

MEMIC

Developing A Sustainable Workplace Ergonomics Program





LEARNING OBJECTIVES

Process & Logistics

Steps and Flow
Hazard Identification
Things your committee needs

Evaluation & Continuous Improvement

Reviewing, Assessments,
Eval. Program



Program Development & Management

The Why & Who, Goals

Control Measures & Solutions

How to fix and control

Resources / Content



Introducing Your Host & Presenters



Peter Koch

Host

MANAGER,
DIGITAL TECHNOLOGY
WCP®



Joshua Emerson

Presenter

LOSS CONTROL
CONSULTANT II
WCP®



Dan Clark

Presenter

SAFETY MANAGEMENT
CONSULTANT
CECD, WCP®



Program Development & Management

1 Understanding the Need for an Ergonomics Program

- Purpose
- Business Benefits

2 Program Objectives

- Identify & Reduce Ergonomic Hazards
- Worker Health

3 Key Elements of an Ergonomics Program

- Management Commitment
- Hazard Identification, Assessments, Implementing Solutions



Program Development & Management

4 Assign Responsibility

- Ergonomics Coordinator

5 Employee Engagement and Communication

- Culture of Ergonomics
- Reporting & Feedback

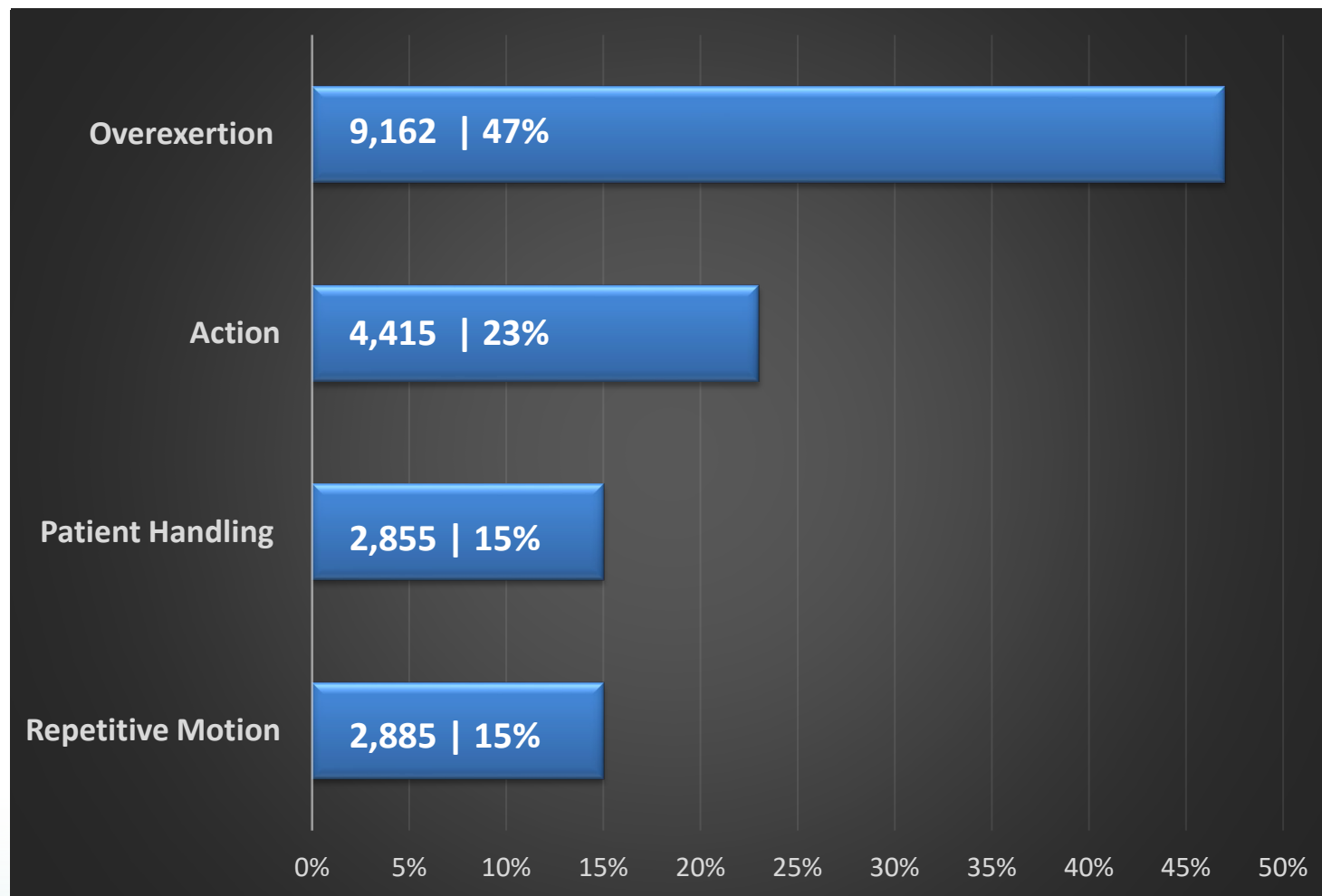
6 Sustainability of the Program

- Integration into Company Culture
- Continuous Improvement



