

WORKPLACE ERGONOMICS

FITTING THE JOB TO THE WORKER- SIT UP STRAIGHT AND PAY ATTENTION!

NOT ALL ERGONOMIC PRODUCTS ARE - ERGONOMIC

"The best of intentions can often lead to the worst of results. Employers may take steps to improve the well-being and productivity of their employees, only to have such initiatives backfire." ¹ Remember not all people have the same build and ergonomic equipment purchased for employees may not be correct, leading to more problems than if traditional equipment remained in place.

A command should take inventory of equipment in use; this allows identification of personal or modified items to be easily identified. Equipment in place must not be modified beyond built-in adjustments; such changes can cause warranties to be void, or worse, equipment to become dangerous, opening the door to injuries and lawsuits.

Ergonomic tools and equipment vary widely between industries and jobs, and must not be a one-size-fits-all action; it was just that attitude which had to be dispelled! If you will be involved in equipment changes, you should be given the opportunity to test its use. If there is no increase in comfort or efficiency, the change may not be an ergo or economic improvement.

Ergonomics is an approach to work, not just a trend or fad.

¹ Alaniz, Richard D. "Legal Liability for Ergonomics and Add-On Equipment." the News, 21 Sep. 2009, www.achrnews.com/articles/111462-legal-liability-for-ergonomics-and-add-on-equipment. Accessed 18 Oct. 2018

She's uncomfortable and crabby, so we found her an ergonomic chair, ergonomic wrist pad and ergonomic keyboard. We're still trying to find her an ergonomic personality.

Glasbergen, Randy. "ergo15." Glasbergen Cartoon Services, 2003. www.glasbergen.com/gallery-search/?tag=ergonomics, accessed 27 Sep 2018.

ALL WORK AND NO PLAY...

With increased efficiency and comfort working, one might think that's the end of it. However, research indicates that breaks and mild exercises also increase mental and physical health and productivity; this is adult recess!

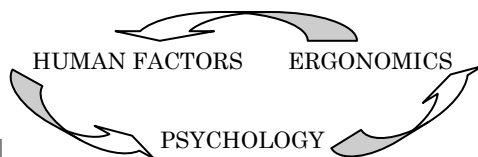
Take your breaks away from your desk; walk around, outside if possible. Stand and do some exercises. Do something right for you.

A 70-YR INEXTRICABLE LINK: FITTING MACHINES TO HUMANS

World War II was the tipping point where technological advances finally outpaced the ability of people to adapt and compensate for poor machinery designs. ¹ Prior to that time, focus was on fitting the human to the machine.

The ground-breaking report 70 years ago, "Analysis of 270 'Pilot Error' Experiences in Reading and Interpreting Aircraft Instruments" by Fitts & Jones, suggest that pilot error was in no small part due to poor instrument design. ²

Nature abhors a vacuum, and a full investigation into ergonomics, design and human factors is a complex field for study & consideration.



¹ Shaver, Eric. "Human Factors – A Brief History." erichshaver.com, 8 Feb. 2015, www.erichshaver.com/human-factors-a-brief-history. Accessed 28 Sep 2018

² Miranda, Andrew. "Reconsidering Human Error." Aviation Safety, 12 May 2017. safety.navylive.dodlive.mil/2017/05/12/reconsidering-human-error. Accessed 3 Oct 2018.

BE COMFORTABLE AND EFFICIENT WITH ERGONOMICS

Do not stop thinking at office furniture when thinking of ergonomics in the workplace! That is only the beginning. OPNAVINST 5100.23G offers two visual checklists in Ch. 23's appendices for evaluating work both industrial and administrative environments. Those can be accessed in ESAMS course 373 in OJT by Supervisor, and the training may be recorded there as well.

Identify & Assess Hazards

- Survey work areas
- Review Mishap, Near Miss and Unsafe/Unhealthful data
- Solicit worker comments and suggestions

Make Risk Decisions & Implement Controls

- Involve employees in arriving at the best solution for problems; arrange for several types of equipment to be tested

Hazard Prevention & Control Points

- Engineering Controls
- Redesign workstation
- Illumination
- Design of Work Methods
- Tool Design & Handles
- Administrative Controls

Follow up

- Once implemented, make sure workers are using the tools and equipment properly; adjust as needed
- Determine if additional changes are needed

Working your ergonomics program follows the principles of ORM.

CLASSIFIEDS

WANTED: Truth in Advertising. "Ergonomic!" is used as a product selling point. Check with users about actual improved efficiency. Research it.