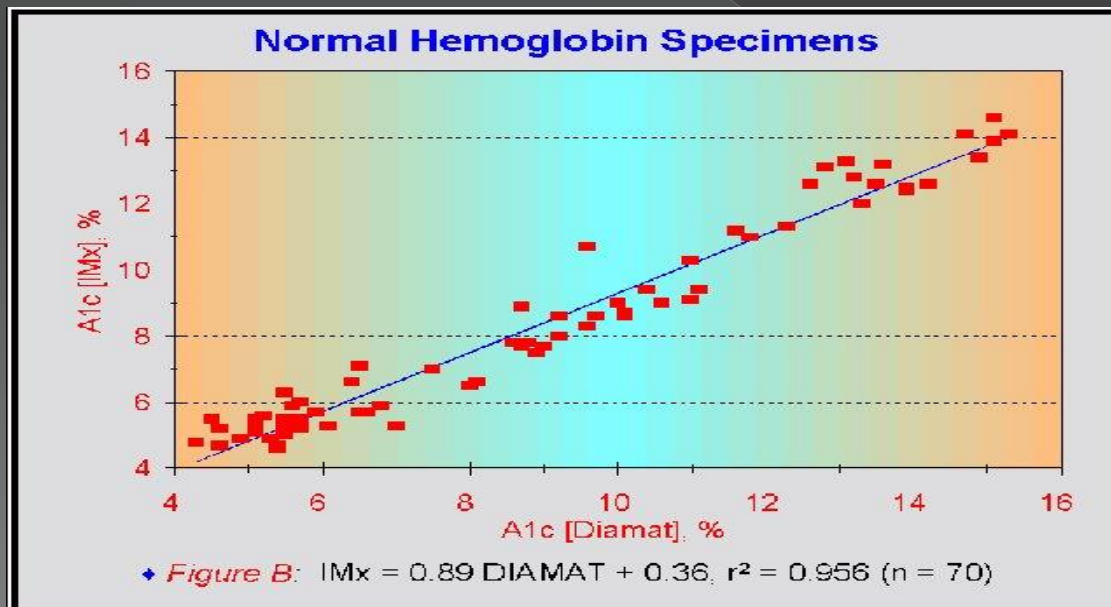
"I have read, understood and completed this questionnaire. Any questions I had were answered to my full satisfaction."

Injury Prevention

- ◎ This process is not a one team effort:
 - > Safety
 - > Medical
 - > Wellness Committee
 - > Leadership
 - > Ergonomics
 - > Employee Feedback
 - > Union Input (if applicable)

