**Cost benefit of Occupational Therapy Input**

**An Ergonomic Assessment Service example – Musculo-skeletal**

**Occupational Therapy in the workplace:**

Occupational therapists conduct Ergonomic Workstation Assessment Services and ongoing Display Screen Equipment (DSE) Risk Assessment (prevention) input, each year, to update and re-educate employees on posture and office ergonomics to prevent discomfort and accommodate specific health needs in the workplace. Under the Equality Act 2010, employers have responsibility to make “reasonable adjustments”.

**What is conducted?**

In this example, the Ergonomic Assessment is privately advertised, via a website offering Occupational Health Assessments delivered by occupational therapists.

**Detailed Quotation**

A detailed quotation is provided to the Referrer (Employer/HR/OH/Insurer) directly, regarding the specific individual’s likely assessment needs, as reported E.g. Muskuloskeletal (MSK) issues may be experienced, low back and hip pain and there may be medical treatment ongoing via NHS/Private services.

The assessment will also screen other symptom areas, as required (assessment may be classed as an Occupational Health Assessment).

**Detailed Assessment**

An Ergonomic Assessment of the individual is conducted in their work environment, usually 2-3 hours of occupational therapy input (1.5 hour assessment & 1 hour report writing time).

Discuss the work role and demands, breaks etc. and if they have returned to work, how the role is progressing.

Assess the seating, posture, equipment use and positioning, frequency, symptom management, task performance and solutions.

**Detailed Report with Recommendations and equipment examples**

The report includes recommendations and equipment input advice, internet links to self-help information and other schemes, such as Access to Work.

Advice around return to work hours, graduated hours plans, and other tips and recommendations.

The individual is given a hand-out with the workstation and office seating set up procedure to follow, to educate them in their own posture requirements and management of their health needs.

It is recommended that the individual is given a copy of the report so they can benefit from the information.

**What are the Health and Wellbeing Benefits?**

**Occupational outcomes:**

* Reduce sickness absence, saves money.
* Increase productivity and comfort.
* Advise on reasonable adjustments which can assist, e.g. flexible hours, working from home.
* Advise on equipment/advice in the workplace that can benefit all users.
* Measure and record the individual’s seating anthropometrics and also the equipment dimensions, such as desk height.
* Identify different tasks required in the role, and solutions to ease the comfort and sustainability to perform the tasks.
* Ergonomics education and advice on the specific health symptoms they are experiencing.

**Health and wellbeing outcomes:**

* Reduce pain and discomfort.
* Increase comfort and positive reassurances/feel valued.
* Educate in Ergonomics and better working practices incl. how to set themselves up correctly.
* Education in self- help work based management of the health condition.
* Assistance to manage their chronic medical condition - Pain Management education.
* Ergonomic Equipment use knowledge increased.
* Reduce the need for ongoing treatment, NHS or private.
* Other symptoms ease, with better management, such as sleep ability, medication use and reduced anxiety/stress, fatigue, pain.

**Quality of care outcomes:**

* Reduce the healthcare input the individual requires.
* Advising upon self-management techniques.
* Pacing of activities.
* Other individual solutions.

**What is the Cost Benefit of the Ergonomic/OH Assessment?**

**Average Cost over 1 year, when having Assessment/Educational/Prevention input:**

**Ergonomic/OH OT Assessment – /education/report costs: £ 300.00**

**Ergonomic Equipment costs:**

**Office chair, with suitable lumbar support, movement mechanism: £ 450.00**

**Other desk based equipment: e.g. Multi rite/Q Doc 515, monitor riser: £ 50.00**

**Cost of Physiotherapy Treatment – 6 sessions @ £50: £ 300.00**

**Sickness absence for this cause avoided.**

**Total Cost: £ 1100.00**

**SO: The cost benefit/savings over 10 years, having Assessment/Educational/Prevention input:**

**Ergonomic Equipment can benefit for minimum of 10 years, so no additional costs to 1 year above:**

**(If purchased): Ergonomics/DSE training updates: per person/year: £60.00 x 10 years: £ 600.00**

**Sickness absence for this cause avoided.**

**Total Cost: over 10 years: £ 1700.00**

**Average Cost over 1 year, when there is No Assessment/Educational/Prevention input:**

**Ongoing treatment throughout year: fortnightly (26 weeks) @ £50/session: £ 1300.00**

**Average sickness absence, days off work:**

[**http://www.hse.gov.uk/statistics/dayslost.htm**](http://www.hse.gov.uk/statistics/dayslost.htm) **16 days/yr x £150.00/d: £ 2400.00**

**Total Cost: ongoing ill health situ per year: £ 3700.00**

**SO: The average Costs over 10 years, when there is No Assessment/Educational/Prevention input:**

**Ongoing average sickness absence: £2400 x 10 years: £ 24,000.00**

**Ongoing treatment eg individual costs £1300 x 10 years: £ 13,000.00**

**Total Cost: over 10 years: £ 37,000.00**

**Cost Benefit of Occupational Therapy Ergonomic Input, Education and review over 10 years is an overall SAVING of: £35,900.00**

[**https://www.rcot.co.uk/about-us/specialist-sections/work-rcot-ss/member-resources**](https://www.rcot.co.uk/about-us/specialist-sections/work-rcot-ss/member-resources)

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