

Ergonomics

The science of fitting jobs to workers instead of trying to get the worker to fit the job.



Safety Involves Everyone. Know your Rights.

Right to Know

As a worker, you have the right to be informed by the employer of known or likely hazards in the workplace and to be provided with the information, instructions, education, training, and supervision necessary to protect your health and safety.

Right to Participate

Allows workers to have input on the steps taken by the employer to ensure health and safety.

Workers can provide input on what would make the workplace safe.

Right to Refuse

Normally used when the first two rights fail to ensure your health and safety.

However, workers should not be afraid to exercise their right to refuse when they believe the work will endanger their health or safety, or that of others.

Right to Stop Work

Permits specified persons to stop work in "dangerous circumstances".

In most cases, it takes worker and management certified joint health and safety committee members to direct an employer to stop dangerous work (joint stoppage).



Absolute Zero is our goal

Our Absolute Zero program solidifies our commitment to:

- ✓ Zero accidents
- ✓ Zero injuries
- ✓ Zero harm

First workforce solutions company to create and maintain a zero-injury program.

Understanding Ergonomics

Ergonomics focuses on designing workstations, tools and work tasks for safety, efficiency, and comfort. It seeks to decrease fatigue and injuries, along with increasing comfort, productivity, job satisfaction and safety, because work injuries are not inevitable, and a well-designed job should not hurt you.

Ergonomics is important because when you're doing a job, and your body is stressed by an awkward posture, extreme temperature, or repeated movement your musculoskeletal system is affected. Your body may begin to have symptoms such as fatigue, discomfort, and pain, which can be the first signs of a musculoskeletal disorder.





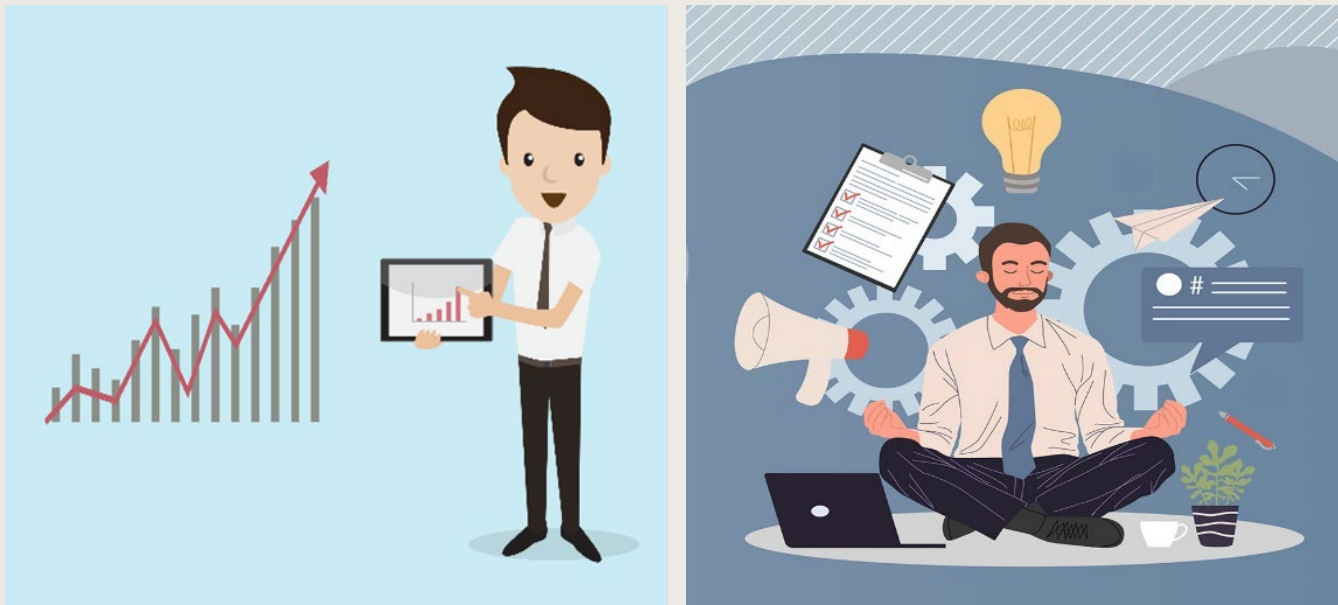
Musculoskeletal Disorders

Musculoskeletal disorders or MSDs are cumulative and chronic injuries of the soft tissue—muscles, tendons, ligaments, nerves, joints, and blood vessels. The body has limits and can fail or wear out when abused or misused. MSDs are defined as injuries to muscles, tendons, ligaments, joints, nerves, and discs that are caused or aggravated by our actions and/or environment that does not follow safe and healthy work practices.

A well-known MSD is carpal tunnel syndrome which occurs when the nerve, which runs from the forearm into the palm of the hand, becomes pressed or squeezed at the wrist. Sometimes, thickening from irritated tendons or other swelling narrows the tunnel and causes the median nerve to be compressed resulting in pain, weakness, loss of grip or numbness in the hand and wrist, radiating up the arm.



Importance of Ergonomics in the Workplace



- › **Workplace Wellbeing.** Ergonomics in the workplace promotes better physical health, reduces the risk of injury, and enhances overall well-being among employees.
- › **Increased Productivity.** Applying ergonomic principles leads to increased employee productivity and satisfaction, ultimately benefiting the organization's bottom line.
- › **Employee Retention.** Creating an ergonomic environment demonstrates care for employees, which can contribute to higher rates of retention and loyalty.



Benefits of Implementing Ergonomic Practices

- › **Health Benefits.** Ergonomic practices lead to improved posture, reduced musculoskeletal issues, and overall physical well-being for employees.
- › **Employee Engagement.** When employees feel supported by ergonomic practices, they are more engaged and motivated, leading to higher job satisfaction.
- › **Organizational Success.** Implementing ergonomic strategies contributes to a positive workplace culture, attracting and retaining top talent while enhancing productivity and performance as well as reducing WSIB lost time injury claims and associated costs.



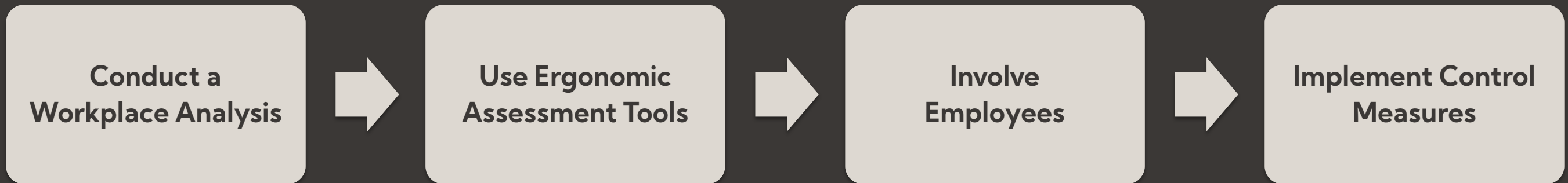


- › **Efficiency & Quality.** Ergonomic work environments lead to increased efficiency, better quality of work, and fewer errors.
- › **Employee Morale.** Supporting ergonomic well-being boosts employee morale, leading to a more positive workplace atmosphere and improved team dynamics.
- › **Workplace Culture.** A solid ergonomic foundation contributes to a positive workplace culture, fostering collaboration and innovation among employees.

Prevent accidents and injuries from occurring...

- › Ensure workstations are ergonomically correct.
- › Ensure employees have basic knowledge of ergonomics and report any concerns immediately.

Identifying & Assessing Ergonomic Hazards





Questions? Contact

Please contact your Kelly Representative with any questions.