
SUPPORTING THE PHARMACEUTICAL INDUSTRY



PROTECTING THE NATION'S PHARMACEUTICAL EMPLOYEES

The pharmaceutical industry brings a huge amount of value to the UK, not just by contributing significantly to the economy, but also by continually improving the life expectancy, health and productivity of our nation.

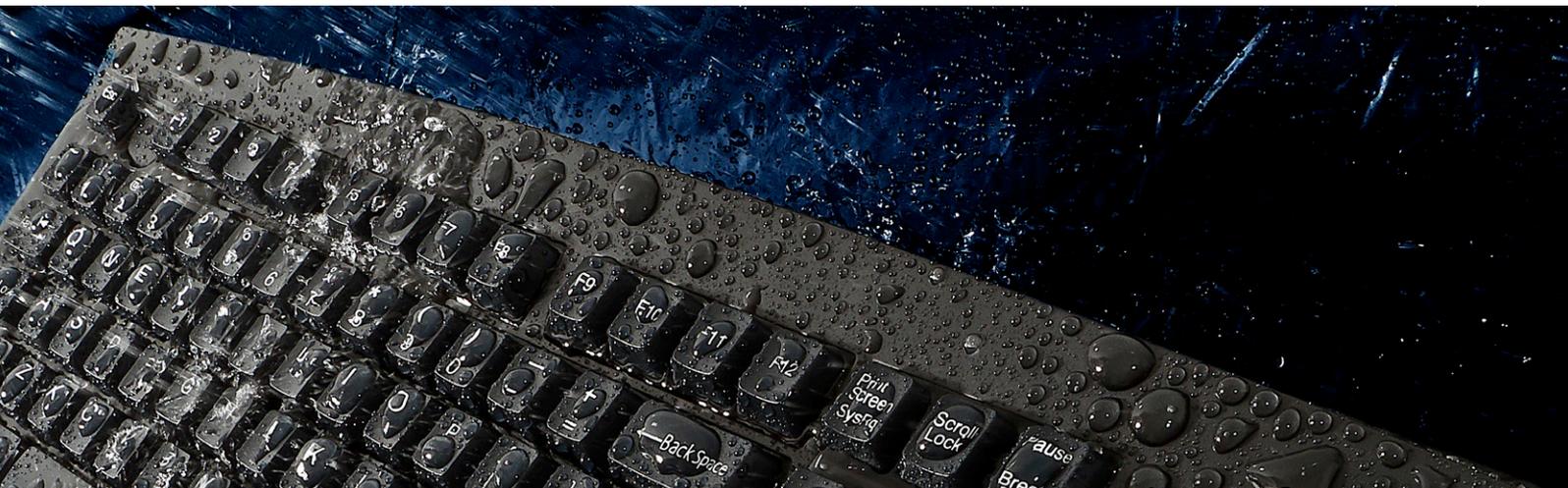
We know that pharmaceutical employees face a range of risks in the workplace, from manual handling injuries, to posture-related musculoskeletal disorders. Being in pain, incapacitated and not receiving adequate support can severely limit a person's performance. It stops them reaching their potential, it creates tension in the workplace and it is a leading cause of absenteeism thought to cost around £5 billion a year.

We create solutions to prevent and manage health problems in the workplace - from training and DSE assessments, to ergonomic products and assistive technology. Our team of highly qualified experts are strategically placed around the UK to help you

tackle these problems in your organisation. That's what we've been successfully doing with companies in your sector and beyond for the last 25 years.

We've produced this document to help you better understand who we are and what we do in the hope that we can work together to improve the happiness, health and productivity of your staff for a better future.

This sector is an important cog in Britain's machinery — and Posturite's job is to keep it well-oiled.



ERGONOMIC ISSUES IN PHARMACEUTICALS

The number of work related musculoskeletal problems is on the rise, reaching a staggering 526,000 cases in 2013/14.

