

Ergonomics Made Fun & Easy for Employees

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By Royal Charter

bsi.

Acknowledgements – Thanks!!

- Family, friends and mentors who support us in our journey as Safety Professionals – we're not here today without them!
- Andy Hemken CSP (Retired) – Big Bend, WI
 - One of the most fun, experienced & practical Safety Pros and Ergonomists around
 - Now running "Hemken Honey"!! Try it, you'll like it!!
- All the hard working, dedicated & fun-loving ergonomists here in San Diego today and globally!!

Goals of this Session

- Review key ergonomics info to reinforce with your employees
- Provide examples of fun, effective and hopefully easy ways to engage employees on ergonomics, that you can use in your workplaces
- Cover any questions and comments

Key & Basic Ergonomics Information for Employees

“Keep it Simple”

So . . . how is your ergonomics program today?



Defining Ergonomics – Keeping it Simple

- Science of making people comfortable at work
- Can be complex, but always about sensible & effective solutions
- Benefits & “ROI” are multiple for your employees and businesses

Ergonomic Risk Factors & Issues

- Repetitive Motion
- Force
- Awkward & Static Postures
- Contact Stress
- Vibration
- Work area design
- Lighting
- Temperature/Humidity
- Computer tools & software

Getting Employees Involved!

**Solving Ergo Problems with
some Fun along the way!**

Where Your Employees Can Help

- They know the work tasks better than anyone
- Experience counts, utilize it for developing simple but effective solutions
- Leverage their potential to become “front line” ergonomic trainers, reinforcing safe behaviors
- Their ideas can be the foundation of long-term success for your ergonomic program

Opportunities for Engagement with Employees

- Management by walking around . . .
- Daily start up meetings
- Training sessions
- Formal & informal observations
- Ask questions – be good listeners!!
- Build that relationship & trust – always follow up, even if a particular idea can't happen

Importance of Ergonomic Training

- Supervisors and their employees are on the front lines of potential ergonomic risk issues
- Manufacturing, construction, office, tech, healthcare, logistics/distribution and other work environments all have some level of ergo risk, but also opportunities to learn and improve
- Work to focus your training on the following:
 - Solicit Supervisor & Employee input into any potential workplace or task changes
 - How to easily spot and even correct ergo risk factors
 - Importance of follow up on changes made to assure they work and can be sustained

