



## Chemical Manufacturing

The goal of this leading chemical manufacturing company is to be the world's safest industrial gasses company. The emphasis on safety has made the company's Ergonomics Wellness Education (EWE) program a must-have to help achieve this goal. The company's 4,775 employees represent different types of workers from the main headquarters to multi-site locations out in the field – including office workers, plant workers, truck drivers and manufacturing.

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The Ergonomic Wellness and Education program seeks to address anyone experiencing musculoskeletal pain or discomfort, regardless of whether it happened at work or at home. If we can educate individuals on what is causing their pain and then give them tools to manage their pain and discomfort, we can help them avoid injury and feel better.

– Lisa Gischel,  
HealthFitness Program Manager

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## Addressing employee safety with early intervention programs

### Challenge

According to the National Safety Council,<sup>1</sup> a worker is injured on the job every seven seconds. These injuries, while obviously negatively affecting employees, can also significantly impact a company's productivity.

For more than 20 years, this leading chemical manufacturing company has embraced injury prevention through its Ergonomic Wellness Education (EWE) program. With a goal to be the safest industrial gases company in the world, the company needed an early intervention program to reach their 4,775 employees in the office, out in the field and on the road. The company also needed improved injury and treatment program processes and strong recordkeeping for the EWE program.

### Solution

Although the EWE program has been in place at the company since the 1990s, HealthFitness partnered with the company and managed the EWE program in 2013. Over the years, the program has evolved to its current approach, focusing on education and early intervention.

Early intervention programs focus on the health and safety of employees. This program addresses early reported discomfort, ideally before the need for medical attention, diagnosis and/or treatment. A HealthFitness physical therapist works with employees to examine the root cause of the issue and ensure corrective actions are taken to prevent further discomfort or injury.

"Our EWE program helps employees manage their aches and pains," says HealthFitness Program Manager Lisa Gischel. "The program – which is effective for any musculoskeletal issue – not only assists recovery, it also helps employees understand the underlying causes for injury, pain and inflammation. With such knowledge, employees can learn how to avoid future problems."

The EWE program is for all employees, no matter how minor the issue or condition, and regardless of the cause of the discomfort. It is delivered by a part-time HealthFitness physical therapist (on-site and telephonic) and includes the following:

**Early intervention** upon employee request to address discomfort before the need for medical diagnosis and treatment.

**Ergonomic assessments** for anyone who requests an evaluation and indicates they are having pain or discomfort at their work station.

**Group talks** provides on-the-line service for workers to develop safe work techniques and encourages employees to report any discomfort.

**One-on-one calls and meetings** to educate participants on anatomy, stretches and exercises and how to properly apply ice or heat.

**Consults** to support employees not in the formal EWE program.

### Results

Thanks to the early intervention program, the **success rate was 96% in 2018**. This includes:

- **115 EWE users**
- **3 participants** received medical treatment or work restrictions
- **387 consults** (on-site/telephonic sessions to support employees not in the formal EWE program)

## About HealthFitness

HealthFitness, a Trustmark company, delivers a complete and personalized wellbeing solution that is designed to make people healthier and includes the best of fitness and recreation, wellness, injury prevention and an engaging platform. HealthFitness is URAC and NCQA accredited and a proven leader and partner for enhancing wellbeing programs and transforming lives for the better. Parent company Trustmark provides a full spectrum of employee benefits to improve wellbeing through better health and greater financial security. For more information on HealthFitness, visit [www.healthfitness.com](http://www.healthfitness.com).

<sup>1</sup> [https://www.nsc.org/work-safety/tools-resources/infographics/workplace-injuries?attorney\\_name=Tom%20Teodori](https://www.nsc.org/work-safety/tools-resources/infographics/workplace-injuries?attorney_name=Tom%20Teodori)

