Musculoskeletal disorders are a common occupational injury (Sundstrøm et al., 2013). It is commonly believed that stretching can reduce discomfort/pain potentially playing a role in reducing work-related injuries. To implement a pre-shift stretching program is effective in decreasing injury and increasing productivity. Prevention of injuries related to working conditions is an objective of Healthy People 2020. (KC, LL, JM, JS, AW)

Supporting Research

According to a systematic review of six randomized controlled trials, moderate to high quality evidence shows that stretching exercises can reduce discomfort/pain, potentially playing a role in reducing work-related injuries (Choi & Woletz, 2010). According to the Bureau of Labor Statistics, musculoskeletal injuries can affect muscles, nerves, tendons, joints, cartilage, or spinal discs (Choi & Woletz, 2010). Risk factors that cause or aggravate musculoskeletal injuries are repetitive motion, awkward posture, forceful exertions, pressure points, and static positions (Choi & Woletz, 2010). The prevalence of musculoskeletal injuries in the shoulder and arm is high among slaughterhouse workers, allegedly due to high loading intensities and cyclic repetitive actions of these body regions during work (Sundstrøm et al., 2013). It is commonly believed that stretching can reduce the chance of strain or sprain injury because of the following benefits:
- Increased flexibility
- Improved range of motion
- Improved posture
- Stress relief

Theoretical Model

- Improved health
- Improved functional capacity
- Decrease work load
- Decrease stress
- Decrease work injury
- Increase company productivity
- Company productivity
- To implement a pre-shift stretching program among shift workers: o Decrease work-related injuries and employee time away from work o Decrease company costs and compensation claims o Increase company productivity

Supporting Research Cont.

According to Vertegel et al. (2009), stretching is an active motion designed to improve the flexibility of the musculoskeletal system. Stretching improves the extensibility of the muscle, which is the amount of distance the muscle will stretch before the end point is reached. This allows the musculoskeletal system to absorb more energy during movement, reducing the risk of injury. Studies have shown that stretching can improve flexibility, range of motion, and overall function, leading to improved performance and reduced risk of injury. (KC, LL, JM, JS, AW)

Program Plan

After reviewing the literature, it was found a pre-shift stretching program could be implemented successfully in reducing work-related injuries. In order to implement the program a Nurse Practitioner, beliefs, behaviors, views, expectations, needs, preferences, and practices related to personal self-awareness of one cultural worldview and attitudes about cultural differences. (KC, LL, JM, JS, AW)

Theoretical Model

- Improved health
- Improved functional capacity
- Decrease work load
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Program Plan

○ Stages of change questionnaire to be completed by each employee on their eligibility to complete the program.
○ Pre-program assessments and screening questionnaire to be completed by each employee on their eligibility to complete the program.
○ Each eligible employee will attend a session on the importance of pre-shift stretching.
○ Handouts with a picture and a description of each stretch will be given to the employees prior to starting the program.
○ Large posters of each stretch will also be displayed in the conference room where the daily stretching routine will take place.
○ For the first two weeks of implementation, an occupational health nurse practitioner (NP) along with a physical therapist will perform the stretching program with the employees at the start of their shift to ensure each stretch is being completed properly. The program will last approximately six minutes and schedule: The program will last approximately six minutes and consist of nine stretches, targeting the neck, shoulders, upper and lower back, quadriceps, hamstrings, arms, and ankles (Gartley & Prosser, 2011).
○ Each stretch will be held for 10 to 15 seconds and completed in the standing position (Gartley & Prosser, 2011).
○ Each employee will receive a $40.00 per month off their work.

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