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Title

Ready, set...go!

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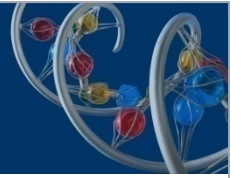
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Author

Alexandre, Melanie

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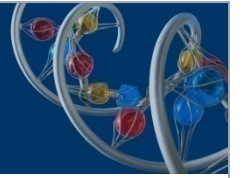


Ready, set...go!

Presented at the
COEH Summer Institute

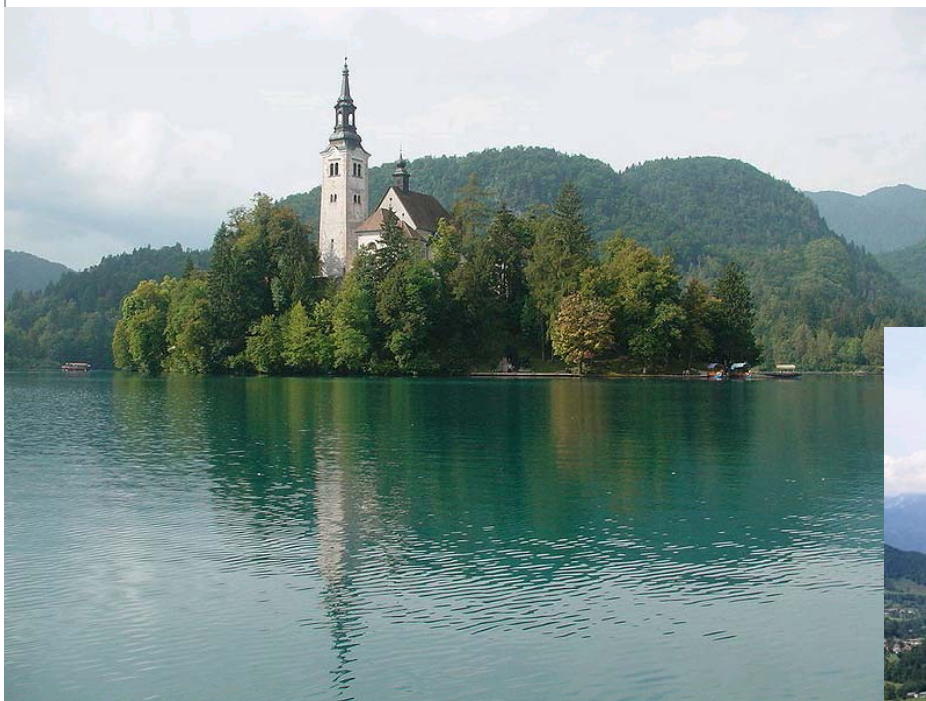
By Melanie Alexandre, MS, OTR, CPE

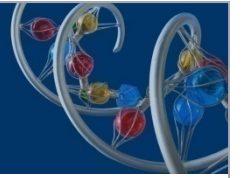
The work conducted by the U.S. Department of Energy Joint Genome Institute is supported by the Office of Science of the U.S. Department of Energy under Contract No. DE-AC02-05CH11231



