

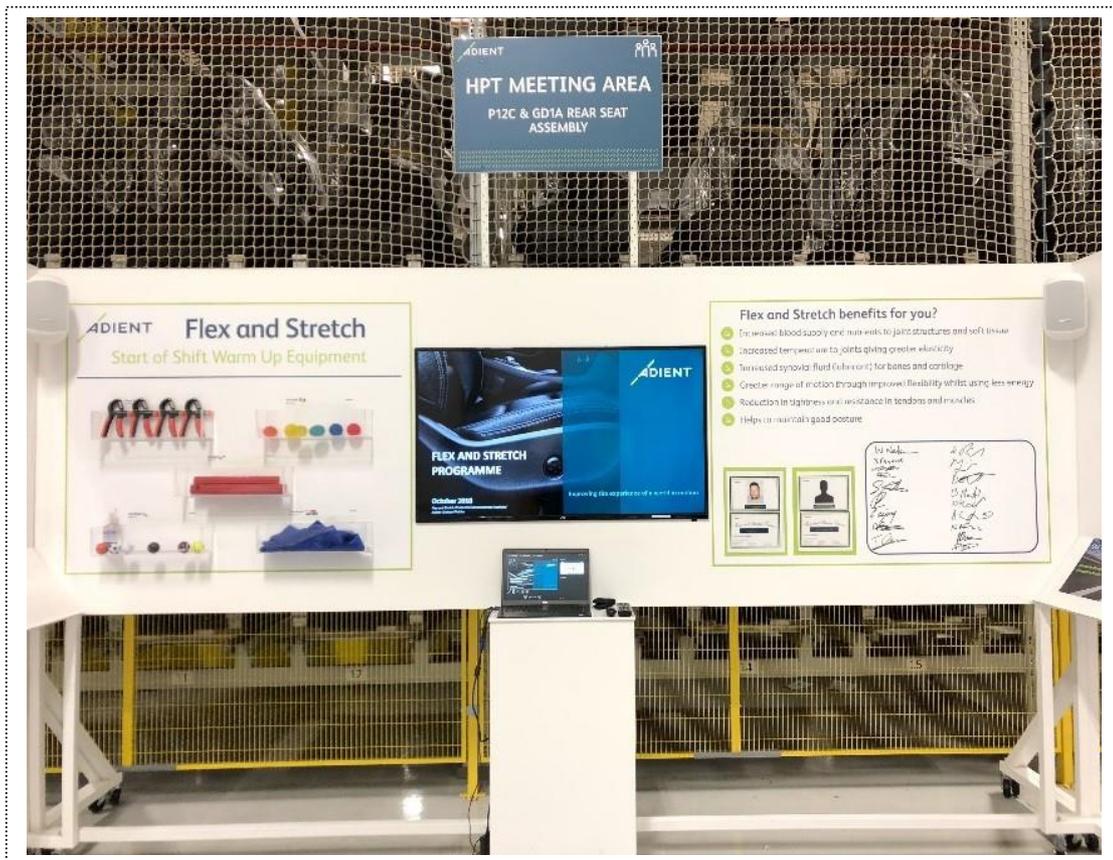


'Flex and Stretch' your way to better well-being

Employer: Adient Seating

Area: Sunderland

Theme: Musculoskeletal



Flex and stretch are a series of gentle exercises that can be done at work and at home. The project stemmed from an increase in physio referrals from employees who were suffering with musculoskeletal issues.

The project involved having aids/equipment readily available in the high-performance team booths to encourage the operators to be pro-active and complete a simple series of hand, wrist and arm exercises, which can be done at the start of shift meeting.

Implementing flex and stretch has increased employee engagement, reduced non-attendance and reduced the number of referrals to physio.



Flex and Stretch benefits:

- Increased blood supply and nutrients to joint structures and soft tissue
- Increased temperature to joints giving greater elasticity
- Increased synovial fluid(lubricant) for bones and cartilage
- Greater range of motion through improved flexibility whilst using less energy
- Reduction in tightness and resistance in tendons and muscles
- Helps us to maintain good posture

Having the necessary aids readily available in the HPT booths would encourage MTM's to be pro-active in their approach to ingrain these exercises into their work routine.

We planned to pilot the Flex and Stretch initiative with one department before rolling it out to the rest of the teams so that we could get feedback and adjust things according. This worked out in our favour because we had a couple of suggestions from employees such as getting hand sanitizer for hygiene as all the operators were touching different parts of equipment. This was the only major change we needed to make other than that we only needed to pilot the team for 3 weeks before we were able to roll this out to all the other teams.



Alongside the Flex and Stretch initiative a 'well-being check sheet' which our Team Leaders complete for their employees every week was implemented. They ask their employees if they have any issues (pain, strains etc) and this information is passed to HR, so they can make the necessary appointments to Occupational Health. This is a pro-active approach to treat symptoms immediately before they become a long-term issue which could cause absence.

When this was first implemented, we had approximately 50 issues highlighted per week, however this has now reduced by 56% due to the Flex and Stretch initiative and reaction time.

