

# ERGONOMICS

Implementing an ergonomic process helps reduce the risk of developing musculoskeletal disorders (MSDs) in many kinds of industries. These are the important elements of an ergonomic process, as outlined by OSHA. An ergonomic process should be viewed as an ongoing function that is incorporated into the daily operations, rather than as an individual project.

1

## PROVIDE MANAGEMENT SUPPORT

Define clear goals and objectives for the ergonomic process, discuss them with workers, assign responsibilities to designated staff members, and communicate clearly with the workforce. OSHA says a strong commitment by management is critical for the success of an ergonomic process.

2

## INVOLVE WORKERS

Involve workers directly, they can identify important information about hazards in their workspaces and voice their concerns and suggestions for reducing exposure to risk factors. They can also help evaluate the changes made as a result of an ergonomic assessment.

3

## PROVIDE TRAINING

Training ensures that workers are aware of ergonomics and its benefits, ergonomic hazards in the workplace, and that they understand the importance of reporting early symptoms of MSDs.

4

## IDENTIFY PROBLEMS

Identify and assess ergonomic problems in the workplace before they result in MSDs.

5

## ENCOURAGE EARLY REPORTING

OSHA says early reporting accelerates the job assessment and improvement process, which helps prevent and reduce the progression of MSD symptoms, the development of serious injuries, and subsequent lost-time claims.

6

## SOLUTIONS TO CONTROL HAZARDS

Design work tasks to limit exposure to ergonomic risk factors, first with engineering controls. If engineering controls cannot be implemented or if different procedures are necessary, then administrative or work practice controls may be needed. PPE solutions only have limited effectiveness when it comes to ergonomic hazards.

7

## EVALUATE PROGRESS

Periodically assess the effectiveness of the ergonomic process with the established evaluation and corrective action procedures to ensure its continuous improvement and long-term success. Assessments should determine whether the goals set for the ergonomic process have been met, and measure the success of the implemented ergonomic solutions.



# Ergonomics Guide For Healthcare

**RJ Shavelson**



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