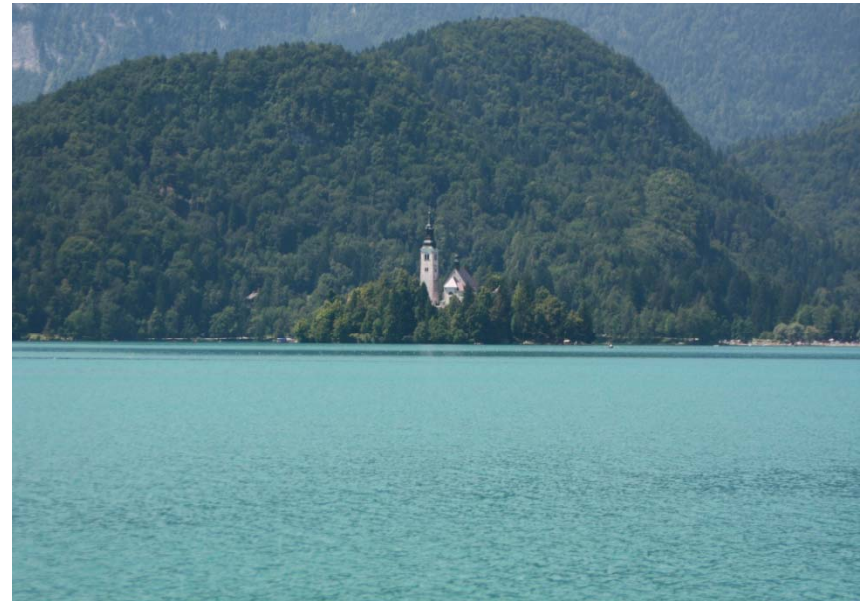
- **Discuss organizational readiness for changes in an ergonomics program or intervention**
- **Assessing organizational readiness**
- **Benefits and challenges of change**
- **Case studies of ergonomic programs that were ‘not ready’ and ‘ready’**

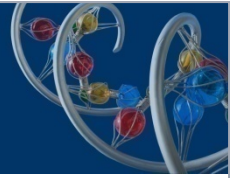
Let's see if we are ready...





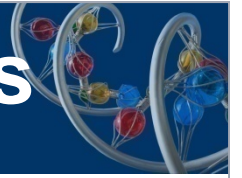
- **Objective:**
 - **Everyone in your group must get from the island to the shore**
- **Determine what you need to know to decide if you are 'ready' to perform this task**





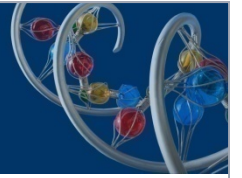
**What were some of your
'readiness' questions?**



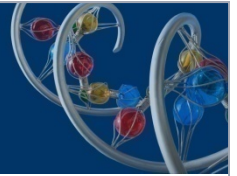


- **Why did they contact you?**
- **How motivated are the management and employees to change?**
- **Who are the ‘champions’ and ‘leaders’ on the team?**
- **Are there clear goals, objectives, and ways to measure success?**

