



## ERGONOMICS PROGRAM

One of the major goals of the ergonomics program is to prevent ergonomic-related injuries through education, evaluation of workstations and work practices and implementation of ergonomic control strategies. However, ergonomics is about more than injury prevention. Ergonomics is about increasing productivity, efficiency and morale, decreasing turnover, and improving human performance.

### WHAT IS ERGONOMICS?

Ergonomics is the science that seeks to minimize or eliminate exposure to injury risk factors by designing tools, equipment, workstations and processes to meet the capabilities of humans. By identifying problem jobs and job tasks, evaluating and quantifying the identified ergonomic risks, and implementing the appropriate control strategies, human interaction with the work environment, tools and equipment will improve, productivity will increase and risk for injury will be minimized.

### ERGONOMIC RISK

In order to prevent injuries and improve the fit between the worker and their workstation, tasks, tools and work environment, an assessment of the exposure to risk factors must take place. Primary risk factors for injury include excessive force, awkward posture, repetition and duration. Employees may be exposed to these risk factors on a daily basis and increased exposure to these risk factors increases the likelihood for soft tissue or musculoskeletal injury. By identifying the risk factors, assessing the exposure and implementing feasible controls to reduce or eliminate the exposure, risk for injury will be reduced.



### ERGONOMIC INTERVENTION

When an ergonomic hazard has been identified whether by the employee, manager, supervisor, director, or ergonomics manager, the office of Risk Management Ergonomics Team at CSU will work with the department and employee to reduce or eliminate the exposure to the risk factors in order to reduce the chance for injury for existing or future employees. There are two general approaches to controlling ergonomic hazards: Engineering and Administrative.

*Engineering Controls* - Changes made to the workstations, tools, and/or machinery that modify the physical make up of the area or process. This may include, but is not limited to, implementing a scissors lift table, hoist system, conveyor belt, ergonomic pipette, cart or other devices or pieces of equipment to the work environment.

*Administrative Controls* - Changes made to reduce exposure without making physical changes to the area or process. This may include taking frequent breaks and/or job rotations. Moving workers from one area to the next may help reduce fatigue and stress on the body and help reduce injury risk. However, engineering controls are preferred as their goal is to reduce the presence of hazards rather than to adjust the employee around the hazards. Administrative controls can be used in combination with others but should not be used as the only control for an ergonomic hazard.

## BENEFITS OF ERGONOMICS

- *Ensures safety and well-being of workers* – By making sure employees have the knowledge and appropriate ergonomic equipment and processes, departments can see improvement in their well-being as well as a decrease in discomfort and pain
- *Ergonomics reduces costs* – By reducing or eliminating exposure to ergonomic injury risk factors, departments can also reduce costs related to musculoskeletal disorders
- *Ergonomics improves productivity* – By designing work stations and practices to be ergonomically fit and efficient, workers can likely get more work done in the same or shorter period of time will be able to focus more on productivity rather than discomfort
- *Ergonomics creates a better safety culture and environment* – Becoming aware and spreading ergonomics awareness will allow a work environment that health and safety of all employees

## SERVICES

The CSU Ergonomics program offers a variety of ergonomic related services include:

- Office and industrial ergonomic evaluation and risk assessments
- Ergonomic data review and injury analysis
- Office ergonomics 'ergo lab' (office ergonomic equipment review and trial)
- General ergonomics training
  - Office
  - General workplace tasks (custodial, food service, animal handling)
- Online training
  - Workstation Setup
  - Bask Safety
  - Slips, Trips and Falls
- Customized job site specific training sessions
- Ergonomic design reviews (work environment, equipment, product)
- Funding reimbursement (matching funds reimbursement – office ergonomics)
- Physical demands analysis



***Contact our office or visit our website for additional details***

CSU Ergonomics  
970.491.2724

<http://rmi.colostate.edu/ergonomics>