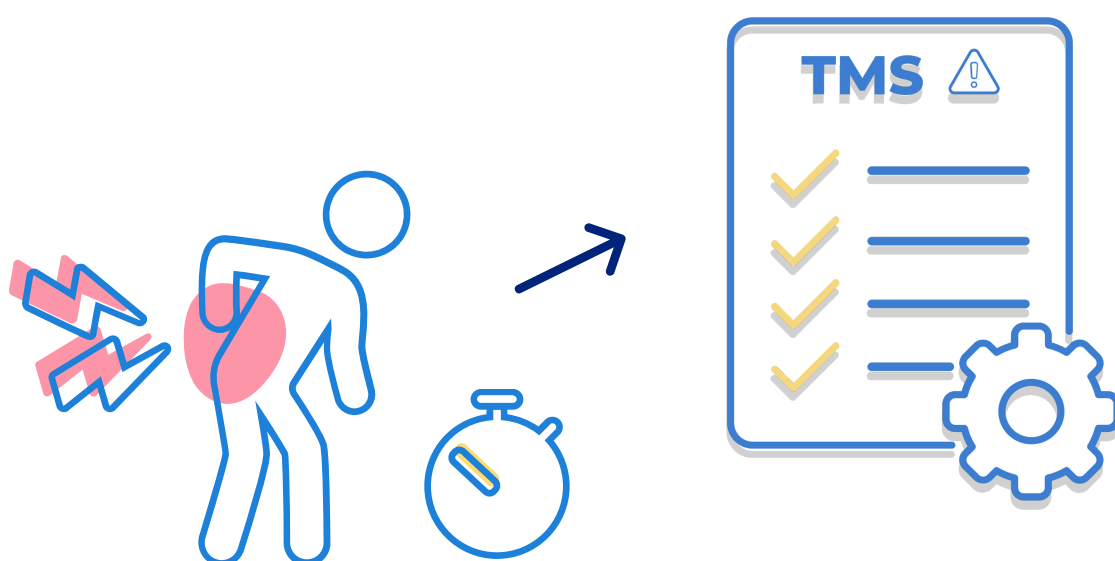


Use case : MSDs in the medico-social sector

Identify the risks, act on the solutions

In 2022, more than **8 out of 10 employees (86%)** suffer from at least one musculoskeletal disorder, according to a study by Ifop for Percko. The medico-social sector, particularly in personal care and assistance, is **heavily impacted by MSDs**, with their incidence steadily **increasing over the past decade**.



In 2023, **only 45%** of medico-social establishments had implemented MSD prevention programs, despite recommendations from health authorities.

Strengthening these initiatives is essential to improving the quality of life at work for professionals in the sector and ensuring a safer and healthier work environment.

How can work organization be improved to reduce repetitive movements and awkward postures responsible for MSDs in the medico-social sector?

MSDs account for 95% of all recognized occupational diseases. Additionally, 20% of workplace accidents in the sector are related to back pain.

• Impact of MSDs in the healthcare and medico-social sector



The burden of musculoskeletal disorders in caregiving and personal assistance

95%

The share of MSDs in recognized occupational diseases.

20%

Workplace accidents in the sector are related to back pain.

- Financial impact of MSDs on the sector



AROUND

160 M

Annual cost of MSDs for businesses. **Over 50%** are related to back pain.

OVER

2.3 M

Workdays lost, equivalent to more than 10,000 full-time positions. **Over 60%** are related to back pain.

So, what can be done?

Reducing risks involves MSD prevention and implementing solutions.



Awareness and Training on ergonomic movements, postures

It is essential **to regularly train** staff in proper handling techniques and posture. Organizing information sessions **to raise awareness** about the risks of musculoskeletal disorders is an effective way **to promote responsibility among the staff**.



Organization and Workstation design

Whenever possible, it is important to use **appropriate equipment** (e.g., lift machines, adjustable beds) to reduce physical effort. Reorganizing spaces with suitable work areas helps facilitate movement and minimize awkward postures.



Task Planning and Distribution

The goal is to avoid **concentrating physical tasks** on a single person and to promote teamwork for the more demanding tasks. It is also important to implement measures **to manage stress**, which can exacerbate musculoskeletal disorders.



Implementation of risk Prevention and Assessment tools

It is important **to identify tasks** that are likely to cause musculoskeletal disorders, such as patient handling or working in uncomfortable postures. **Regularly evaluate** the effectiveness of preventive measures and adjust based on feedback and observations.

Our feedback with ADMR



As the leading national network of nonprofit personal assistance services in France, we had the pleasure of working with ADMR.

For over a year, Romane Repessé, **an ergonomist at Moovency**, supported the ADMR 64 federation in a comprehensive project aimed at prevention, raising awareness, and improving the working conditions of their teams.