In 2014 the most cited reason for UK workers taking sick leave was back, neck and muscle pain - resulting in a loss of 31 million work days, a massive 25% of the total days taken off sick in the country. This figure doesn't even cover those who stay at work but suffer in silence².

We know that poor posture, repetitive movements and sedentary behaviour can cause and exacerbate a host of musculoskeletal disorders (MSDs) causing pains, stiffness, swelling and other problems all over the body.

UPPER LIMB DISORDERS

Many jobs in the pharmaceutical industry require workers to carry out small, repetitive movements throughout the day. This can occur at a desk with computer work, but it can also happen in a laboratory and on a factory line.

The dangers of desk work

Desk work can be dangerous. Sitting for long periods of time can have a profoundly negative impact on our bodies. Shocking results from a recent Leicester University study¹ found that prolonged sitting can cause:

- 112% increase in risk of diabetes
- 147% increase in cardiovascular events
- 90% increase in death caused by cardiovascular events
- 49% increase in death from any cause

How sedentary working can impact businesses



Lower concentration



Reduced productivity



Lack of morale



Increased absenteeism



Disrupted workflow



Strain of covering workload



Recruitment difficulties

HOW WE CAN HELP

When people suffer, they cause a negative domino effect across the organisation - and that's what we can help prevent.

Many factors affect health in the office - from poor seating, to health and safety risks and lack of appropriate training. We provide a range of products and services to combat this.

ERGONOMIC PRODUCTS

Posturite was born 25 years ago out of a need for office equipment that would minimise aches, pains and injuries. We started developing ergonomic products of our own - and soon built excellent relationships with top suppliers like Microsoft, HÅG and RH seating.

Today we are the UK's biggest independent supplier of office equipment. This means we are able to offer our clients a huge choice of products to suit their workplace - however big or small the business.

LAB-READY ERGONOMIC PRODUCTS

We provide a range of lab-ready products designed to withstand the general wear-and-tear of life in the laboratory. Our medical-grade keyboards have laser-etched keys, special seals and solid gold USB connectors to avoid corrosion. In fact, this whole range can be fully submerged in water and disinfected with bleach - ideal for maintaining high hygiene standards in any lab or clinic.

DISPLAY SCREEN EQUIPMENT (DSE) ASSESSMENTS

Our team includes more than 80 regional account managers trained to carry out a range of workplace assessments to help combat MSDs and other problems. Many of them come from medical, scientific, or sporting backgrounds so their emphasis is always on health - not sales.

TRAINING

We have an experienced team of health and safety experts who travel the country to deliver engaging, informative and hands-on training courses in subjects like first aid, fire safety and manual handling.

CONSULTING

We have a team of experts on hand to provide ad hoc consulting services. Need a health and safety professional to step in during a busy period? Our overload service can help when you're falling behind. We also help with ergonomic audits, policy formulation, appliance testing, risk assessments and disaster recovery plans.

E-LEARNING

Our e-learning courses, developed in conjunction with the latest UK government legislation, are a cost-effective and efficient way to ensure all staff know their legal responsibilities.

SOFTWARE

Management system

This time-saving application, which comes free with our e-learning courses, allows you to manage staff training in one place. You track employee progress, set up automatic reminders and generate reports to better manage your workplace health and safety.

Risk Management System

This software provides an efficient way to work out what your organisation needs to do to comply with laws and create a safe environment for employees.

Accident Management System

When incidents do occur, our Accident Management System helps you fulfil your reporting obligations under RIDDOR regulations.

WHY CHOOSE POSTURITE?

As a client, you will expect an efficient and local service that you can rely on. We provide this through our 80 field staff located across the UK.



Excellent reputation

We now supply over 75% of the FTSE 250, in addition to local SMEs not-for-profits, individual home workers, and public services.



Efficient local service

We have dedicated account managers located across Scotland - so you're never far from expert support.



Simplicity

A clear, simple process that includes assessment, report and recommendations within three working days.



Experience

The cumulative experience of 35 physiotherapists and ergonomists, who have almost all been with us for over five years.