Connecting Employees & Ergonomics

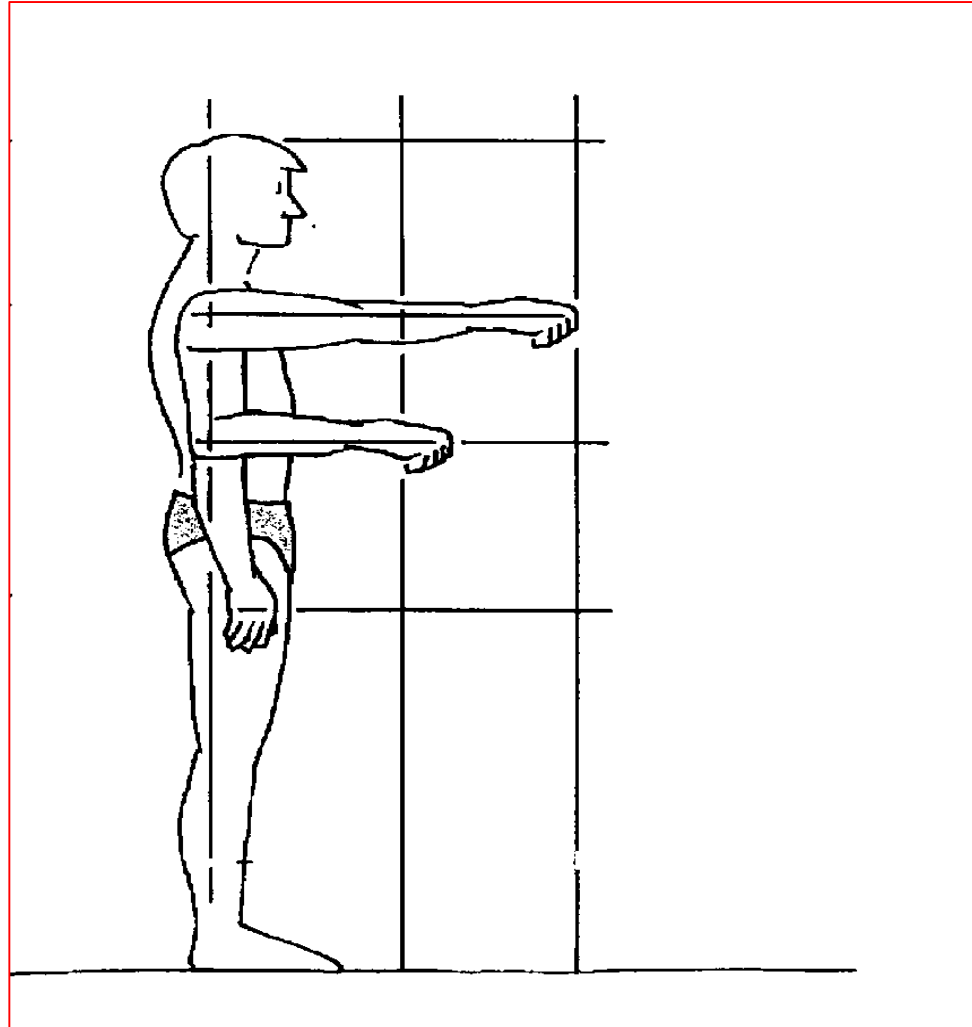
- Ergonomics is a “Participation Sport” – work to develop a culture to support that idea
- Observe, ask questions, take pictures, listen & leverage employee experience for solutions!
- **Tools + Time + Training + Employees = Great Things!!**
- Following slides are meant to provide examples of how to get these ideas across – **and have some FUN too!!**

Key Ergonomics Fact – People are different!!