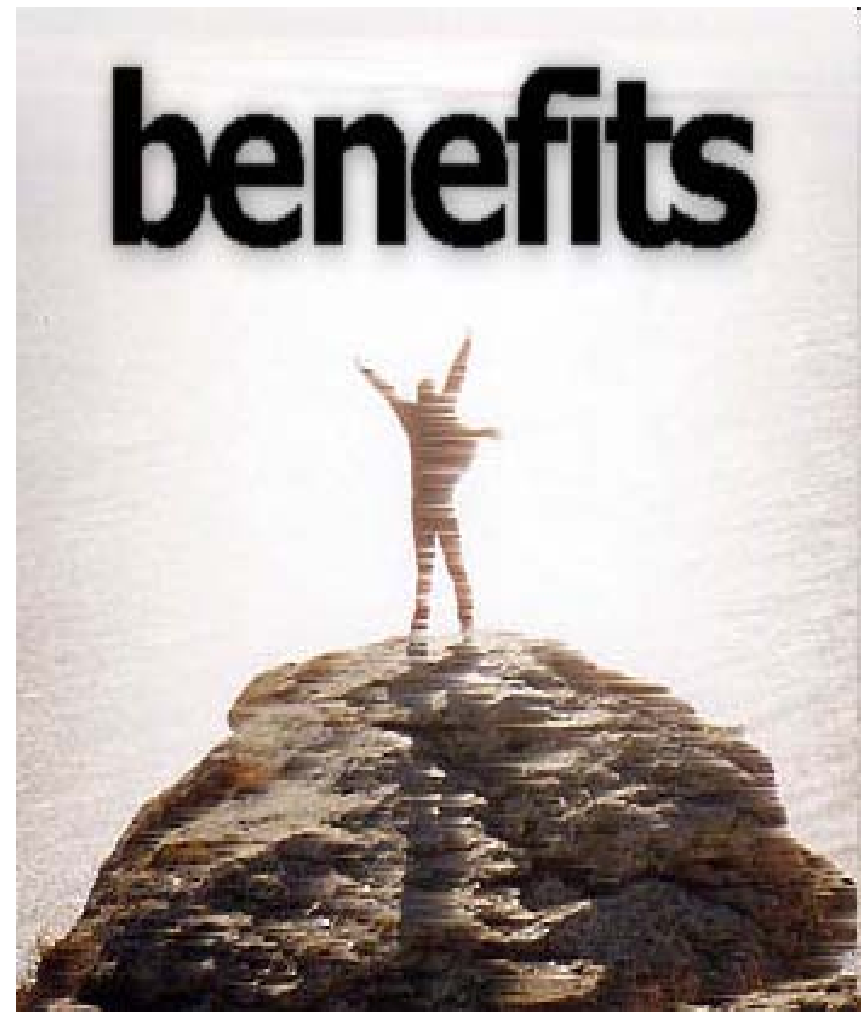


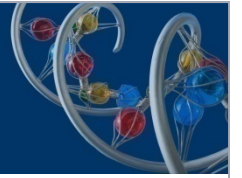


- Is the 'climate' right?
- Can everyone 'swim'?
 - Is everyone on board?
- What obstacles are in the way?
- Are there mechanisms in place that will allow the efforts to be sustainable?



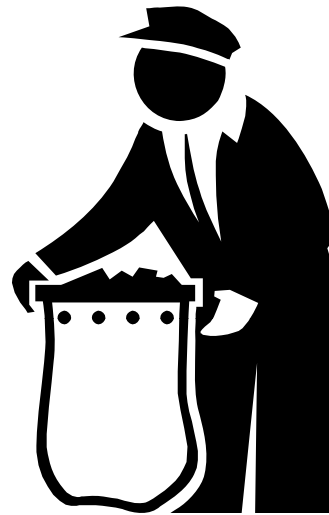
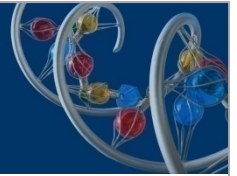
- **Changes in ergonomics program or intervention can lead to:**
 - **Improved efficiencies**
 - Improved productivity
 - Reduction in cycle time
 - Cost savings
 - **Reduction in ergonomics risks or injuries**
 - **Employee satisfaction**
 - **Fostering a culture that promotes/ embraces change**





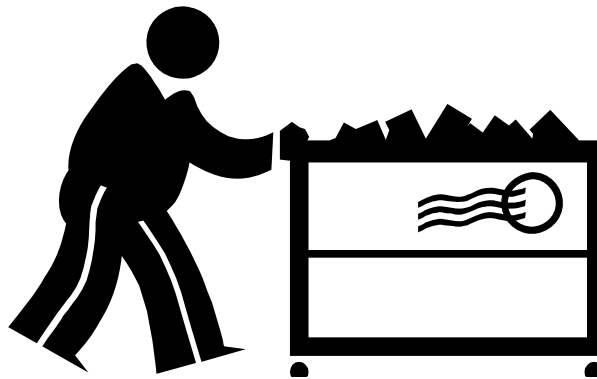
- **Changes in ergonomics program or intervention can be challenging because:**
 - **Fear of:**
 - Unknown
 - Failure
 - Potential risks
 - **May disagree about the need for change and best course of action**
 - **Lack of trust**
 - Costs may exceed gains
 - May not understand 'why'
 - **Requires effort**
 - **Lack of participation, leadership, or clear objectives/ goals**

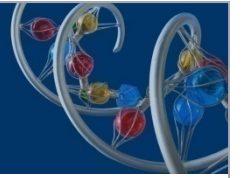
Case study of ergonomics program that was 'not ready'



- **Help requested by an employee in a mail distribution center to come identify risks and solutions**