CORPORATE OVERVIEW

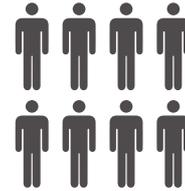
Posturite is the UK's leading provider of workplace health, safety and well-being solutions.



£21M
TURNOVER - 2015



APPROX **60%**
UK ERGONOMIC MARKET



190+
UK STAFF



80+
DSE TRAINED
FIELD BASED STAFF



5 DAY
MAXIMUM WAIT FOR ON SITE
ERGONOMIC ASSESSMENTS



SUPPORTED
BY YOUR DESIGNATED
CUSTOMER SERVICE TEAM

Case study: QUEEN MARGARET UNIVERSITY



Queen Margaret University
EDINBURGH

“ The software was completely user friendly and met all of our needs

Les Allan, Head of Health & Safety

ABOUT QUEEN MARGARET

Queen Margaret University, based in Edinburgh, is widely recognised for its expertise in health and rehabilitation, sustainable business, creativity and culture.

Founded in 1875, the institution is home to over 6,000 students and employs 474 staff across the campus.

WHAT THEY REQUIRED

Queen Margaret University were looking for a cost-effective solution to their training requirements.

They estimated that it would cost £140 per person to train each individual in three subjects if delivered in a classroom environment.

This cost was unrealistic and with staff costs making up 60% of the institutions expenditure, it was important to ensure that the solution we provided was simpler, easily implemented and at a fraction of the price of face to face training.

WHAT WE DID

We provided Queen Margaret University with a whole suite of courses to meet their training requirements:

- DSE for office & homeworkers
- Control of substances hazardous to health
- Stress awareness
- Fire Safety Awareness
- Manual handling for the office
- Mobile and Remote Workers
- Office Health & Safety Awareness
- Office Health & Safety Awareness for line managers

WorkRite software enabled the university to ensure that all their staff had a basic knowledge of their chosen topics and kept them up to date and compliant with the relevant regulations.

WHAT THEY SAID

“The software was completely user friendly and met all of our needs in ensuring compliance with the relevant statutory requirements.

“Delivery and management of this training in a virtual environment is truly efficient and very cost effective.”

HOW WE ADDED VALUE

Using WorkRite e-learning courses cost the university just £13.50 per person, leaving them with a projected saving of over £69,500 in the first two years alone.



Case study: CAMBRIDGE ASSESSMENT



“ Through the use of WorkRite’s e-learning portal, we’ve successfully delivered DSE training and assessments to 2,300 staff quickly & with minimal administrative input. Additionally WorkRite has delivered face-to-face First Aid, Evacuation Chair and AED training for our staff and the feedback is always excellent.

Anastasia Hayden, Health and Safety Adviser

ABOUT CAMBRIDGE ASSESSMENT

University of Cambridge Local Examinations Syndicate (UCLES) is a not-for-profit non-teaching department of the University of Cambridge, which operates under the brand name Cambridge Assessment. Cambridge Assessment is Europe’s largest assessment agency and is responsible for setting and marking a large number of examinations, both in the United Kingdom and internationally.

WHAT THEY REQUIRED

Cambridge Assessment required a cost-effective, cohesive solution for providing DSE training to 2,300 of their staff. They needed a DSE course from a reliable provider who could ensure their high standard of staff training and compliance with DSE regulations was met in all of their offices on campus.

WHAT WE DID?

Our flagship DSE course, AssessRite, was the perfect off-the-shelf solution for Cambridge Assessment’s requirements. We provided them with the DSE package for their 2,300 users.

AssessRite allowed the Cambridge Assessment to train all of their staff to a legally compliant standard with exceptional ease. The cost effective solution was ideal for ensuring that Cambridge Assessment was providing an easy-to-follow training and assessment solution for its staff.

Following the success of AssessRite, Cambridge Assessment has undertaken five further e-learning courses which have been tailored to the organisation’s specific culture and requirements.