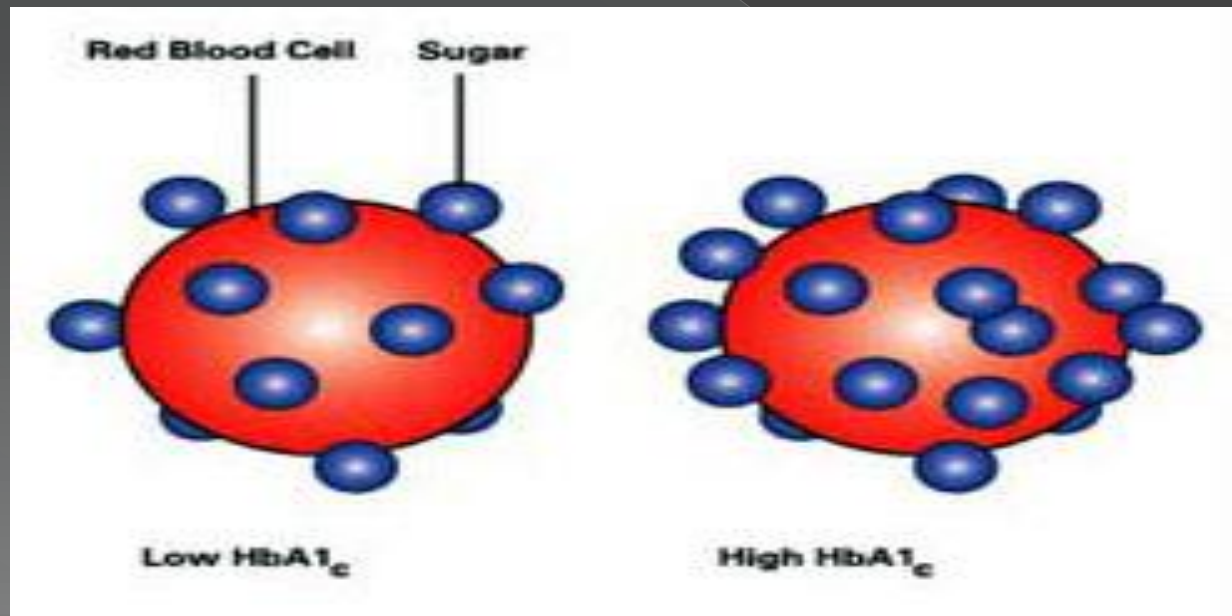
Wellness Program Key Component

- Education, Education, Education
 - Positive and Fun
 - Easy To Understand



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