- **Supervisor was supportive**
- **Management was not!**

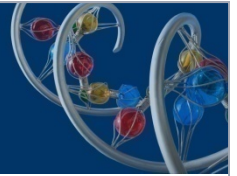




60% staff in computer-intensive office settings



**40% staff in hand-intensive production tasks
(2 shifts)**



- **Equipment/instruments designed for small batches used for high throughput operation**
- **Culture:**
 - **Understanding Efficiency vs. Speed**
- **High force hand-intensive tasks**

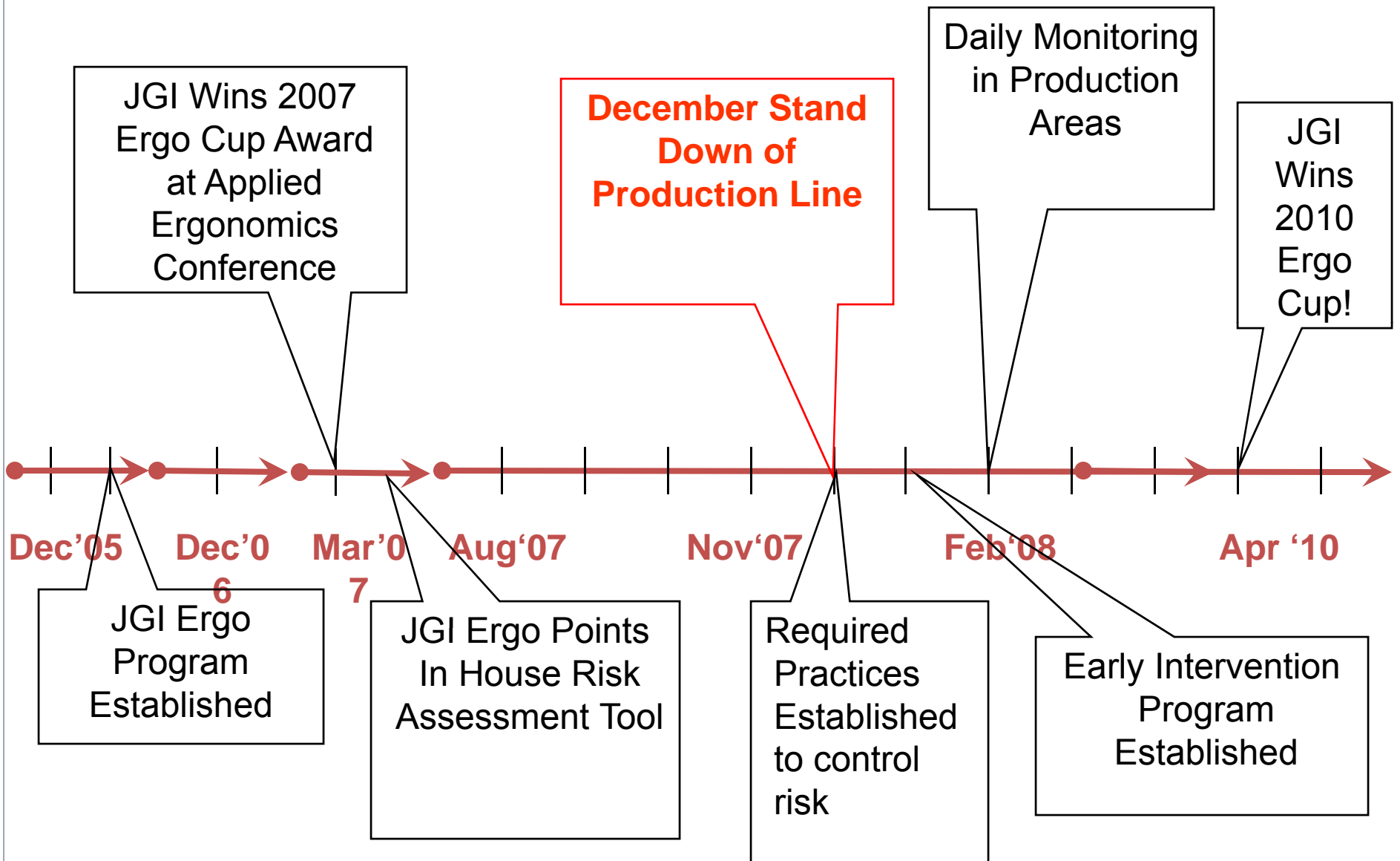
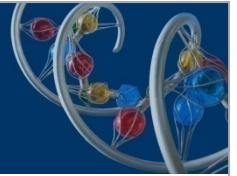


We are striving to determine how much is too much

Was this easy... no way!

