



Why Choose Managed Services for Your Musculoskeletal Program

Once you have decided that you are interested in musculoskeletal wellness for your company, you have several options:

Do-it-Yourself

In this case, the company sets up its clinic and hires a physical therapist who becomes an employee to run the program. There are several challenges with this approach:

1. It is difficult for employees to trust the physical therapist when he/she works directly for the company. There is no buffer between employee and employer. Employees may perceive the PT as “Big Brother” watching you and not report workplace discomfort or injury right after it has occurred.
2. The company or a single PT does not have the knowledge base to run a comprehensive program. It takes a team with a variety of skillsets.
3. It can be a logistical and costly nightmare. For example, suppose your company has multiple sites and is trying to implement a POET program. In that case, you need to have people scheduling POET for new hires, coordinating with qualified testers, and ensuring testing consistency for every potential employee for a specific role.

Hybrid Do-it-Yourself with Freelancers

A hybrid approach may eliminate the distrust factor found in the first approach. However, the lack of a comprehensive skill set and knowledge base still exists.

Use a Managed Service Provider

Using a managed service provider is the most effective and cost-efficient way for businesses to prevent and treat sprains, strains, and back pain. Managed service providers are responsible for the end-to-end management of musculoskeletal wellness programs for a five-generation workforce.

In the case of hiring, a managed service provider would ensure all functional job descriptions are up-to-date, all potential new hires are scheduled to take post-offer employment testing to ensure they can physically perform the job, and ensure testing consistency across all locations.

A managed onsite program handles hiring services and prevents work-limiting problems, helping people who often have chronic conditions stay at work, many of whom work long shifts and reside in areas that don't have readily accessible healthcare. Being onsite enables therapists to take proactive measures to identify injury risks and treat work-related injuries before impacting people's economic livelihood.

Using a managed service provider has seven clear benefits:

- 1. It's a Turnkey Program** - Managed service providers provide the people, skills, clinical, and administrative expertise to run a compliant musculoskeletal program successfully.
- 2. Expert Advice** - Behind every program is a full team of PT/OT and compliant experts with the latest injury prevention and treatment insights.
- 3. Industry Standard Program Design** - Managed service providers have years of data and take an evidence-based approach to program design. They understand the impact of presenteeism and absenteeism on productivity and the level of engagement it takes to see results.
- 4. Visibility** - A hire-to-retire managed program gives you complete visibility into risks associated with your physical workforce.
- 5. Scalability** - A managed services program provides the scalability needed to ride the peaks and troughs of hiring.
- 6. Enhanced Safety Culture** - Being able to move without pain is critical to an individual's productivity. Managed onsite clinics contribute significantly to employees' health and well-being by reducing risk, boosting morale, and creating employee trust.
- 7. Employee Trust** - A good program engages employees regularly and establishes trust.

WorkWell At-A-Glance

Hire the Right Employee

- Functional job descriptions
- Customized scheduling services
- Pre-Employment medical testing
- Reporting: pass/fail, service levels
- Same-day scheduling
- Electronic results in less than 72 hours
- Electronic records
- Nationwide provider coverage
- Research-based approach
- ADA compliant

Onsite Managed Clinic

- Functional job descriptions
- First aid/Screening
- Early Intervention of aches/pains
- Training and coaching
- Work conditioning
- Ergonomics
- Worksite scans
- Treatment and care coordination
- Reporting
- Set-up space and equipment
- Hire the right credentialed therapist
- Proactive program management to meet objectives

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MSK Program 0621