

Ergonomic services

Helping employees prevent injuries and stay productive means taking key steps to ensure workstations and work processes are designed to fit their needs. Our ergonomic services can help. Our expert team develops solutions that can improve safety, reduce lost time and increase productivity.

Expert solutions to meet your needs

We offer valuable services and expertise to help ensure that employees — using the right tools in the right way and in a constructive working environment — can be productive and stay healthy. Our team supports stay at work and return to work strategies for employees who are off work for occupational and non-occupational reasons. We help expedite return to work opportunities by collaborating with clients once employee capabilities are evaluated by medical professionals.

Our services

- Ergonomics program development and implementation
- Audits of existing programs or processes
- Training — We provide various options and formats customized to fit your business needs; all can be offered in train the trainer style:
 - For employees — General office ergonomic principles, such as setting up a workstation and adopting healthy work habits, general ergonomic principles as applied to non-office employees; and how to complete basic, preventive office ergonomic evaluations in house
 - For in-house engineers working in industrial environments — Incorporating general ergonomic principles in the design phase of their work
- Online self-assessment tool — Allows employees to assess their workstations and track risk levels for future follow up
- Establishing or assessing ergonomic furniture and accessories standards
- Worksite evaluations — Designed to help employee groups identify possible injury risks that may be present in shared tasks, work areas, processes or equipment; these evaluations are often helpful after office relocations or renovations
- Workstation evaluations — Performed in-person or remotely and focused on one individual; these evaluations may be performed preventively, completed after a work-related or non-occupational injury/illness, or conducted for ADA purposes
- Workers' compensation claims data analysis — Identifies trends to help prioritize efforts; it can be a helpful tool for large employers with multiple sites, as we can help them focus prevention efforts, and foster communication and teamwork among different sites

Additional related services

- Job analyses/physical demands analyses — Includes documenting the physical demands of a job and completing an evaluation of the job overall as it is currently being performed and not focused on any individual employee; the analysis can range from simple to comprehensive depending on the client's needs
- Job hazard analyses — Similar to a job analysis in that it documents the physical tasks involved in a job, but alongside each of the physical tasks, we also document associated hazards, risk factors and safe work practices, as well as employer training programs that equip employees to perform these activities safely

Industry expertise

Our ergonomists and safety professionals have extensive experience assisting employers in various industries such as banking and finance, technology, manufacturing, healthcare, retail, education, transportation, and food and beverage. They also have expertise in the requirements and processes involved in many different work environments.

Valuable benefits

Businesses that focus on ergonomics show they care about their employees and respect their individual needs, which can help support retention efforts and attract new employees. When we look at ergonomics, we go beyond the equipment that is used and take a broader view of the work process and the impact on employees. The benefits of our broader approach include:

- Increased opportunities for preventing injuries and reducing costs
- Optimal performance through increased employee knowledge and improved work process efficiencies
- More control over internal medical management processes
- Furniture and equipment purchases that fit more employees and their tasks

Success story

One client with a large office worker presence in California had a lost time rate of 40% on repetitive motion claims and we developed an early intervention approach that reduced the lost time rate to 8%, which was about one-fifth of the industry average. This approach included developing a short form for physicians to complete with their evaluation and indicate whether an ergonomic review of the employee's workspace and habits would be beneficial to allow an immediate return to work. We introduced the form and committed to being immediately available to respond to the physicians' recommendations. Getting buy-in from the treating providers took time, but eventually the support grew. The results of the client's program included happier, healthier employees and more than \$450,000 in claim savings over a ten-year period.

We are here to help

Our experienced team can evaluate work methods and recommend reasonable, reliable ways to help improve employee health, prevent injuries and increase productivity. Whether you need an ergonomic evaluation, job hazard analysis/job analysis, training, assistance with program development or data analysis, we can provide expert solutions to meet your needs.



To learn more about our ergonomic services, contact:

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*To learn more about our integrated and customized solutions, visit **SEDGWICK.COM***