

This five-step guide helps you assess where you are, identify gaps, and build a prevention-first MSK strategy for 2026.

1 Quantify your MSK cost (so you know what you're solving)

Industry benchmark: Most organisations only see direct costs, but employers waste an average of £2,625 per employee annually on MSK-related costs – including £1,875 in hidden presenteeism and productivity loss.

Quick Cost Calculator:

- Gather your data: PMI claims for MSK + total absence costs attributed to MSK
- Calculate direct cost per employee: Total MSK spend ÷ headcount
- Estimate hidden costs: Direct cost × 2.5 = full MSK burden per employee
- Scale to your workforce: Total cost per employee × headcount

2 Run an inclusivity & risk check

MSK risk is **not evenly shared!**

From Vitru's Inclusivity report:

- Women are 37% more likely to be in pain
- Younger workers experience 2–3× greater impact on productivity
- Pain severity nearly triples with pre-existing conditions

This showing why **one-size-fits-all** wellbeing strategies fall short.

3 Audit your current MSK interventions

MSK risk is driven by daily work habits.

Poor screen height alone can increase neck loading up to **four-fold**.

A **risk and behaviour-led review of ergonomics and benefits** allows you to target support, rather than applying the same solution to everyone.

4 Align cross-functional leadership (HR, Wellbeing, HSE, Finance)

MSK pain isn't just an H&S issue, an HR problem, or a benefits line item – it's all three. Without shared ownership, strategies fragment and costs spiral.

Who might need to be involved:

- **Health & Safety / OH:** DSE compliance, risk management, and duty of care
- **HR / Benefits / Wellbeing:** Absence management, benefit equity, productivity, & culture change
- **Finance / CFO:** PMI cost control, ROI modelling, and total cost of MSK
- **Line managers:** Early risk spotting, employee support, and day-to-day culture

5 Enrol in the MSK Course (build capability, not just a plan)

Finally, we've got something genuinely exciting coming.

This summer we're launching an industry-first MSK Health Champion course – designed to give HR, wellbeing and H&S leaders the practical tools to actually reduce MSK pain across their organisation.

If you'd like early access, let us know.