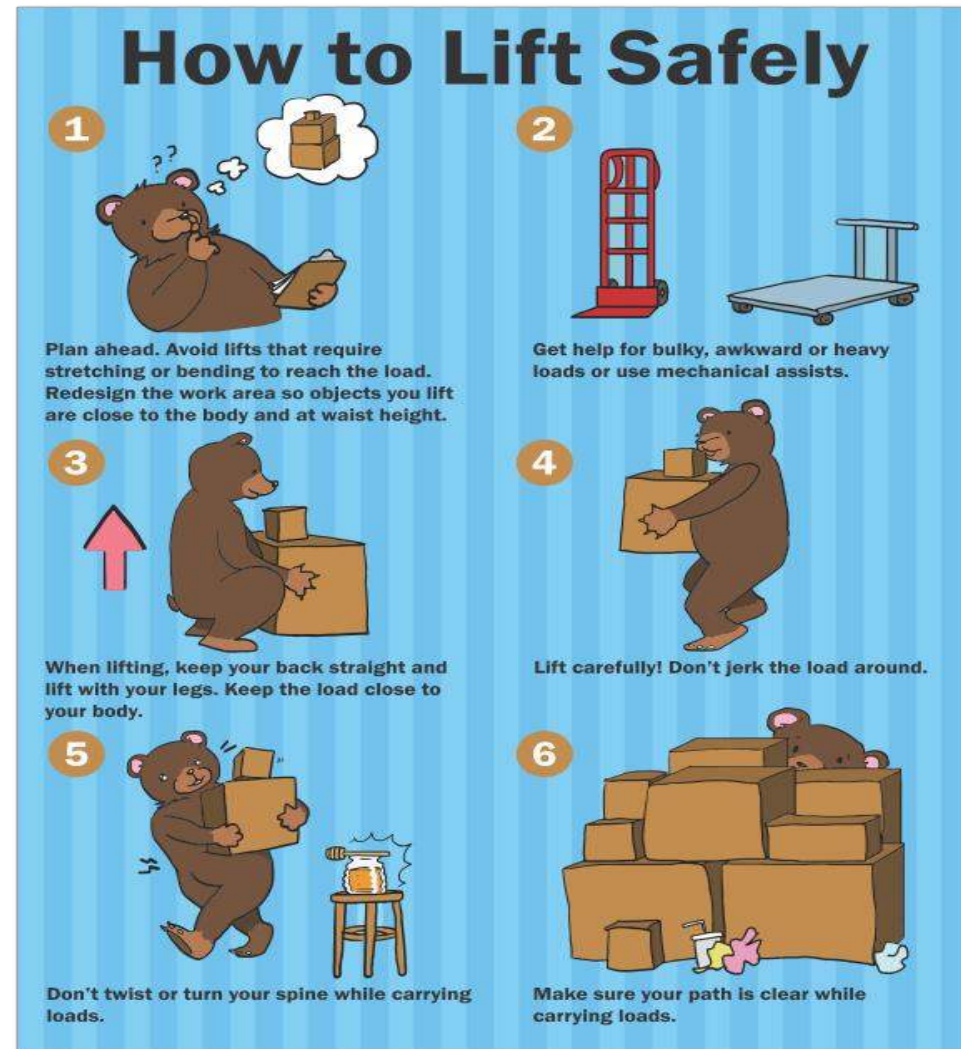


"Ergo Buddy"

Basic Body Mechanics Example



Bears & Ergonomics – Seriously . . .?



Be careful with your stretching exercises – fun but safe!



Stretching Exercises – Construction Ballet . . .



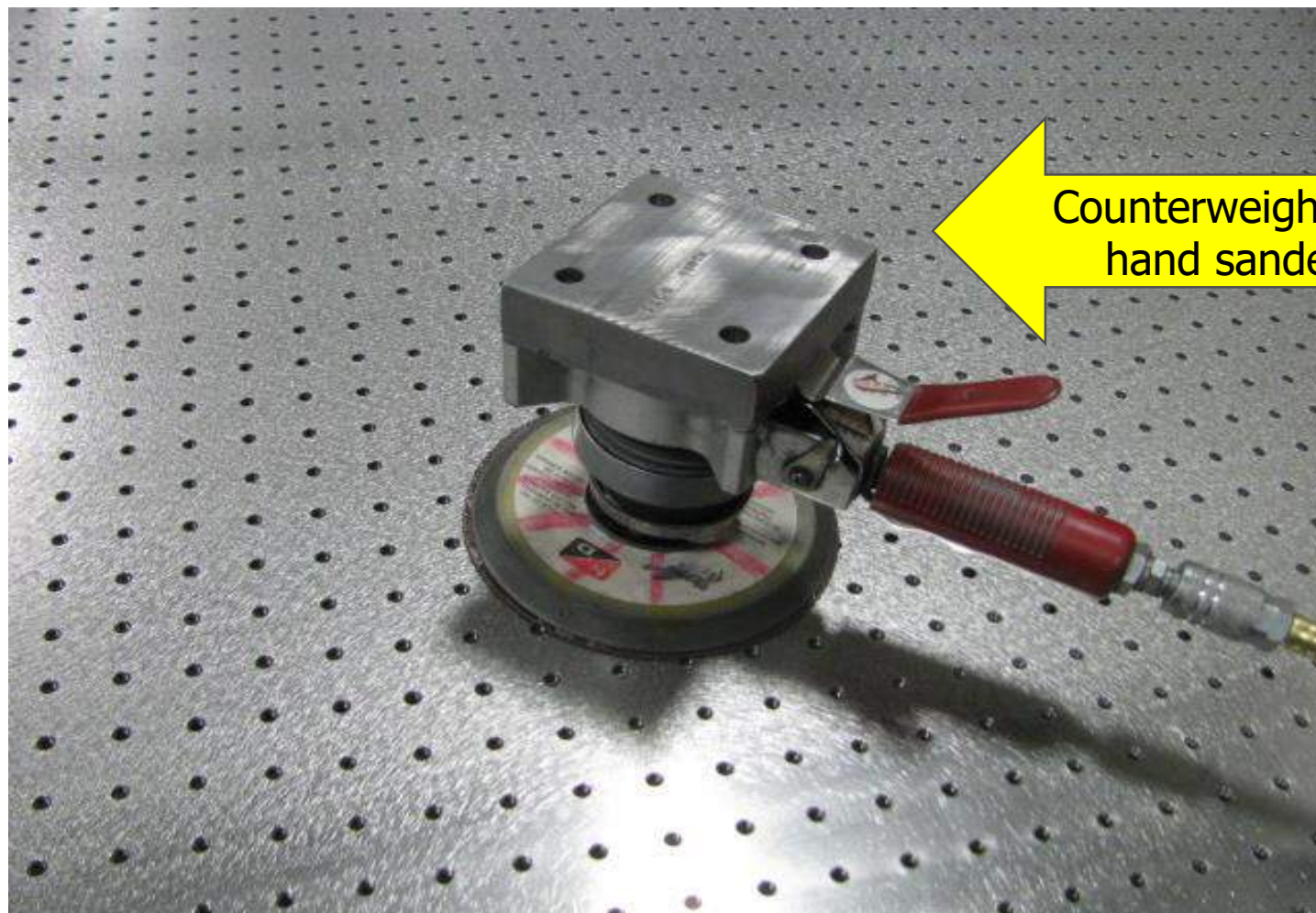
Solutions from Employee Input - Examples