In addition, Cambridge Assessment has opted to use WorkRite’s online Accident Management System for the reporting, investigating and managing of all incidents.

WHAT THEY SAID

The AssessRite course enabled the Cambridge Assessment to roll out DSE training and assessments to 2,300 staff very quickly and with minimal administrative input. The system was exceptionally well received and we currently have a 96% completion rate. This has been made possible by the automatic email reminders, which means that the Learning Management System chases any staff yet to complete their training and assessment, leaving the Health & Safety Team to focus on their key responsibilities.

Using the reports produced, we have been able to identify employees with specific issues and have been able to address these quickly, either utilising our own internal expertise or by using local Posturite assessors. We have found the system to be adaptable to our needs, user friendly for our employees and easy-to-use for administrators.

HOW WE ADDED VALUE

- Consistent training for all staff across a number of topics.
 - Helping Cambridge Assessment to achieve compliancy in H&S training for staff.
 - An instant increase in the DSE training completion rate to 96%.
 - The system allows Cambridge Assessment to focus on the speedy identification and intervention of employees with specific issues.
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Case study: WOOL OVERS

WOOLOVERS

“ Sit-stand desks are a great investment to really help the natural health of our staff. Hopefully many other companies will follow suit and also see that there is a payback in creating a happier healthier workforce

Mark Shenton, Founder of Wool Overs

ABOUT WOOL OVERS

Wool Overs is a world-class knitwear retailer which started in 1989 and now supplies nearly 750,000 customers with men's and ladies classic and contemporary knitwear all around the globe.

Wool Overs currently employs 130 people and as a relatively small company is very in touch with what works for them within the workplace, ensuring safety and wellbeing is top of the agenda.

WHAT THEY REQUIRED

The health detriments of being seated at a desk all day are currently at the centre of a plethora of debates, the long-terms effects of which are currently coming to light.

Wool Overs decided to make a stand against seated desk work, providing its employees with the chance to work at electric sit-stand height adjustable desks.

WHAT WE DID

We helped Wool Overs to select our DeskRite 300 height adjustable desk.

After the selection process we supplied, delivered and installed their 30 new electric height adjustable desks to their head office in West Sussex.

WHAT THEY SAID

“I have long been concerned about the effects that prolonged sitting is having on the wellbeing of my employees. Humans are simply not designed to sit for hours in front of a computer screen, our bodies need movement to help its functioning in a multitude of ways.

“Whilst we cannot un-invent this modern way of working, we can change the way we work around our new environment. I see these new desks as a great investment to really help the natural health of our staff. Hopefully many other companies will follow suit and also see that there is a payback in creating a happier healthier workforce!”



Case study: CRAIGDALE HOUSING ASSOCIATION



“ Posturite came out and set-up the chairs for each staff member. [They] are like sitting in first class.

*Frances Cunningham - Housing Administrator,
Craigdale Housing Association*

ABOUT

Craigdale Housing Association is a not-for-profit, voluntary organisation that builds, improves and manages houses in the Castlemilk area of Glasgow. As well as improving the appearance and appeal of the area, they also help lower income people find homes here. The team is made up of volunteers and 8 staff members all committed to the housing project.

WHAT THEY REQUIRED

Several staff had been suffering upper and lower back pain which was more noticeable after they'd been sitting at their desks for long periods of time. It was decided that getting full DSE assessments would help indicate if there were any direct links between the set-up of the equipment used and the pains experienced.

WHAT WE DID

One of our regional account managers visited the organisation's offices and straight away identified the problem. He saw that the existing chairs could not comfortably support a user because the seats were too shallow and the back angles were wrong. This meant users were having to round their shoulders to lean on the desk to find a more comfortable working position. This in turn would have been putting undue strain on their shoulders, necks and backs - especially after long days in this position.

After producing a report and discussing options, the account manager suggested replacing the chairs with Positiv Me 300s. This has an adjustable and supportive back rest with inflatable lumbar and a seat slide to support the backs of the user's legs.

