

# On-Site Chiropractic Services & Corporate Health Impact

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Pain is a daily occurrence for most people in North America no matter what occupation they have. For institutions, this can mean loss in the productivity of the workforce and potential loss of revenue. An On-Site Chiropractic program (OSC) can help to mitigate this loss and both manage and prevent injury and illness among workers.

# Introduction to Chiropractic

## What Chiropractors do

- Whole person approach to prevention and treatment of common health concerns using
  - Manipulation
  - Exercise
  - Nutrition

# Introduction to Chiropractic

**Manipulation** (*The mobilization of a joint with a short, fast thrust through the plane of the joint*)

- Decreases pain sensation
- Decreases muscle tension
- Increases range of motion
- Normalizes internal function
  - (digestion, heart rate, immunity)
- Improves mood
- Restores mechanical orientation and function

# Introduction to Chiropractic

## Regular Chiropractic Care

- Decreases the risk of injury
- Increases healing ability
- Increases energy
- Increases physical activity
- Improves blood circulation

# Benefits of Chiropractic

## Employee Benefits

- Improved Health
- Reduced Pain and Stress
- Higher Energy and Activity
- Improved Emotional Wellbeing

## Corporation Benefits

- Reduced Absenteeism
- Increased Productivity
- Heightened Job Satisfaction

# Absenteeism – Due To Pain

	% of workforce <sup>1</sup>
Back Pain	12.5%
Neck Pain	14.5%
Upper Limb	5.5%

*~650 absentee days/annum\**

*Corporation Cost ~ \$156 thousand\**

\*All calculations performed on an assumed:  
–1000 person workforce  
–average of 2 absentee days/annum/person  
–average salary of \$60,000 (40 hr/wk, 2 wk vacation)

# Chiropractic Reduces Absenteeism

Chiropractic treatment of acute low back pain  
decreased absenteeism by 8.6%<sup>2</sup>

~ 56 days/annum recouped



# Productivity Loss

## Pain causes a reduction in performance

- Decreased ability
  - Typing, Sitting, Lifting
- Inhibits focus

## 52% workforce reports having Musculoskeletal Disorders (MSD)<sup>3</sup>

- 12.7% reported <2hrs/week of lost productive time
- 7.2% reported >2hrs/week of lost productive time
- The balance did not report lost productive time

# Productivity Loss

	% of workforce <sup>3</sup>	hrs/wk/affected employee <sup>3</sup>
Neck/Head Pain	8.15%	3.51
Back Pain	5.17%	5.28
Arthritis	3.26%	5.19
Other MSD	3.34%	5.47

Total ~ 900 hrs/week of lost productive time

Corporation Cost ~ \$1.4 million/annum

# Intangible Benefits

Less pain = Happier employees

Sponsored treatment = Employer cares

Higher job satisfaction = Reduced turnover

# On-Site Chiropractic

Simplifies access  
Increases use  
Reduces downtime

# OSC Program

- Chiropractic availability in offices for all employees of the Corporation
- There is no extra charge to the corporation for the supply of these services
- Confidentiality of Corporate employees is maintained at all times
- All supplies and equipment are provided by the Chiropractor
- Insurance and liability are maintained by Chiropractor without Corporation involvement

# OSC Services Provided

- Chiropractic
- Ergonomic Assessment/Intervention
- Nutritional Counseling
- Ultrasound
- Electrical Stimulation
- Orthotic Casting



# OSC Space Requirements

## Treatment Space

- One room with no internal windows
- Adequate space for Chiropractic Adjustment Table
- Electrical Outlet

## Visible signage when present

- Cafeteria/Kitchen/Lounge
- Hallway by Treatment Space



# OSC Billing Options

## Employee Billing

- Limited to cash/cheque payment with receipt

*OR*

## Corporation Billing

- Monthly invoices

# References

1. McGee, Bevan, and Quadrello. Fit For Work? Musculoskeletal Disorders and the Canadian Labour Market. The Work Foundation 2011
2. Wasiak R, Kim J, and Pransky GS. The association between timing and duration of chiropractic care in work-related low back pain and work-disability outcomes. J Occup Environ Med. 2007 Oct;49(10):1124-34.
3. Stewart et al. Lost Productive Time and Cost Due To Common Pain Conditions in the U.S. Workforce. Journal of the American Medical Association 2003.