

Business Network Unit: How We Can Help Employers Do Business

Disability Management from a Risk Management Perspective

- Workers' Compensation makes up 65% of a typical employer's total cost of risk.
- Musculoskeletal disorders (MSDs) are the largest workers' comp cost driver, comprising 40% of all costs.
- MSDs include injuries that result from repetitive motions placing strain on the soft tissues and skeletal joints; examples are carpal tunnel, tendonitis, and bursitis.
 - An average trunk injury costs an employer \$33,800, or the equivalent of 12 months of work at the Michigan Average Rate for production occupations.
 - An average upper extremity MSD costs an employer \$21,453, or the equivalent of new ergonomic chairs for 70 workers.
- Direct costs (medical, medical administration, and indemnity) make up only 29% of total costs; indirect costs (lost productivity, wages, and restaffing) occur at a 2:1 ratio (71%).

Disability Management from a Production Perspective: "Lean Ergonomics"

Lean Goals

Eliminate Waste

Ergonomic Goals

- Reduce Workers' Compensation Costs
- Reduce Turnover, Absenteeism
- Limit Wasted Motions: Reaching, Twisting, Lifting, Bending, Material Handling

Goals Aligned!

Add Value

- Increase Production
- Improve Efficiency
- Improve Employee Morale

MRS Business Network Unit/Disability Management/ Accommodation Centers Are Helping Employers:

- Identify physical job demands based on analysis by
 - Utilizing video analysis and digital photography
 - Performing physical measurement using tape measure, scale, and push/pull force gauge
 - Provide employers with Physical Demand Analyses for each job as well as video records of each job.

Michigan Rehabilitation Services Business Network Unit Disability Management Program

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- Generate accurate job descriptions using physical demands obtained onsite as well as interviews with employees, team leaders, and supervisors.
 - Can assist with returning injured employees to work and/or hiring individuals with disabilities.
- Perform work risk analysis to pinpoint risks of injury specific to key high-risk jobs.
 - Identify multiple actions that could be taken to reduce risk causing injuries
- Train managers, engineers, team leaders, and key production personnel on
 - Appropriate sitting posture
 - Lifting techniques
 - Stretching exercises
 - Workspace organization