WHAT THEY SAID

“Staff were complaining about chairs being uncomfortable, having back, shoulder and neck problems.

“We contacted Posturite who came in and assessed each individual member and their workstations. They produced reports for each staff member with recommendations. Our new chairs were delivered, Posturite came back out and set-up the chairs for each staff member. The chairs are like sitting in first class.”



Case study: LEICESTERSHIRE POLICE



“ Users experience a friendly service that is delivered by assessors with obvious skills.

Matt Jones, Deputy Principle Health and Safety Advisor

ABOUT LEICESTERSHIRE POLICE

Leicestershire Police is made up of more than 2,100 officers and 1,156 staff spread across an area of 2,500 square kilometres, protecting communities in Leicester, Leicestershire and Rutland. Employees work across numerous specialist departments requiring different skills and tasks - many of which are office-based.

WHAT THEY REQUIRED

Leicestershire Police identified the need for ergonomic office equipment after conducting an electronic display screen equipment risk assessment and finding that some employees were suffering from work-related musculoskeletal disorders. The team decided a more specific report was required for certain individuals who had not had their issues resolved internally.

WHAT WE DID?

Our experienced account managers were asked to come in to conduct more specialist assessments to identify problems and recommend curative products. They undertook 49 assessments in 2015 alone and provided various items of ergonomic equipment, which mostly consisted of specialist chairs, mice and keyboards.

We will continue to work with Leicestershire Police into 2016 and beyond, with opportunities to share our e-learning courses to help employees work safely, happily and healthily in line with current regulations.

WHAT THEY SAID

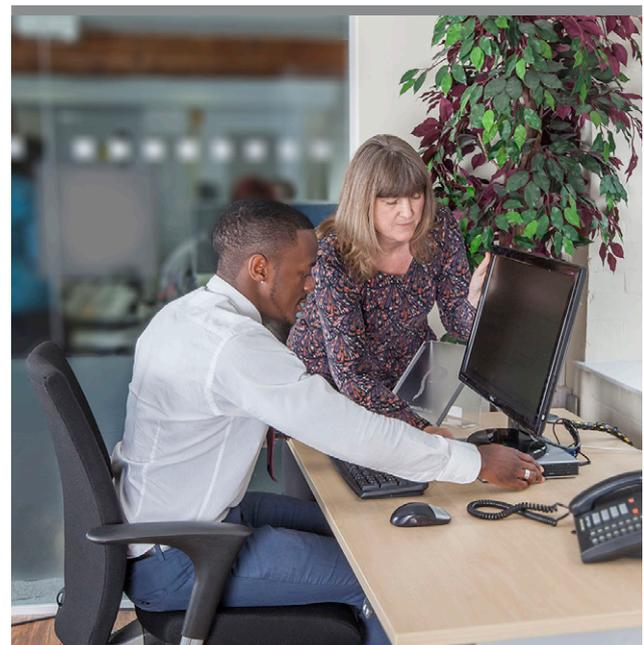
“The health and safety unit at Leicestershire Police have always felt Posturite offers excellent service and products. We have had an account manager for some time and use Posturite where there is more of

a medical need that we feel is better met by them. This is due to the depth of the assessment and the provision of a report. Users experience a friendly service that is delivered by assessors with obvious skills.

“The turnaround on products is also very good and every assessment has led to a product that the user has benefitted from.”

HOW WE ADDED VALUE

- Improved or resolved discomfort at work.
- Reduction in need for high risk assessments by 20%.
- Enabled some users to carry on working



REFERENCES

1. Wilmot EG, Edwardson CL, Achana FA, Davies MJ, Gorely T, Gray LJ, Khunti K, Yates T, Biddle SJ. Sedentary time in adults and the association with diabetes, cardiovascular disease and death: systematic review and meta-analysis, 2012
2. Townsend N, Wickramasinghe K, Bhatnagar P, et al. Coronary heart disease statistics 2012 edition. London: British Heart Foundation, 2012

Find your local account manager at
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