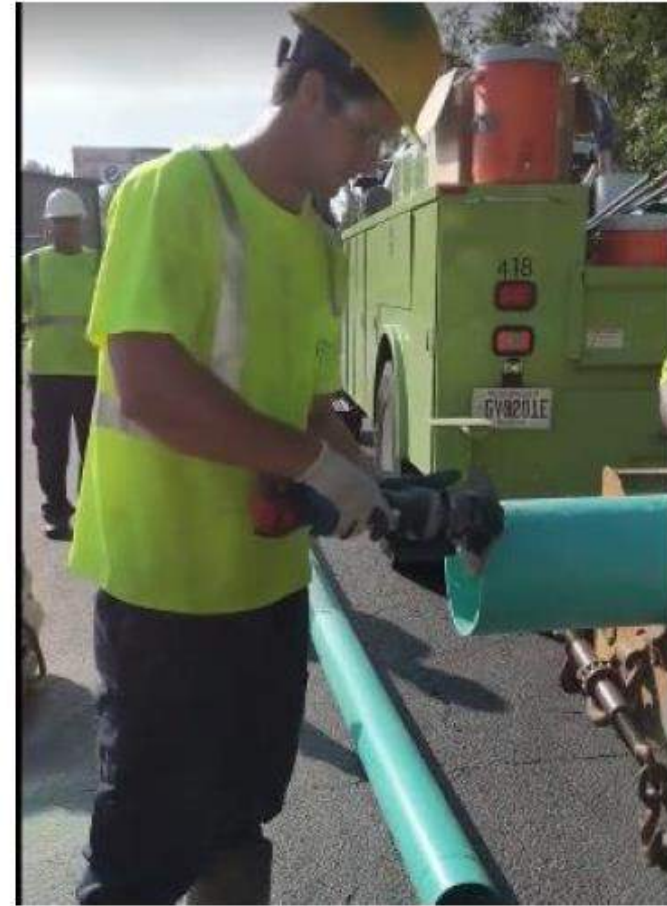


Great idea for quick solution, but they requested table for long term!!



Counterweight on
hand sander





Unique (and Fun) Situations to Discuss



This office look familiar to anyone?



Other Office Areas for Employee Input



Legos for Ergo Design Training!!



Ergo Evaluation Training Exercise with Employee Help!!