The program for this support included:

- **Defining the intervention scope** : Setting the boundaries and objectives of the intervention.
- **Informing the teams** : Explaining the methods, reminding them of the context, and clarifying their roles.
- **Analyzing the work of the agents** : Collecting biomechanical data with Kimea, gathering psychological data through interviews, and assessing organizational and environmental factors.

[View more about this feedback](#)

By implementing **concrete measures**, a medical-social facility **can significantly reduce the incidence of MSDs** among its staff, as well as **improve their working conditions** and the **quality of care** provided to patients

Why choose **Kimea** by Moovency ?

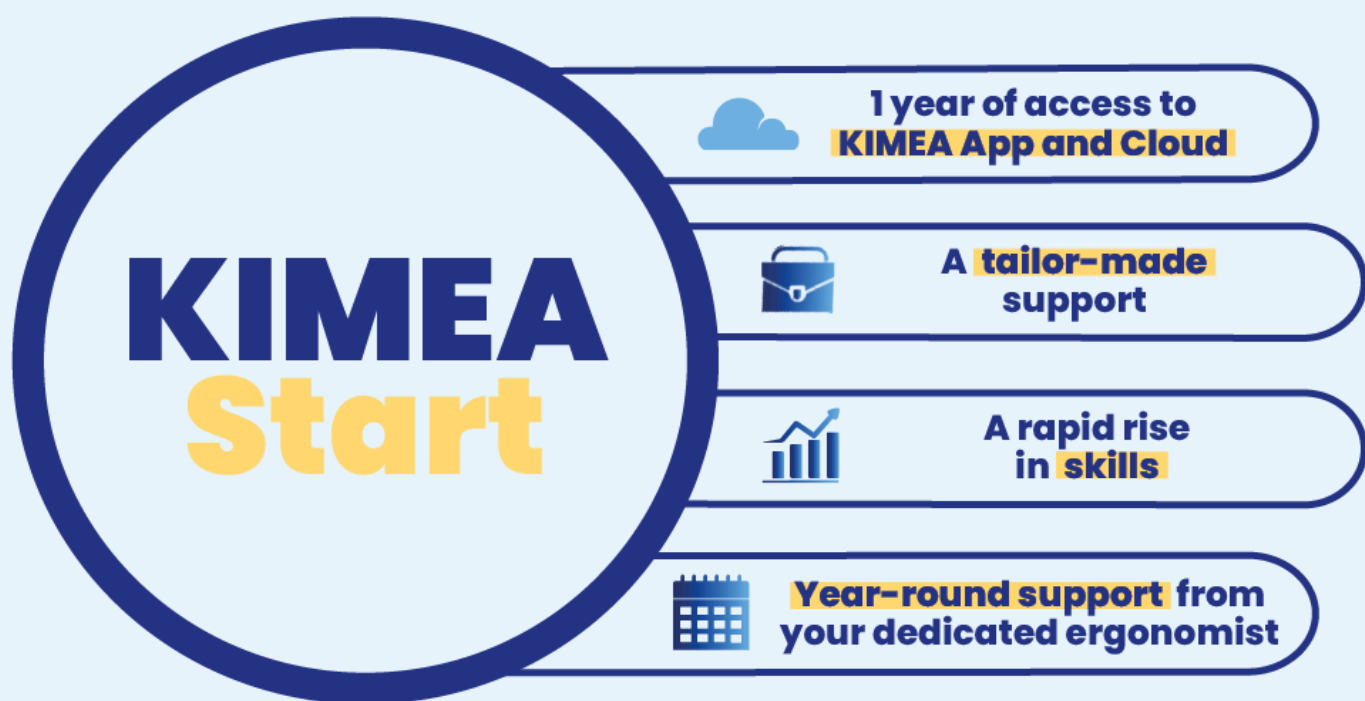
Absenteeism is not only related to MSDs, but in certain sectors, musculoskeletal disorders significantly increase the absenteeism rate.

KIMEA START : A comprehensive turnkey solution for preventing MSDs

KIMEA START is an all-inclusive one-year package that guides you towards sustainable prevention by providing :

- **One year of access** to KIMEA APP – our data capture tool;
- **One year of access** to KIMEA CLOUD – our analysis platform;
- Dedicated **support and follow-up** with your assigned ergonomist.

Most importantly, you'll leave with the tools and knowledge to kickstart your MSD prevention strategy.



In terms of **prevention**, adopting a continuous optimization approach ensures you deliver the best and constantly improve your employees' well-being.

You stay up-to-date

We also offer training services. We train your **internal teams** to use our KIMEA suite of tools to assess workstations. This way, you are **no longer dependent on another company** for physical risk measurements. You only need to consult ergonomists for complex situations that require a specialist.

A tool like KIMEA is ideal for ensuring ongoing optimization of workstations : with the KIMEA score and visual indicators, you can assess your progress at a glance

Feel free to contact us

Contact us



Because **every movement** matters