

HEALTHY BUSINESSES START WITH SAFE WORKPLACES.

THE CHALLENGE

Musculoskeletal disorders are the most common workplace safety injury, costing employers billions every year.

Cost of Musculoskeletal Disorders

Musculoskeletal disorders (MSDs) are the most common causes of disability, early retirement, and limitations to gainful employment. Work-related MSDs cost employers billions of dollars a year in worker compensation, lost productivity and absenteeism. Injuries caused by overexertion (e.g. lifting or pushing heavy objects) cost employers **\$13.3B alone, with additional annual costs from injuries caused by awkward postures (\$4.71B), and repetitive motions (\$1.66B)**. MSD injuries further impact presenteeism, turnover rates, and ability to attract new talent. MSD risk reduction is a smart investment – **every dollar spent on MSD prevention generates twice the return or more.**

The Equity Impact

Jobs with greater MSD hazards are disproportionately occupied by low-wage workers and communities of color – two groups that often have less access to healthcare and face significant structural barriers, such as economic instability and health inequities. MSD risk reduction strengthens an organization's commitment to an equitable workplace.

The Mental Health Connection

MSD injuries contribute to and are worsened by psychological distress in the workplace. Work-related stress can cause workers to physically tense up or lose focus on the job, increasing the likelihood of injury. Committing to MSD risk reduction is a commitment to both the physical and psychological safety of your workforce.



THE OPPORTUNITY

Changing how employers approach reducing MSD risks can provide relief to millions of workers and save employers from the costs of both physical and psychological disability. In fact, investing in MSD solutions is likely to increase output and productivity. Many technologies designed to reduce MSD risk also make it easier for workers to perform their tasks, directly enhancing productivity. **Companies that added additional break schedules during busy seasons saw increased output in their production lines.** Workers want safer, healthier workplaces. By investing in workplace safety, employers can improve their bottom line, strengthen workforce retention, reduce absenteeism and improve the lives of workers on the job site and beyond.

THE SOLUTION

Coordinated employer action + a community of innovation.

The MSD Pledge invites companies and organizations to protect their most valuable assets, their workers.

- Join a growing community of employers committed to sharing ergonomic solutions and cutting edge insights.
- Enhance the physical and psychological well-being of your workers, saving costs on workers compensation, disability, and absenteeism.
- Gain access to free tools, events and trainings to help you identify and reduce risks.
- Strengthen your workplace safety culture, attracting and retaining a more competitive workforce.
- Receive an independent assessment of your pledge progress, representing your organization's efforts to reduce MSD risks and improve workplace culture.
- Associate your brand with leading employers committed to MSD prevention, underscoring your organization's reputation as a safe place to work.

Together, we are inspiring a global movement across industries that improves workplace safety, reduces MSD risk and improves the well-being of all workers.



We are dedicated to ensuring the health and safety of all workers at our workplaces through the evaluation and reduction of musculoskeletal disorders (MSDs), the leading cause of workplace injuries across all industries. **We pledge to:**

Reduce risks. We will analyze the causes of MSD injuries across our operations and invest in solutions and practices that reduce risk to our workers.

Innovate and collaborate. We will leverage best practices and share our learnings and countermeasures to expand upon innovations to improve our own safety practices and reduce MSD risks.

Build an organizational culture that values safety. We will promote and ensure a workplace where safety excellence, transparency, and accurate reporting are equally valued. Everyone, at every level of our organization, is accountable for the safety and health of our workforce.

Commit to a significant reduction of MSD injuries. We believe that through risk analysis, improved training, and investment we can create safer outcomes for millions of workers worldwide. We pledge to reduce MSD risk and subsequent injuries by **25% by 2025**.

Together, we can improve workplace safety, reduce MSD risks, and enhance the well-being of workers around the world.

CONTACT US

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Questions?

WE CAN HELP.

Why should my organization sign the MSD Pledge?

By signing the MSD Pledge your organization is joining a movement of like-minded employers that will grant you insider access to shared expertise, the latest research-backed insights and collaboration with industry leaders to support your organization in meeting its safety goals.

What should my organization consider before signing the pledge?

Before announcing your commitment to the MSD Pledge, we recommend company and organization leaders consider a few key questions:

- What is our organization doing to understand the sources of injury risk? How are we ensuring that the voices of the most impacted workers are heard?
- How is our organization leveraging innovations in science and technology to reduce sources of risk?
- How will our organization prioritize risk reduction in our workplace culture?

Will my organization be rated on our performance?

To achieve meaningful progress, the MSD Pledge is backed by an MSD Index. You'll use the Index to evaluate your organization's performance against your pledge commitments. Index metrics will include (1) the quality of your risk reduction strategies, (2) your workplace safety culture, and (3) your participation and innovation-sharing efforts including NSC research and events.

The Index process will begin with a brief on-boarding questionnaire upon signing the Pledge, followed by a baseline survey 2-3 months later and annually after that.

How will the MSD Index help my company achieve its goals?

After you complete the index, NSC will let you know how well your organization is performing against your pledge goals so you can assess at a glance where you stand on risk reduction, innovation and collaboration, and safety culture. In the meantime, we provide resources to get you started creating an environment and workplace policies to reduce MSD risks.

Will I need to share my organization's injury reports?

You are encouraged to share injury data and other risk-reduction metrics. This will help demonstrate the effectiveness of your organization's pledge commitments over time. All information will be aggregated, de-identified, and confidential, and NSC reports, or publications will not identify an individual company's injury metrics.

How will my organization benefit from research participation?

Companies and organizations that participate in NSC research will receive individualized feedback on their MSD risk-reduction efforts to help you drill down on areas for improvement and communicate your organization's areas of success. The information your organization provides will also enhance NSC's understanding of effective strategies and their effect on diverse workforces. These insights will expand the knowledge base for all Pledge signers and lead to safer workplaces.

Does my organization have to sign the Pledge to use NSC resources?

NSC's mission is to support employers to make people safer at work. So, the vast majority of our research and science-backed resources will be freely available for any organization to use, whether they have signed the Pledge or not.

Companies and organizations that sign the pledge will be invited to attend a new member orientation, exclusive MSD member briefings, and will have access to monthly newsletters that feature best practices and case studies, early previews for new resources, and promotions for upcoming events.