

Musculoskeletal Health Checklist

Check out your organization's musculoskeletal (MSK) health rating

Maintaining good MSK health is essential to all types of work. It promotes functionality, mobility, balance and co-ordination. A strong MSK health strategy can enhance productivity and reduce disability claims. This checklist highlights the key components of a comprehensive MSK health strategy. Use this tool to review and evaluate where you are today.

Corporate strategies	Prevention strategies
<ul style="list-style-type: none"> <input type="checkbox"/> We believe employee MSK health is valuable. <input type="checkbox"/> We have developed a MSK health strategy integrated within our overall health and wellness strategy. <input type="checkbox"/> Senior leadership clearly communicates their commitment to MSK health. <input type="checkbox"/> We have a MSK health committee. <input type="checkbox"/> We focus on the importance of maintaining good physical health. <input type="checkbox"/> We support and encourage self-care and lifestyle best practices. <input type="checkbox"/> We support the management and prevention of MSK health-related issues at work. For example, accommodations, return to work processes, ergonomics. <input type="checkbox"/> We have a process to measure the outcomes of our MSK health strategies and programs. <input type="checkbox"/> We understand the importance of employee training as part of our health and wellness strategy. 	<ul style="list-style-type: none"> <input type="checkbox"/> Our employee training includes MSK health, mental health and financial health. <input type="checkbox"/> Managers receive training on topics including: <ul style="list-style-type: none"> – basic ergonomics – early warning signs of MSK problems – communicating with employees regarding MSK health issues – work accommodation – worker's compensation – human rights issues <input type="checkbox"/> We encourage feedback in order to improve training programs and meet employee needs. <input type="checkbox"/> There is a process in place to request an ergonomic assessment. We provide resources as required. <input type="checkbox"/> A physical demands analysis (PDA) is available for all positions and roles. <input type="checkbox"/> We support and encourage open conversations about MSK issues such as early reporting and solution finding. <input type="checkbox"/> Hiring practices include physical assessments for labour-intensive jobs to ensure good job fit. <input type="checkbox"/> Injury prevention tips are part of every Safety Meeting. <input type="checkbox"/> We have programs in place that promote a healthy work environment, e.g. fitness programs, wellness initiatives and intranet resources.
<div style="display: flex; align-items: center;"> <input style="width: 40px; height: 20px; margin-right: 10px;" type="text"/> Record the number of checkmarks for this section. </div>	<div style="display: flex; align-items: center;"> <input style="width: 40px; height: 20px; margin-right: 10px;" type="text"/> Record the number of checkmarks for this section. </div>



Identification strategies	Intervention strategies
<ul style="list-style-type: none"> <input type="checkbox"/> We track: <ul style="list-style-type: none"> – all periods of absence, – use of health benefits, – worker’s compensation statistics, and – short-term and long-term disability trends. <input type="checkbox"/> When possible, we separate by role and department. <input type="checkbox"/> We analyze MSK absences, worker’s compensation and disability trends. <input type="checkbox"/> We share data results, trends and associated costs with all supervisory and management staff. <input type="checkbox"/> We inform community health-care providers of the availability of internal and external resources, modified work and related programs. <input type="checkbox"/> Employees have venues to discuss MSK health issues and solutions with the organization. 	<ul style="list-style-type: none"> <input type="checkbox"/> Managers interview employees with above-average incidence of injury and absence. <input type="checkbox"/> Our benefit plan provides paramedical coverage to support the management and prevention of MSK injuries. For example, physiotherapy, chiropractor and massage therapy coverage. <input type="checkbox"/> We have an absence management program and provide assistance to employees during an absence. <input type="checkbox"/> We provide targeted training in areas with a high volume of worker’s compensation claims. <input type="checkbox"/> We provide modified work and accommodations to employees as needed. This includes both employees who are at work and those returning from a disability leave.
<div style="border: 1px solid #ccc; padding: 5px; display: flex; align-items: center;"> <input style="width: 40px; height: 20px; margin-right: 10px;" type="text"/> Record the number of checkmarks for this section. </div>	<div style="border: 1px solid #ccc; padding: 5px; display: flex; align-items: center;"> <input style="width: 40px; height: 20px; margin-right: 10px;" type="text"/> Record the number of checkmarks for this section. </div>

Total the scores for all four sections and record here: _____

What your score might suggest?

If you checked:

24 or more

Congratulations! A score of 24 and over suggests your organization’s MSK health strategies are working well. Some fine-tuning may be all that’s required right now.

16 – 23

Your organization’s approach to MSK health is on the right track. Minor changes or improvements could enhance what’s currently in place.

15 or fewer

This score indicates your organization’s MSK health strategies need help. By working together, we can develop solutions that will make a difference!



Interested in discussing how your organization’s score checks out or in receiving a customized proposal? Contact your Sun Life Service Representative.