



Workplace Wellness that Works for You

Minimising the impact of low
back pain in your workforce

LIVE LIFE WELL

A workplace wellness plan tailored to your company's needs

The impact of back pain on UK employers

UK workers take an average of 9.1 sick days per year, costing employers an average of £760 per employee through a combination of direct costs in sick pay, lost employee output and provision cover.

Low back pain causes more disability than any other condition in the UK, affecting 1 in 10 people and accounting for 39% of all working days lost.

The impact of back pain can be significantly reduced through the introduction of a programme that facilitates a rapid referral for diagnosis, treatment, and return to work strategies.

Investing in a company wellness programme can encourage lasting change in your company, in addition to helping you reduce the impact sick leave has on your company.



Investing in a corporate health and wellness programme influences **productivity, profits and company culture**

Creating a culture of wellness: Robust scientific literature reviews supports implementing a well-designed and well-executed workplace wellness programme which can produce a positive return on investment, in addition to significantly improving the overall health of your workforce. Strong evidence has demonstrated that rapid, effective action from employers can reduce sickness absence levels at very low cost.

What is wellness? Wellness is the concept of maintaining the body in the best possible condition to ensure efficient function and sustain high-productivity levels for extended periods of time. Sedentary office work can impact on wellness, thus decreasing productivity and impacting your company's profitability.

It starts with you: A successful corporate wellness programme starts with a commitment from you, the leaders of the company, and requires support from all levels of the organisation. Forward-looking companies are actively looking to address the impact of sickness leave by investing in health and wellbeing services to deal with the absence issue before it begins. By integrating our advice and suggestions into your workplace, you can create a healthy work environment that aligns with your company's vision and purpose.

Choosing chiropractic care

Chiropractic is a regulated primary health care profession. Chiropractors can provide early clinical triage of your employees, providing a diagnosis and treatment plan to facilitate a rapid return to work for your employees. Care focuses on prevention to reduce the likelihood of a recurrence.

NHS Pathfinder recommends chiropractic as a high-value care pathway for low back and radicular (radiating) pain. The 2014 Bronfort Report found that manual therapy was effective for:

- Migraine and cervicogenic headaches (cervicogenic = originating from the cervical spine)
- Low back pain and sciatica
- Cervicogenic dizziness
- Extremity joint conditions (shoulder, elbow, wrist, hip, knee and ankle)
- Acute and subacute neck pain

The IMPaCT Back Study found that individuals at risk of developing chronic problems who were referred immediately to appropriate care saw

50% reduction in time off work

30% reduction in sick certification

Chiropractors are trained to **diagnose, treat, manage and prevent disorders of the musculoskeletal system** (bones, joints and muscles) as well as the effects these disorders can have on the nervous system and general health.

British Chiropractic Association

Benefits to you

Reduced employee absence by avoiding long NHS waiting lists. Rapid diagnosis and intervention means employees return to work more swiftly and safely.

Reduces risk of recurrence: 60-80% of people who consult their GP first for an episode of low back pain still report pain or disability a year later, and up to 40% of those who have taken time off work will have future episodes of work absence. We aim to reduce the risk of future episodes of work absence, in addition to avoiding the development of chronic conditions and ongoing disability.

Increased employee satisfaction and improved company profile decreases staff turnover and recruitment costs.

Fewer accidents and injuries lowers your legal costs, insurance premiums and healthcare costs.

Increased productivity increases revenues, whilst reducing the need for overtime payments.

Benefit-cost ratio for programmes targeting musculoskeletal issues is as high as 15.4, 24.6 and 84.9.

Your employee's care journey with us

Upon receiving notification that an employee is taking time off work due to a musculoskeletal condition, the employer offers a referral to Acorn Health.



We contact your employee by phone and offer an appointment (usually to be seen within 48 hours of receipt of referral)



They will be asked to complete a pre-initial consultation questionnaire which can be done online or at clinic.



At the first visit, your employee will be given the opportunity to explain their problem, what it means to them and the impact it is having on them. They will then receive a comprehensive examination, before being provided with an explanation of their symptoms, a diagnosis and, where appropriate, treatment will start at this first session.



Patients are stratified by risk of enduring pain and disability



Low risk:

Self-help advice is given
Patient is told to return to work with advice and management strategies
Placed 'on call' for a month.



Medium or high risk:

Written care plan is provided
Course of treatment is offered (usually 4-6 treatments**) which includes return to work strategies and self help advice



Full report of condition, diagnosis, treatment plan and return to work strategy report sent to employer



At 30 days, a follow-up questionnaire is sent



Improved:
Discharged from care



Not improved:
Represent for further treatment**

**Mild or moderate psychological barriers to recovery are managed by the chiropractor alongside physical barriers. If severe non-physical barriers are dominating a presentation, referral to or co-management alongside psychological services will be sought (these services are available at Acorn Health.)

Our Results

Excellent outcomes from care: 61% of all our patients report feeling “Definitely better” just 14 days after their initial consultation. By 30 days, 88% of patients report feeling “Definitely better”.*

Fast response to care: This improvement takes place in between four to six visits.

High levels of satisfaction: 96.3% of all patients report the care we have provided as ‘excellent’. 3.7% report our care as ‘very good.’

Rapid referral patients are seen in clinic within 48 hours of receipt of referral.

How do our results compare to General Practice?

The UK BEAM trial found chiropractic care to provide significant and cost efficient benefits over best practice GP care and care provided at Acorn Health is in line with NICE guidelines. A widely cited research paper found that 79% of those who consulted a GP for low back pain were still in pain 3 months after their initial consultation.

3 months after seeing our chiropractor, 88% of our patients were feeling “definitely better”.



Healthier happier employees means a stronger workforce. A happier workforce is less likely to change jobs, thus reducing turnover, introducing consistently improving employees and enhanced productivity.

* Data extracted from all Acorn Health patients seen between May 2014 - May 2017

Choosing our corporate wellness programme

Affordable fixed-fee plans starting at just £220 per employee (saving companies £540 per employee on average). This fee includes

- Priority booking of appointments
- Initial consultation and full course of treatment (up to 6 sessions)
- Self-help advice and management strategies to prevent recurrence
- Full report sent to employer within 30 days*
- Access to our online 'Patient Portal' providing resources for self-help strategies, exercises and healthcare information.

For more information or to arrange a quote for your company

Please contact Rhiannon Oakley, Practice Manager

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01243 379693

* Employee must consent to sharing of confidential healthcare information

References and Further Reading for Employers:

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4. Hoy et al (2010) The global burden of low back pain: estimates from the Global Burden of Disease 2010 Study. *Annals of the Rheumatic Disease* 74 (6)
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6. UK BEAM Trial Team (2004) 'United Kingdom back pain exercise and manipulation (UK BEAM) randomised trial: cost effectiveness of physical treatments for back pain in primary care'. *BMJ (Clinical research ed)*, vol. 329, no. 7479, p. 1381.
7. Van Tulder et al. European guidelines for the management of acute nonspecific low back pain in primary care. *Eur Spine J* (2006) 15 (Suppl.2)

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