MEMIC Current Claim Data 2022-2024

Total: 19,317 | \$181.8 Million



Process & Logistics | Top-Down Responsibilities

Top Management & Leadership

Funding

**Delegate
Responsibilities**

Verify

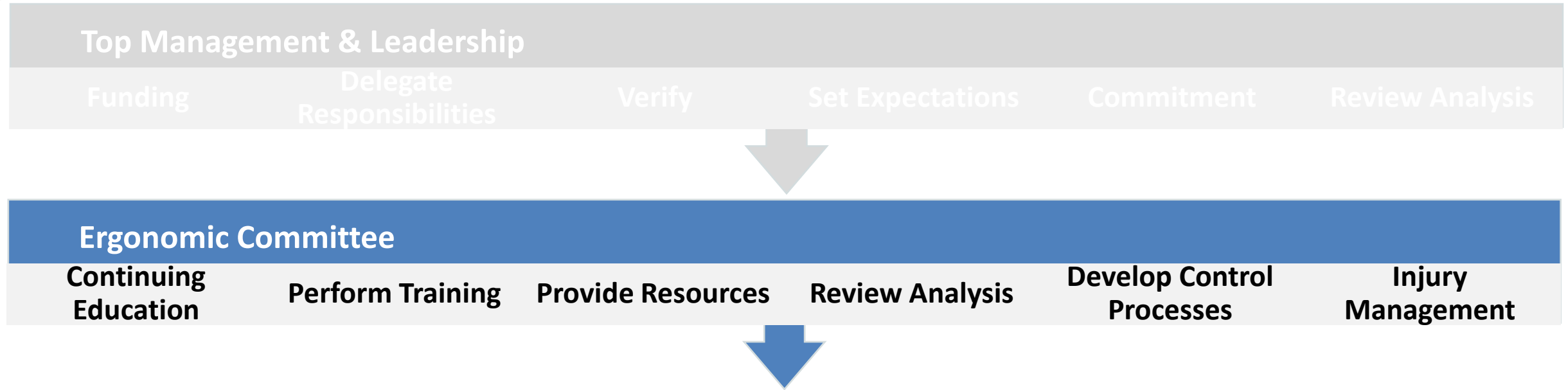
Set Expectations

Commitment

Review Analysis



Process & Logistics | Top-Down Responsibilities



Process & Logistics | Top-Down Responsibilities

Top Management & Leadership

Funding

Delegate
Responsibilities

Verify

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Review Analysis



Ergonomic Committee

Continuing
Education

Perform Training

Provide Resources

Review Analysis

Develop Control
Processes

Injury Management



Managers & Supervisors

Ergonomic Training

Performing Assessments

Minor Accommodations and
Adjustments

Employee Oversight &
Support



Process & Logistics | Top-Down Responsibilities

Top Management & Leadership

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Managers & Supervisors

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Employee

Job Specific Ergonomic Training

Self-Assessments

Feedback



Hazard Identification & Assessment

☑ The Ergonomic Assessment Process

- Baseline Ergonomic Assessment
- Job Analysis / Workplace Evaluation(s)