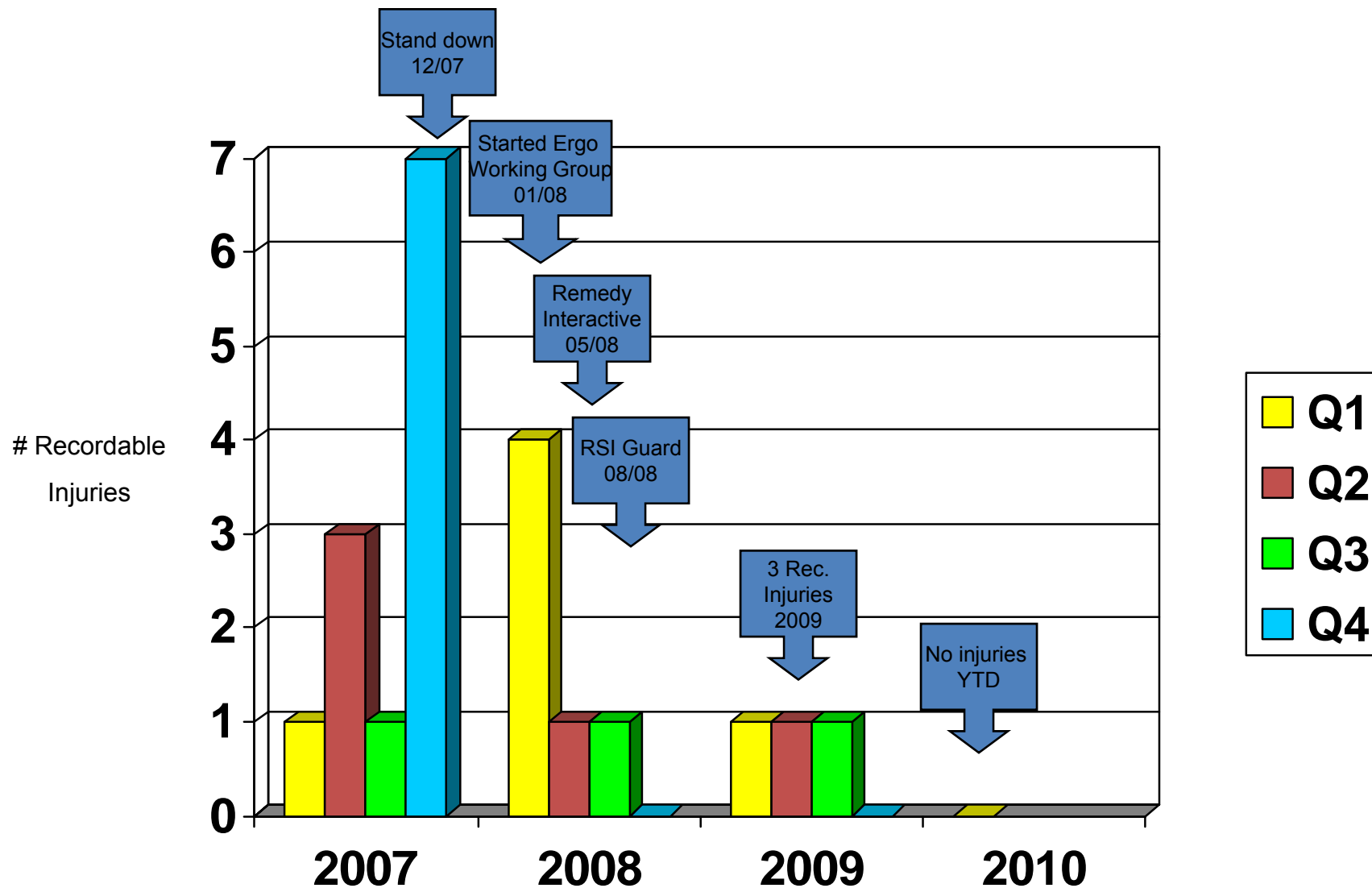


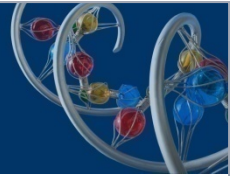
History of Ergonomics at JGI (Dec 2005-Current)



Recordable Injury History

By Calendar Year





Engineering designs and solutions

Early intervention

Targets employees
with discomfort
Includes bi-weekly
review meeting

Proactive Efforts

Labs and offices
Monitoring
Walk-about
Comfort surveys



Safety Culture Working Group

Promotion
Awareness
Communication

Training/education

