Joint and Muscle Pain Resource Referral Guide

This table lists a number of local and nationally recognised organisations that support workplaces and individuals around joint and muscle pain.

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| Strategies | Healthy  vision | Healthy  places | Healthy  people | resources |
| Develop a policy and procedure to identify and manage MSD risks in the workplace. The policy and procedure should be developed in consultation with workers and include: both physical and psychosocial hazards; outline access to appropriate and timely treatment; and provide suitable duties, claim lodgment and support for remaining at or returning to work. | • |  |  | [OHS risk management toolkit | APHIRM toolkit](https://www.aphirm.org.au/)  [Model Code of Practice: Hazardous manual tasks (safeworkaustralia.gov.au)](https://www.safeworkaustralia.gov.au/system/files/documents/1905/model-cop-hazardous-manual-tasks.pdf)  [Return to Work Coordinators (rtwsa.com)](https://www.rtwsa.com/insurance/return-to-work-coordinators/workplace-advisory-services)  [National Return to Work Strategy | Safe Work Australia](https://www.safeworkaustralia.gov.au/workers-compensation/national-return-work-strategy)  [model\_code\_of\_practice\_-\_managing\_psychosocial\_hazards\_at\_work\_25082022\_0.pdf (safeworkaustralia.gov.au)](https://www.safeworkaustralia.gov.au/sites/default/files/2022-08/model_code_of_practice_-_managing_psychosocial_hazards_at_work_25082022_0.pdf) |
| Develop a policy and procedure for reasonably accommodating non-work related MSDs that takes into account the health benefits of work and fosters an inclusive workplace. | • |  |  | [Disability and the workplace | Victorian Equal Opportunity and Human Rights Commission](https://www.humanrights.vic.gov.au/for-individuals/disability-and-the-workplace/)  <https://www.youtube.com/watch?v=i_W6XfUTM5Y>  <https://www.equalopportunity.sa.gov.au/>  <https://humanrights.gov.au/quick-guide/12084> |
| Work with a Certified Professional Ergonomist to support the design of systems (e.g. tasks, jobs, products, procedures and processes, environments) so that both the system and people can work effectively. | • |  |  | [Human Factors and Ergonomics Society of Australia](https://www.ergonomics.org.au/) |
| Set-up a work health safety and wellbeing committee and have them meet regularly to discuss concerns and potential improvements. Make sure the committee is diverse and channels of communication for decision making are clear.  Keep a record of these meetings. | • |  |  | As above – worker consultation |
| Follow the hierarchy of risk controls when implementing changes and make sure to consult all affected staff members throughout the change process. It can be helpful to trial interventions and obtain feedback before officially adopting them. | • |  |  | [Managing risks | Safe Work Australia](https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/identify-assess-and-control-hazards/managing-risks) |
| Embrace the Principles of Good Work Design provided by Safe Work Australia.  Design the work environment to take into account the capabilities and limitations of the workforce using engineering controls, like using mechanical assist devices or changing workstation layouts. | • |  |  | Principles of Good Work Design – A work health and safety handbook – [Safe Work Australia](https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/good-work-design)  [Video](https://youtu.be/dLFmQF081RY) of how to set up your desk ergonomically  [Improve your work design | SMART Work Design | Perth](https://www.smartworkdesign.com.au/)  [Managing risks | Safe Work Australia](https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/identify-assess-and-control-hazards/managing-risks) |
| Ergonomic desk set up guidance. | • |  |  | Safe Work Australia [poster of workstation set up](https://www.safeworkaustralia.gov.au/sites/default/files/2020-05/Working_from_home_Workstation_Setup_%20Guide-COVID-19.pdf) |  | |
| Encourage workers to speak up about their concerns regarding MSDs. This could be done at staff meetings, via posters or other comms channels and shows that you value their input for creating a safe, healthy and caring workplace. |  | • |  | [Model Code of Practice: Work health and safety consultation, cooperation and coordination | Safe Work Australia](https://www.safeworkaustralia.gov.au/doc/model-code-practice-work-health-and-safety-consultation-cooperation-and-coordination)  [Consultation & worker representation | SafeWork SA](https://www.safework.sa.gov.au/workers/consultation-and-representation) |  |  | |
| Consider working with an Occupational Therapist or Physiotherapist to compile a ‘Job Dictionary’ of all available tasks/duties. This can greatly assist when trying to identify suitable duties for workers with MSDs while they recover at work.  Consider providing regular access to onsite physiotherapy or exercise physiology. |  | • |  | Find an Ergonomist  [Physio can treat - Choose physio | Australian Physiotherapy Association](https://choose.physio/)  Find an [occupational therapist](https://otaus.com.au/find-an-ot) |
| Consider providing access to onsite exercise equipment, walking groups,  or subsidising gym memberships for employees. Employees who engage in exercise reduce their risk of work related MSDs. (Please refer to the physical activity section for additional recommendations on increasing engagement with physical activity  and exercise). |  | • | • | [Healthy Workplaces Toolkit – Physical activity](https://healthyworkplaces.sa.gov.au/?a=894788) |
| Consider developing an ‘Early Intervention Program’. This program may include 3-4 sessions with a local physiotherapist or GP to get on top of MSDs early. Consider providing access for both work related and non-work related MSDs. |  | • | • | [Early intervention service pilot project | Comcare](https://www.comcare.gov.au/safe-healthy-work/research-evidence/research-projects/early-intervention-service-pilot-research-project) |
| Encourage workers to get an early diagnosis and appropriately manage arthritis to decrease pain and  improve function. |  | • |  | [Arthritis Foundation](https://www.arthritis.org/) Australian  Arthritis Foundation America – [Working when you have arthritis](https://www.arthritis.org/health-wellness/healthy-living/daily-living/work-life-balance/working-when-you-have-arthritis) |