

EMPLOYER RESOURCE SERIES

Proven ways to prevent & manage movement-related pain that align with OSHA's recording requirements

OSHA recording criteria must be considered when trying to prevent work-related conditions from worsening and becoming significant injuries. OSHA's list of first aid is quite clear, and anything outside of that list is considered medical treatment, thus meets OSHA recording criteria.

However, there are movement-based strategies (“exercises”) that do not meet OSHA recording criteria depending upon their classification and intent. These exercises should not be episode dependent or target a specific tissue pathology.

Exercises to Improve Employee Movement, Fitness and Job Fit

The purpose of a movement screen is to evaluate an employee’s general movement fitness and compared to a standard. Movement screen findings will result in interventions directed at improving the employee's movement fitness as well as job-fit. These interventions are not directed at a specific injury or illness, therefore are outside of OSHA's recording criteria. Movement screening interventions should be performed across an employee's lifespan.

Section 1904.7(b)(5)(i) defines medical treatment to mean "the management and care of a patient to combat disease or disorder." In this context, stretching exercises constitute medical treatment when they are recommended as a new course of action to address an employee's work-related condition or disorder.

Employees with either acute or chronic conditions should be screened for chronic movement deficiencies and lack of fitness and how this may affect job fit and general health and wellness. Employees may not be able to describe a specific job tasks that is difficult or uncomfortable, or may state that everything hurts. Therefore, a general movement screen is important. Interventions directed at movement screen findings would be performed beyond the episode of care for which they are reporting a problem.

Employees may report difficulty and/or discomfort with specific job tasks. Such job tasks should be evaluated within the context of the worker's capacity (mobility, strength, endurance, coordination). Interventions directed at specific job tasks would be considered a worker comfort and performance issue and should continue to perform the beyond the episode of care for which they are reporting a problem.

Your employees are struggling with movement-related pain, which often leads to increases in lost-time injuries, turnover and medical costs. At New Life For Work, our customized solutions identify and address these problems early to get you back to a thriving workforce.



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