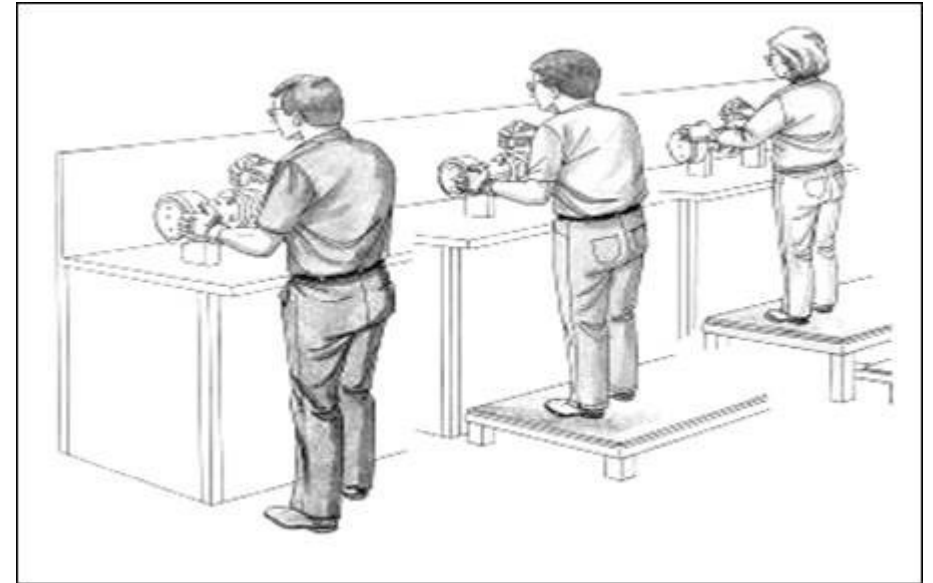
Hazard Identification & Assessment

☑ Methods of Hazard Identification

- Direct Observation
- Surveys and Interviews
- Factors to Consider

☑ Involving Workers in the Process

- Collaborative Approach
- Feedback Loops



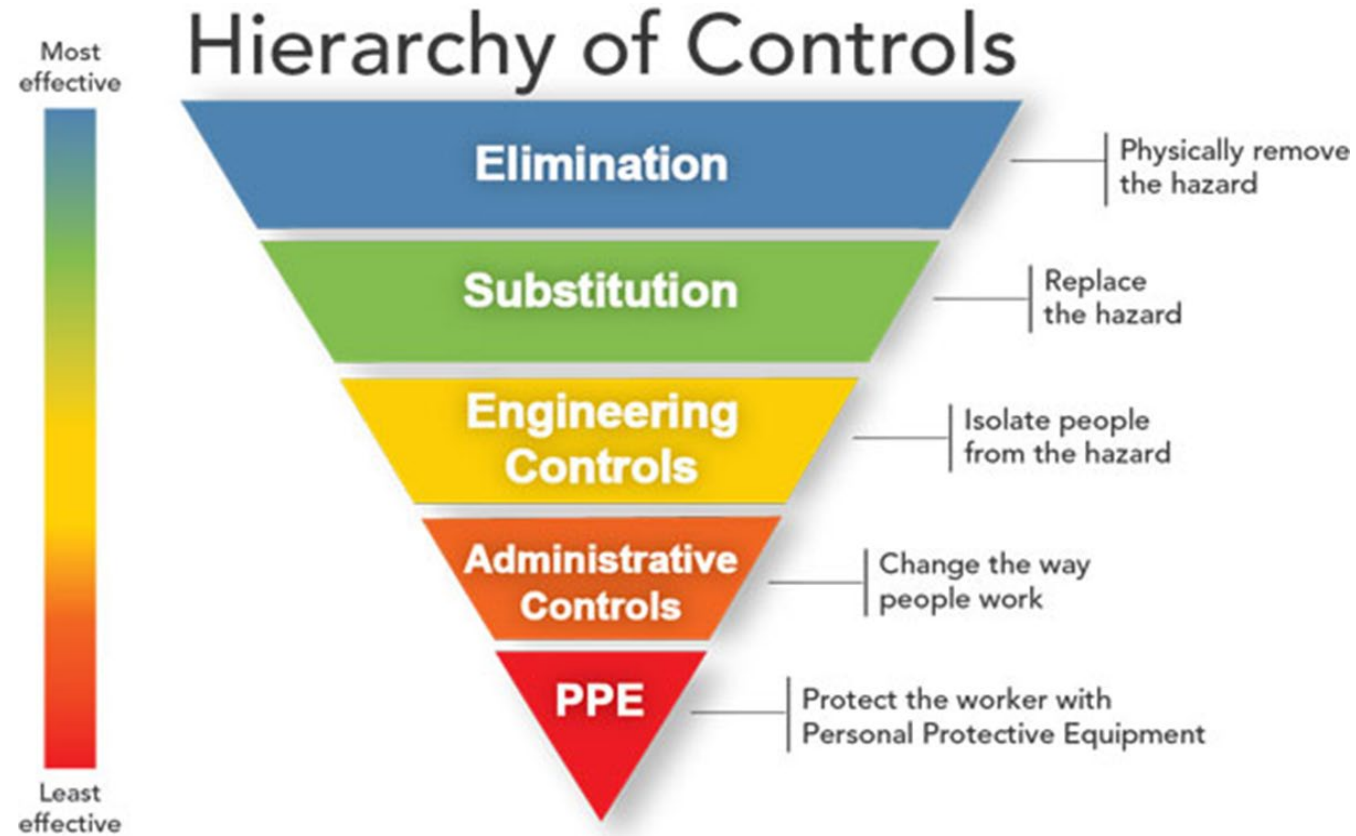
Hazard Identification & Assessment

☑ Ergonomic Solutions and Best Practices

- Task Variation
- Regular Breaks
- Ergonomic Tools and Solutions



Control Measures & Solutions





Process & Logistics

Evaluation and Continuous Improvements

TOP MANAGEMENT & LEADERSHIP:

Funding, Delegate Responsibilities, Verify, Set Expectations, Commitment, Review Analysis



ERGONOMIC COMMITTEE:

Continuing Education, Perform Training, Provide Resources, Review Analysis, Develop Control Processes, Injury Management



MANAGERS & SUPERVISORS:

Ergonomic Training, Performing Assessments, Minor Accommodations & Adjustments, Employee Oversight & Support



Employee:

Job Specific Ergonomic Training, Self-Assessments, Feedback



Evaluation & Continuous Improvement

1 Regular Ergonomic Assessment

- All work areas – not injury related
- Is data relevant?

2 Employee Feedback Mechanism

- Suggestion boxes, online forms, regular meetings, or informal discussions

3 Benchmarking & Best Practices

- Stay informed about industry practices
- Evaluating material
- Resources

4 Updating Hiring Practices

- Job descriptions
- Pre-employment physicals





Questions?

Summary

- Program Development & Management
- Process & Logistics
- Hazard Identification
- Control Measures & Solutions
- Evaluation & Continuous Improvement
- Resources provided

Q & A



- Use the Chat box to type your questions or share your thoughts.
- Feel Free to ask about specific scenarios or challenges your facing.
- Let us know if you'd like further clarification on any topic discussed.





THANK YOU FOR YOUR PARTICIPATION

MEMIC

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- ? • Responses to all unanswered questions.
- 🔗 • A link to this recording.