- Train employees how to do a simple ergo evaluation
- Teach how to identify basic risks - bent wrists, neck, arms or anything not in “neutral”
- Set up for success:
 - Use team/s
 - Give them about 20 minutes
 - Report out findings

ERGONOMIC ASSESSMENT SURVEY – INDUSTRIAL AREAS

Company/Location: _____ Date: _____
Consultant: _____ Assessment #: _____
Department: _____ Area: _____
Workstation: _____
Job or Task Description: _____

Risk Factor Analysis

Concern Ratings: 0 = None / 1 = Minor / 2 = Concern / 3 = Significant / 4 = High / 5 = Severe

Work Station Variables Conditions of the actual work station and operator.
Concern/Photo

____ ☐ Working Heights
____ ☐ Reach Envelope: ☐ Forward ☐ Behind ☐ Laterally ☐ Above ☐ Below ☐ Other
____ ☐ Travel Distances
____ ☐ Static or Awkward Postures
____ ☐ Furnishings, Seating, Benches, Foot Rests, etc.
____ ☐ Walking and Work Surfaces
____ ☐ Housekeeping
____ ☐ Material Flow

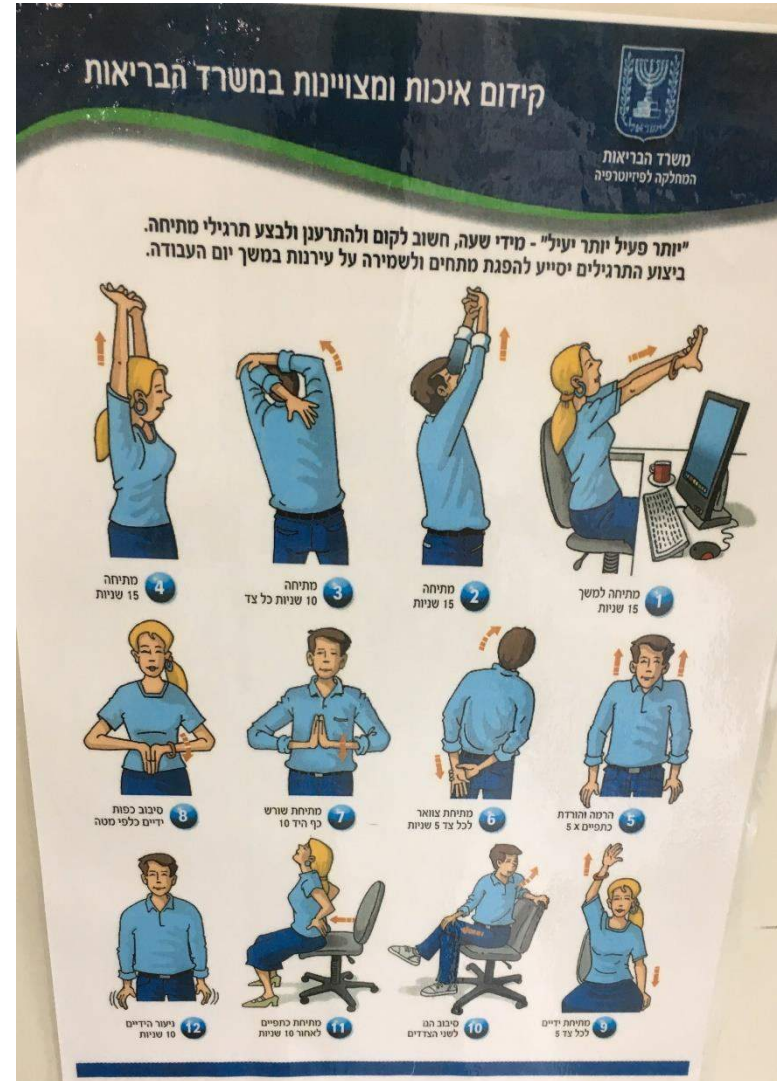
Tools and Equipment Factors Devices utilized for conducting work activity.
Concern/Photo

____ ☐ Tool and Equipment Design
____ ☐ Hand Posture, Grip and Grasp
____ ☐ Hand Pressure, Force, Contact Stress
____ ☐ Vibration
____ ☐ Tool Condition and Maintenance
____ ☐ Controls and Displays: Layout and Function

Ergo Safety Humor – Have fun, just be appropriate



Ergonomics can be fun in any language!!