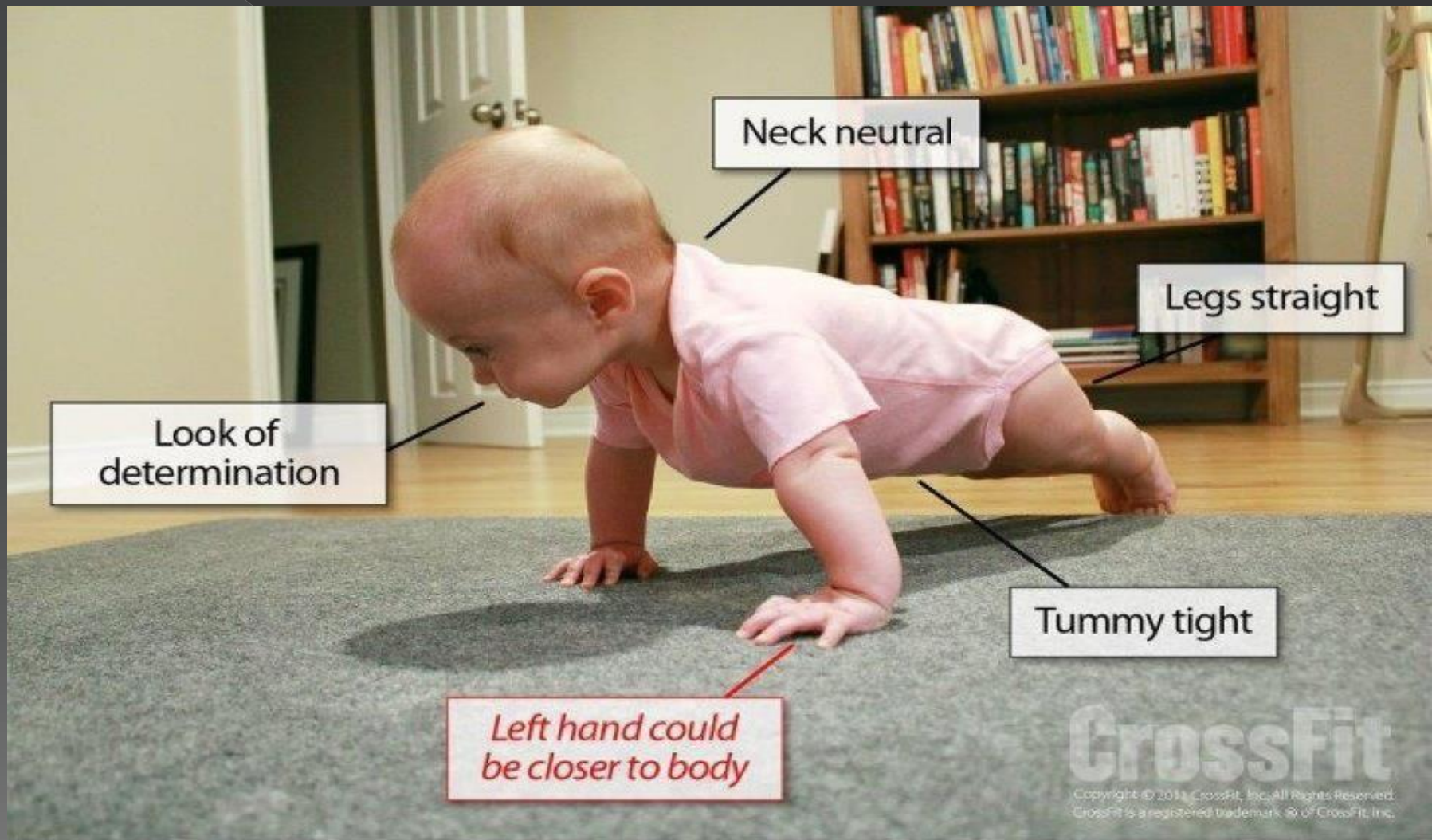
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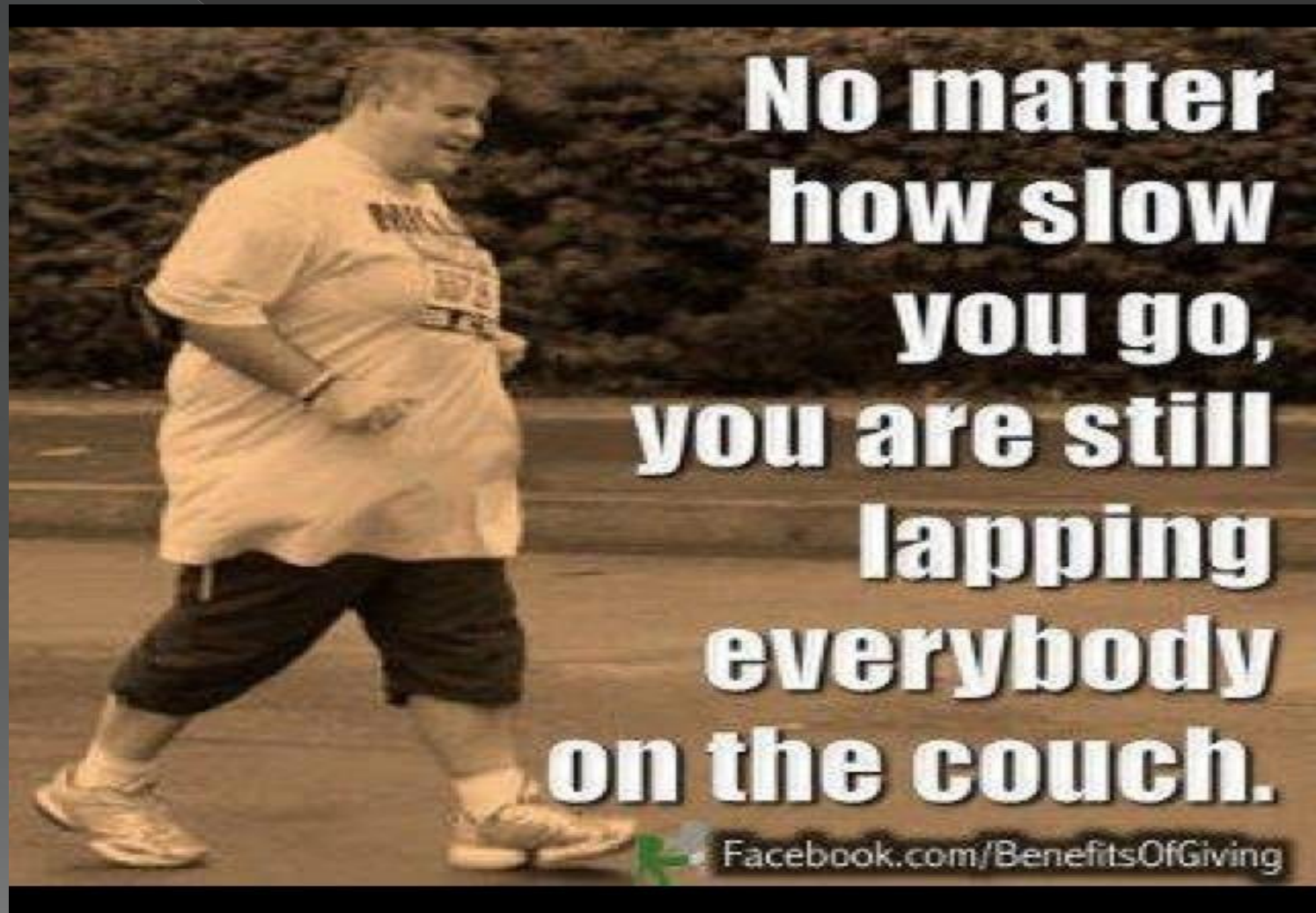
Don't tell me you can't.

