

Put a Good Head on Your Shoulders:
To Protect them from Injury



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AGENDA

- The cost of an injured shoulder in today's working world.
- How a shoulder is put together and anatomy overview.
- Types of shoulder injuries.
- The impact of aging and posture on the shoulder.
- Fixing shoulder ergonomics in the office common causes and solutions.
- The Power Zone: Fixing shoulder ergonomics in the manual material handling environment.
- Questions and Answers

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What Does A Shoulder Injury Cost?

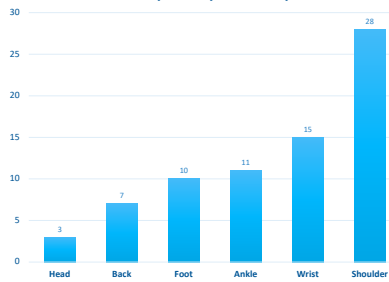
- According to the Workers Comp industry 28 billion dollars a year is spent on shoulder injuries.
- According to 2017-18 data from National Safety Council: Medical costs were approximately \$24,963. Indemnity \$21,242. Total of \$46,205.
- To put into perspective the average cost of all WC claims was \$41,003.
- Shoulder surgery can top \$30,000 on average.
- Approximately half of work-related shoulder injuries were workers between ages 45-64.



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Median Days Lost

Median Days Lost by Select Body Parts

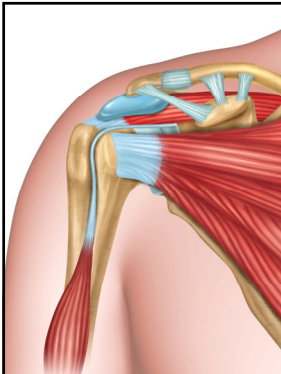


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How is the shoulder put together and what makes it so vulnerable?

It is made up of three bones, three joints, and a complex dance between multiple muscles ligaments and tendons.

1. Shoulder blade or scapula
2. Collar bone or clavicle
3. Upper arm bone or humerus



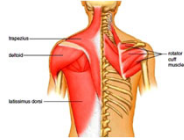
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Shoulder Anatomy

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Roll of the Rotator Cuff:

1. The rotator cuff stabilizes the head of the humerus (ball) in the glenoid (socket).
2. The core muscles, including the trapezius and lats, position the scapula so the arm can move.
3. The deltoids lift the arm.
4. They all work in concert with each other.



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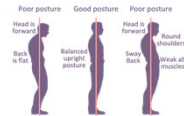
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Shoulder Facts

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• Things we know about the shoulder: Think of a backhoe when you consider the movement of the shoulder.

- Reaching above shoulder level is dependent on your core strength.
- Above shoulder activity can become more difficult as we age.
- We lose approximately 10% of our muscle strength per decade after we peak in our 20's.
- Lousy posture usually can lead to shoulder problems.
- Extended reaches can occur in any work environment.

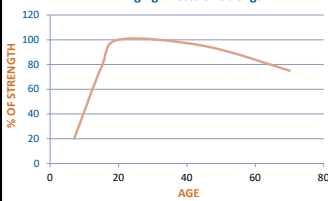


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The Impact of Aging

Aging Effects on Strength



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Shoulder Injuries

Types of Shoulder Injuries

1. Sprains and strains usually caused by overloading of the shoulder joint.
2. Overuse from repetitive motion.
3. Compression from leaning or falling on arm.
4. Fractures from a fall.

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Shoulder Discomfort in the Office

In the Office, what might lead to shoulder discomfort?

1. Leaning forward on elbow to view a screen
2. Chair arms that are too high
3. Extended reaches to the mouse and keyboard
4. Lifting paperwork or binder with an extended arm

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Shoulder Injury in the Manual Material Handling Environment

In the manual material handling work environment what might lead to a shoulder injury

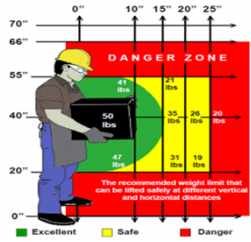
1. Repeated motion on production line with extended reaches.
2. Overhead work often seen in hospitality industry making beds and cleaning bathrooms.
3. Extended awkward reaches often seen in construction.
4. Lifting with a reach any industry.
5. Heavy lifting often encountered in healthcare.

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Define the PowerZone

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- 15"-55" 35 lbs.
Keep the load close
- Or knee to shoulder, no more than 35 lbs.
Keep the load close



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Strategies to Reduce Work Related Shoulder Injuries

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Strategy 1: Nothing Above The Shoulders

Keep the work below shoulder level:

- Review shelves, staging, and storage areas in your work environment.
- How many things are above shoulder level?
- Reconfigure and bring most frequently accessed items below shoulder level.
- If work can only be done overhead (like HVAC systems in ceilings) allow the worker recovery time when working with micro stretch breaks.
- Set staging and fabrication areas up ergonomically. Don't put anything on the floor or above shoulder level.
- Keep work in the PowerZone.

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Strategies to Reduce Work Related Shoulder Injuries

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Strategy 2: Manual Lifting

Keep the load at 35 lbs. or less:

- Keep that load between shoulders and knees and close to the body.
- Consider pallet lifts with rotating top to bring work areas into good working position.
- This not only good for the shoulders it's great for the back.
- Encourage workers to engage the big muscles in the legs and core to complete a lift.
- Stagger feet to start the stabilization.
- Loads on a pallet or shelf engage the core slide the box to its hinge point and draw into the body. Reverse the process putting it back.



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Strategies to Reduce Work Related Shoulder Injuries

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Strategy 3 Manual Lifting

- Any load over 35 but less than 50 lbs. call a friend
- Over 50 lbs. time to think about mechanical lift devices
- Consider safe patient handling devices in the healthcare industry



Strategy 4 Hospitality

- Avoid extended reaches like with bed making
- If reaching to clean a shower or tall mirror, consider long handled tools with microfiber heads
- Keep arms and hands in the PowerZone



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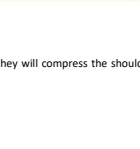
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Strategies to Reduce Work Related Shoulder Injuries

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Strategy 5 In the Truck

- Don't rest hand on vibrating shifter
- Make sure arm rest are at or slightly below elbow height. Too high and they will compress the shoulder joint.
- Don't lean on elbow when driving
- Three-point departure out of the cab to avoid slip and fall
- Grippers for the feet during ice and snow conditions
- Reset the body once out of the cab



Strategy 6 Keep Work Area Clear of Slip, Trip and Fall Hazards

- Keep warehouse floor clear of boxes and debris
- Clean all spills immediately
- Close all drawers and cabinets
- Be aware of weather changes and the impact on walking conditions. Provide salt and sand at the exit door.




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Strategies to Reduce Work Related Shoulder Injuries

Strategy 7 The Office Environment

- Sit upright with head over shoulders
- Upper arm parallel with core elbows at 90 degrees and forearms parallel with the floor when using the keyboard and mouse
- Limited the extended reach to the mouse
- Avoid leaning on arms rests or left elbow when using the mouse



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