Your Capabilities to Fabricate or Use What is Available:

**Some basic tools, you can build
or use as is, instead of buy – at
least short term . . . Great
opportunities for staff
involvement too!**

Office Footrest: supporting the feet and lower legs at desk



Typical cost \$75 - \$250



Shop made – 10 minutes with
scrap lumber & carpet scrap.

Painting and highlights
optional.

Machine Shop-built box clips hold the box flap out of the way, improving reach and arm movement



Using the forklift as a lift table to raise the load



Worker Made Modifications – Appreciate the effort, but if something is wrong, we need to know, so it can be fixed



Back Rest

Seat Cushion

Working out of Boxes



Bending over and into boxes –poor / low back stress.



Use another box or box stand to raise and tilt box – less stress.

An Ergonomics/5S team can reorganize and improve a work cell

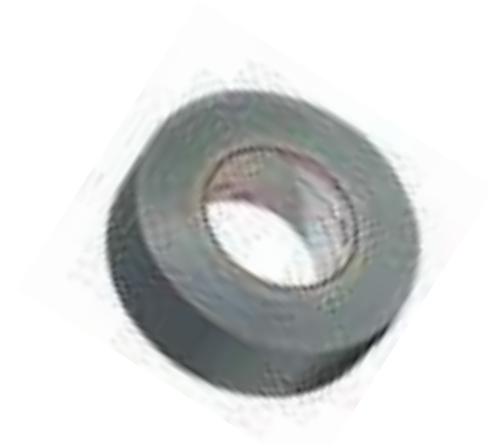


Maintenance, Organization & Housekeeping

- These can make equipment and work areas better or worse
- Train employees to help you!

Maintenance

- Proper lubrication of equipment
- Don't use broken equipment
- Fixing broken stuff in a timely basis
- Work order and/or corrective action system and training on use
- Properly plan equipment upgrades
- Don't skimp on maintenance
- Good preventative maintenance program – documented PM process!