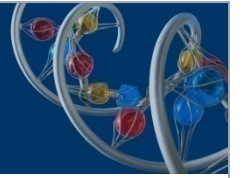
Risk targeted classes
Stretch break programs
Potty training
Website resources

Relaxation/Rejuvenation Room

Ergonomics Demo Room

Work tool and practices

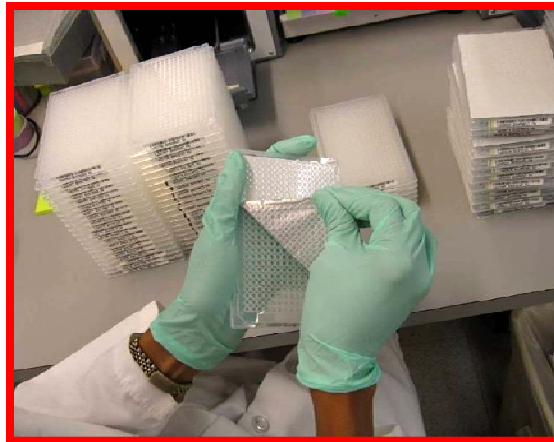
Ergo Points
Required Practices



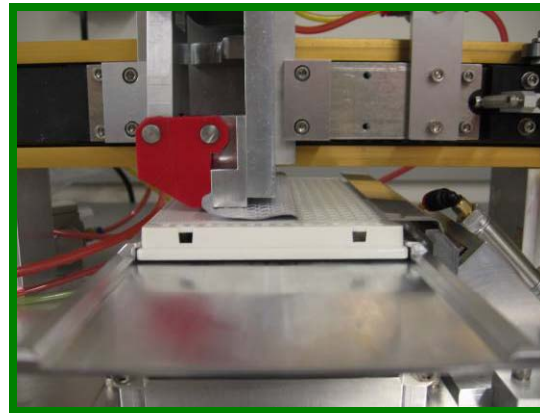
Thermal Cycler Loading



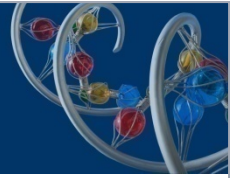
Peeling Seals



Freezer Rack Lifting



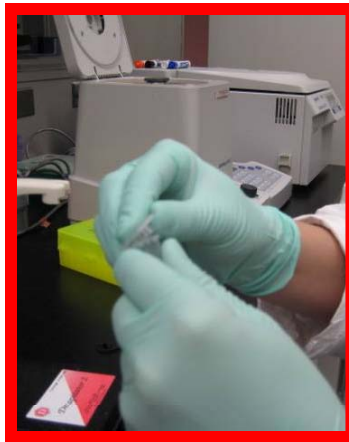
Top 3 High Risk Factor Tasks (Now-2010)



