

STAY SAFE WITH SOCIETY

DESIGNING A JOB WITH WORKER ERGONOMICS IN MIND

The Occupational Safety and Health Administration (OSHA) Ergonomic Protection Guidelines and OSHA's General Duty Clause Section 5(a) (1) require employers to control risk factors that cause repetitive-trauma musculoskeletal disorders.

Goals and focus

- Ergonomics seeks to make a better match between an individual's physical capabilities (or limitations) and workstation setup.
- Good job design and tool choices can prevent illnesses and injuries.
- Ergonomics focuses on jobs involving continuous motions, static postures, and strenuous activities that, when sustained over a prolonged period of time, may cause pain, illness, and injury.

Repetitive-trauma injuries

- These injuries often have a progressive onset.
- They affect the muscles, joints, tendons, and the nerves of the hands, arms, shoulders, neck, and back.
- Symptoms may include pain and swelling, numbness and tingling, loss of strength, or reduced range of motion in the body part that is exposed to the risk factor.
- This type of injury can also develop from activities unrelated to work.
- Early treatment and workstation investigation can eliminate the risk factors associated with the onset of repetitive-trauma injuries.

Risk factors can be identified in job tasks:

- With high rates of manual repetition (i.e., continuous wrist and hand movements, use of heavy hand tools, manual food preparation, and intense palm pressure).
- That require a specific body part to be under excessive force (i.e., frequent heavy lifting, carrying heavy unbalanced loads, and excessive twisting and turning under load stress).
- That require standing, sitting, or bending in awkward postures (i.e., sustained overhead reaching, working in a hunched position, and sustained bending below knee level).
- That expose a specific body part to excessive vibration and extremes of hot or cold temperatures (i.e., use of pneumatic power tools, working in coolers, and working with heat-producing equipment).



**EARLY TREATMENT
AND WORKSTATION
INVESTIGATION CAN
ELIMINATE RISK
FACTORS.**

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