



# FEATURED COMPANY



## *“The Vermont Model for Health and Wellness”*

Engelberth Construction has employees on construction sites throughout Vermont and New Hampshire. This provides a challenge to implementing an effective safety and health program. Engelberth has stepped up to this challenge by providing its employees with a variety of health and wellness programs and has been successful in not only improving their employees’ health and wellness, but also reducing their work-related injuries.

# Winter 2006 Newsletter

## *HAPPY NEW YEAR from IHMS*

We wish all of our clients and patients a happy and prosperous 2006! This is the first edition of our quarterly newsletter. We would like to use this forum to provide you with educational articles, highlights of injury prevention successes, updates on our services and links to resources that will help you maximize your health and wellbeing.

IHMS has had a very busy and exciting 2005. Our staff additions include Sue Trainor, our Executive Assistant; Kim Fuller, staff Physical Therapist, and Charles Alexander, our first full-time Occupational Therapist.

In November we purchased 4100+ square feet of space at 441 Water Tower Circle in Colchester. The goal of this new space is to expand our physical therapy and industrial rehabilitation practice, Functional Capacity Testing and add a Training Center. We are also renting space to a phenomenal nutrition counselor – Rebecca Flewelling of “Balanced Bodies – Balanced Lives”. Please drop in and help us celebrate our new space and 2006!

-Louise Lynch, President

# FEATURED SERVICE

Have you ever noticed that as you get older “aches and pains” just seem to strike you for no reason? You limp around, take some Tylenol and suffer until it disappears again. Well, our **PBM © (Preventative Body Maintenance)** program is just for you. It was developed by Louise Lynch while working onsite at Burton Snowboards in 2002. She was treating an employee with manual therapy who was having pain in her shoulder. Following the treatment the employee said, **“You are like the ‘body mechanic’.** I know that when I have an ache or pain Burton will bring you in and the pain is gone – it’s amazing.” That was the message that opened my eyes to the effect that manual therapy performed prior to an injury was actually preventing injuries. Erica Galipeau and I started our business in April, 2003, with an office in my cellar providing PBM to Vermont companies. To date we have saved these employers thousands of dollars that would have been spent on work-related injuries. We are now expanding this program to the local community at our new clinic.

IHMS has been working with Engelberth since September of 2003. We go directly to the construction sites and provide our PBM© Program. We have initiated baseline testing and an onsite exercise program. The baseline outlines employee deficits in flexibility, strength and endurance and then set employees up on programs for self-improvement. The program allows employees to be proactive in their own health and prevent the injuries usually seen in construction, such as back, knee and shoulder injuries. Gina Catanzarita from ECI has this to say about her relationship with IHMS:

***“The IHMS staff has been wonderful to work with and has easily become part of the ECI Team. Our employees look forward to their visit, enabling them to seek treatment without the inconvenience of leaving work. Employees have become more proactive in dealing with small aches and pains before they turn into major injuries which could then leave them unable to work and incurring unnecessary medical expenses.” “As an employer in the construction industry, we see this as an important strategy for minimizing any injuries (work-related and not), reducing potential workers comp and medical costs, and continuing to nurture a workforce that stays healthy and fit. IHMS meets individually with employees and also provides group presentations on stretching, nutrition, muscular/skeletal, etc. The PBM program is the perfect compliment to our wellness efforts and a win-win situation for everyone involved.”***

-Gina Catanzarita, Director of HR at Engelberth Construction, Inc.



IHMS Staff in front of their new building on 441 Water Tower Circle in Colchester. Left to Right: Mary Beth, Kim, Sue, Erica, Charles, Louise, Amy, Martha, Penny

# ERGONOMIC TIP

When you are trying to decide how to change a workstation there are some very important guidelines you should keep in mind to ensure a successful and productive improvement. They include:

1. **LISTEN:** 50-70% of the ergonomic problems can be solved by the person having the problem once someone with some ergonomic knowledge listens to them.
2. **EXPLORE:** Find out what has already been tried.
3. **OBSERVE:** Start at the neck and work down the arm and then down the back to the legs. Look for joints out of neutral position.
4. **SOLVE:** Work with the worker to make the changes that will impact the problem best – first! Go slow – too much change at once can cause additional problems.
5. **RE-ASSESS:** Always re-evaluate solutions to ensure you did not cause new problems and, instead, received the anticipated results.

**Do not assume that “Ergonomic Equipment” will solve the problem!**

## The Truth on BACK BELTS

[Do back belts have a place in a company safety program?](#)

An article in the Journal of the American Medical Association outlined a prospective study from April of 1996 to April of 1998 in workers who performed manual material handling jobs. One group was required to wear back belts and the other did not. The study looked at the incidence rather for back injuries and self reports of low back pain during the study. The results of the study were that neither back belt use or belt requirement policy was significantly associated with back injury claims or self reporting of back pain. Therefore, the use of back belts should not be a primary injury prevention strategy.

If you would like a copy of this study please e-mail:  
Louise Lynch at [Louise@IHMSpt.com](mailto:Louise@IHMSpt.com)

## The New Training Center at IHMS.

Starting in February, Injury and Health Management Solutions (IHMS) will open their new training center. The training space, located at their new office building at [441 Water Tower Circle in Colchester, Vermont](#) is large and inviting. The mission of the Training Center is to offer various trainings and coaching on many aspects of workplace ergonomics, workplace issues, nutritional health, team building, leadership, and life and work

goals. The trainers are certified Physical Therapist, Occupational Therapist, Coaches, and Nutrition Consultants.

**Just a few of the many courses being offered this spring are:**

- Office ergonomics
- Train the trainer in ergonomics
- Keeping the Aging Workforce Healthy
- Elements of a successful return to work program
- Nutrition for women
- Living Life Like You Mean It

**Coming in February:**

## Office Ergonomics for Everyone

**Class Dates:** February 17<sup>th</sup> @ 3:00- 5 pm  
February 24<sup>th</sup> @ 3:00-5:00 pm  
February 20<sup>th</sup> @ 8:00-10:00 am  
February 27<sup>th</sup> @ 8:00-10:00 am

**Cost:** \$ 69.99 per person.

Do you sit in an office all day long, either at work or at home? Are you noticing aches and pains that you think possibly could be fixed if you just changed your position or your workstation? With all the literature out there on carpal tunnel syndrome, do you worry?

This course will go over the “correct” way to sit and work at a computer workstation. You will walk away with tools to assess and maintain the correct body position for your size and the tasks that you perform. In addition you will be given instruction on the best way to set up your personal workstation.

**For more information, or to reserve your spot, please call Mary Beth Morrissette at 655-7575, or e-mail her at [marybeth@ihmspt.com](mailto:marybeth@ihmspt.com)**

## In Conclusion

If you enjoyed this newsletter why not share it with someone you know. We are starting a referral program. If you refer a customer to our company, you will receive 10% of the profit from the referred company off of your bill. To be added to our newsletter, or receive an electronic version in a word format, please call Sue at 655-7575 or e-mail her at [Sue@IHMSPT.com](mailto:Sue@IHMSPT.com)

The next newsletter will be in April. Until then, have a safe and healthy winter!

Best regards,

Louise Lynch, PT, Erica Galipeau, PT, Kim Fuller, PT  
Charles Alexander OTR/L, Amy Benson, PT,

Mary Beth Morrisseau, Martha Burroughs, Sue Trainor  
and Penny Bolton