Paralympian, Juan José Méndez

Humor



Positive Encouragement



Employee Wellness Program Statistics

- > 27% reduction in sick leave absenteeism
- > 26% reduction in health care costs
- > 32% reduction workers' compensation and disability management cost claims
- > \$5.81-to-\$1 ROI ratio

Employee Wellness Program Statistics

Soft Tissue / Musculoskeletal Injuries

52% of these injuries that are considered “Work Related” originally had nothing to do with work.

Types of Soft Tissue Injuries

- > Strains
 - > Sprains
 - > Tendinitis
 - > Capsulitis
 - > Bursitis
 - > Fasciitis
 - > Synovitis
- Nerve Entrapment
 - Impingement
 - Disc Injury

Soft Tissue Injuries Can Be Prevented

Employee Wellness Programs are an integral part of Injury Prevention



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Soft Tissue Injuries Can Be Prevented

8 Week Sit and Reach Hamstring Program



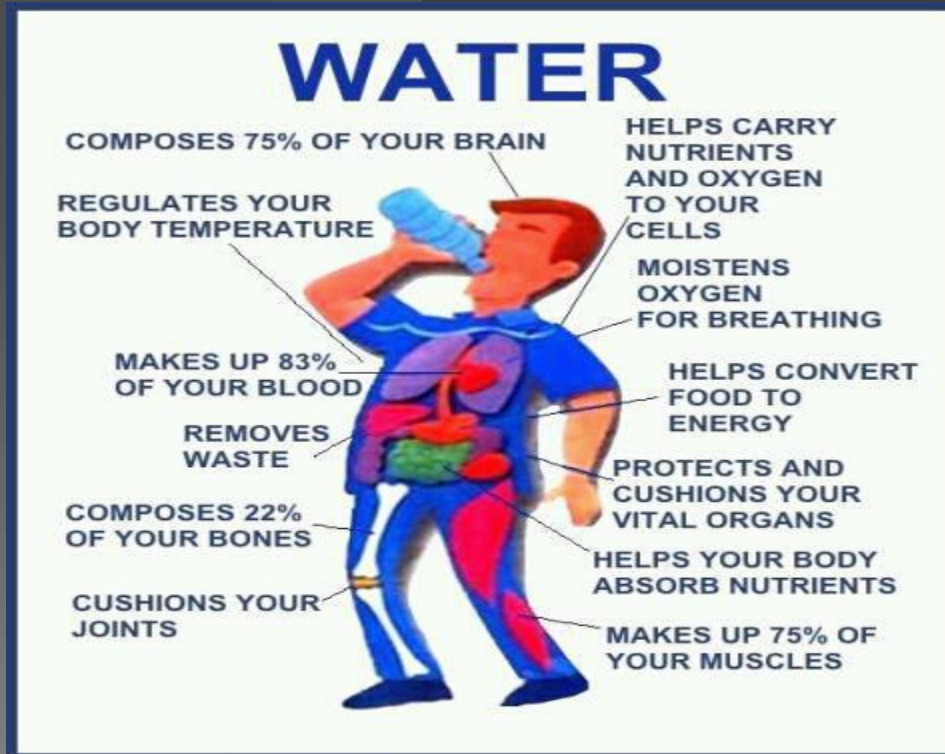
Soft Tissue Injuries Can Be Prevented

8 Week Sit and Reach Hamstring Program

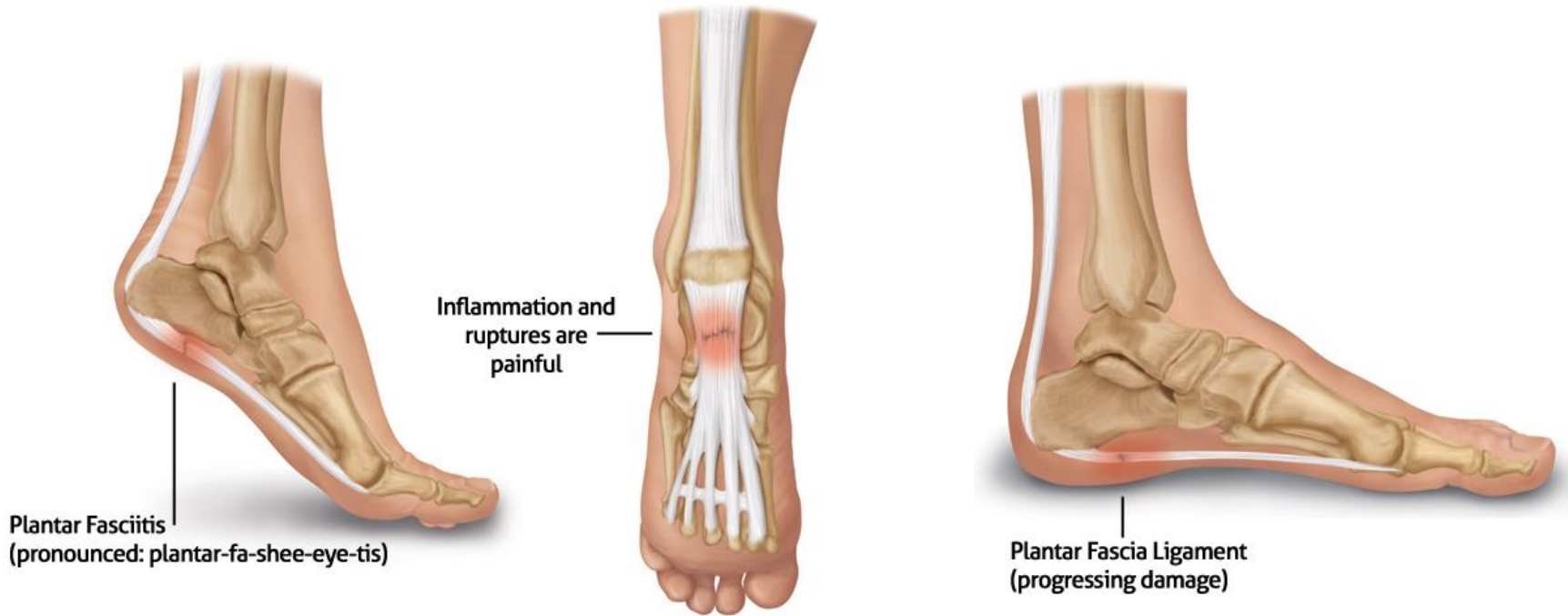
- Safe and Easy To Do (> 2 Minutes)
- Quick Positive Results (motivation)
- Excellent Wellness/Injury Prevention Combination Program

Soft Tissue Injuries Can Be Prevented

Proper Hydration:
A Fundamental Aspect of Wellness



Wellness Education: Lower Extremity Issues



Wellness Education: Lower Extremity Issues

- Heel Spurs (Calcaneal Spur)



Wellness Education: Shoulder Impingement



If left untreated...

Wellness Education: Rotator Cuff Injury



What is Wellness?

- a healthy state of wellbeing free from disease;



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- a healthy state of wellbeing free from disease;

I can.
I will.
End of story.

PPSA – Thank you

Be Safe and
Be Well!