Supervisor or employees should recognize the broken wheel needs replacement



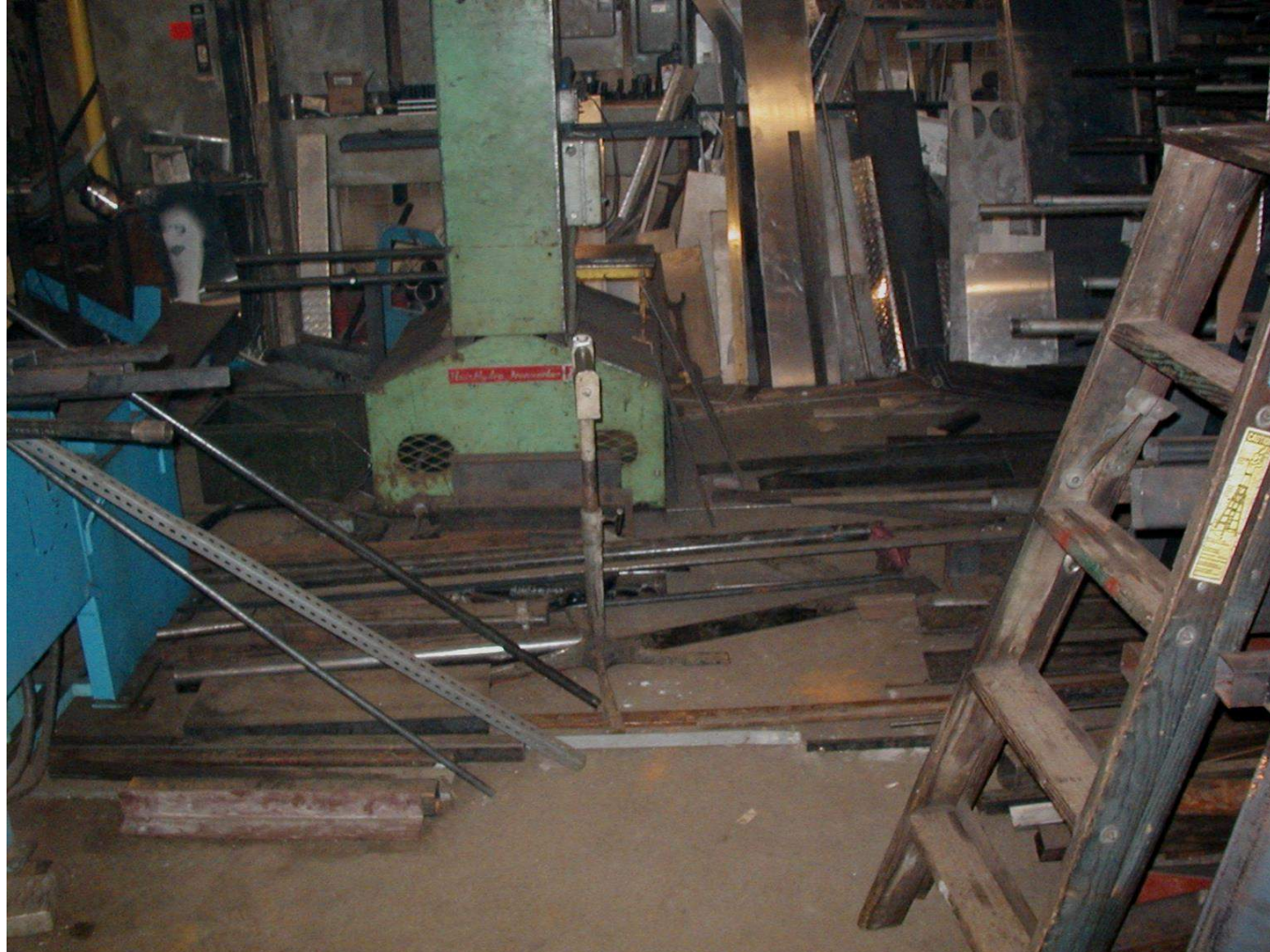
Organization in General Helps Assure

- Improved workflow
- Employees can find parts and tools
- Quality issues are minimized
- Ergonomic risk factors are reduced
- Less stress – mental & physical

Office Organization



Factory Organization



Housekeeping Benefits

- Keeps the work area clean
- Debris can interfere with equipment operation and create ergonomic and other hazards
- Dirty, greasy, poor floors interfere with lifting and carrying, leading to injury – again, ergonomic and other types of injury
- Supervisors and their employees can team with your Facilities/Janitorial staff to support collective efforts



Housekeeping Hazards & Ergo Safety



Ergo Safety Promotion with Employees

- Make employees part of “Before & After” photos with captions
- Post these successes on company website/intranet or newsletter
- Include summaries and photos with employees as part of your Ergo Safety training materials
- These and other steps help make it “fun” and meaningful to all

“Ergo for Fun” with Employees Requires:

- Training, information & knowledge
- Thinking
- Imagination
- Listening
- Observation
- Participation by everyone
- Even more thinkingAbility to get outside the box
- Time allotted, dedication, persistence & patience

Where Management Can Help These Efforts

- Sincere in their desire to prevent injuries.
- Establish appropriate “Best Practices”
- Provide time to train employees and Supervisors – and participate with them
- Recognize the successes and the overall journey to get to the goal and sustain it
- Support the development of measurable, corrective actions – allocate budget & time to do so

OK – Time to Review & Wrap Up!

- Covered defining ergonomics for your employees – keep it simple!!
- Provided examples of how to get employees involved in making your ergonomic programs fun and proactive
- Discussed some simple but effective examples of “homegrown” corrective actions that can be used
- Hope that some of these can be useful and make a difference in your ergonomic safety program efforts!!

Questions?

Thanks for your participation

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