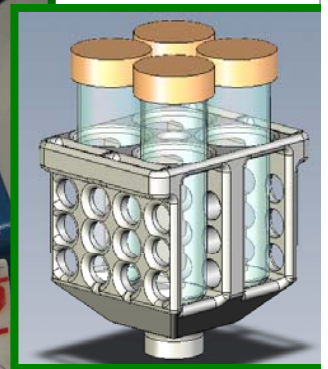
Pipetting

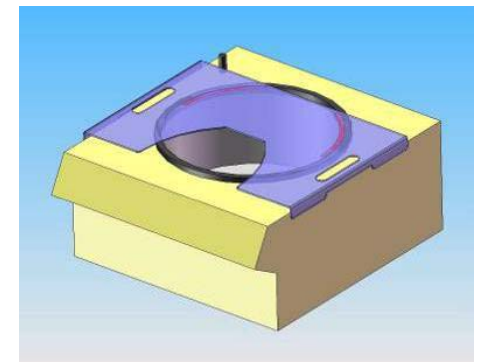
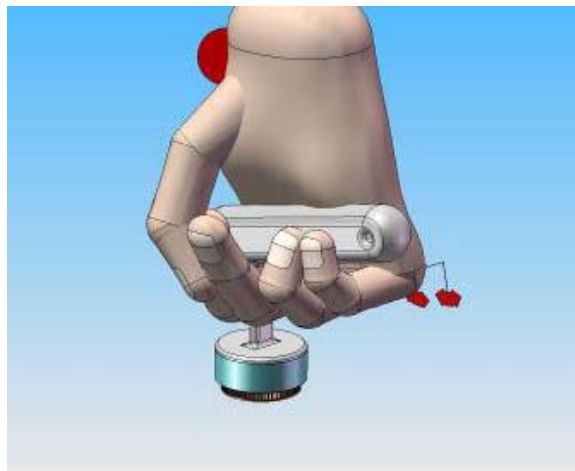
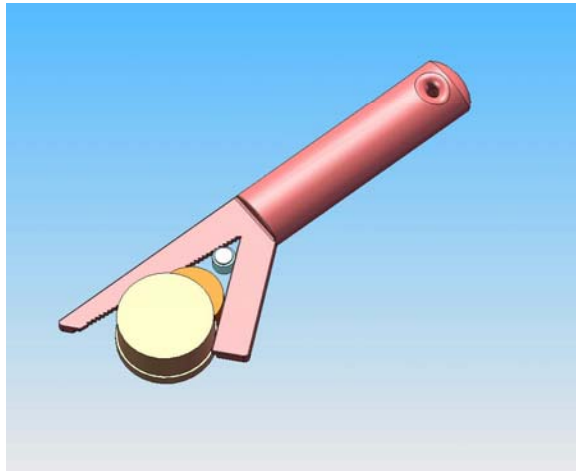
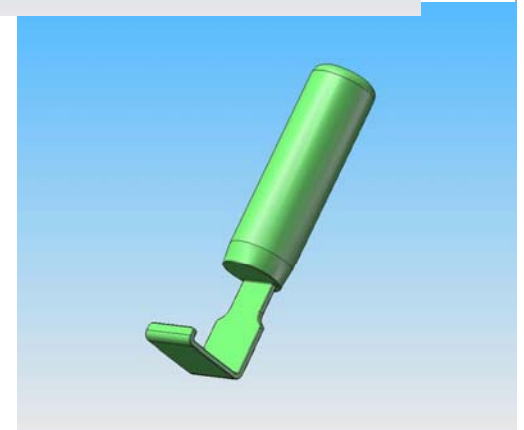
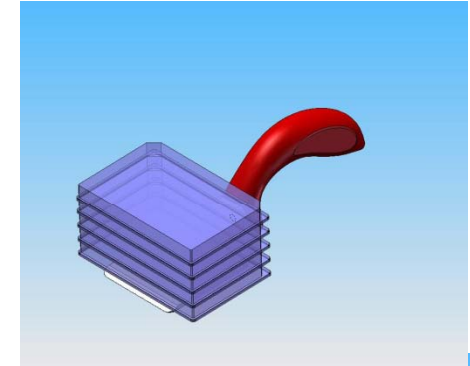
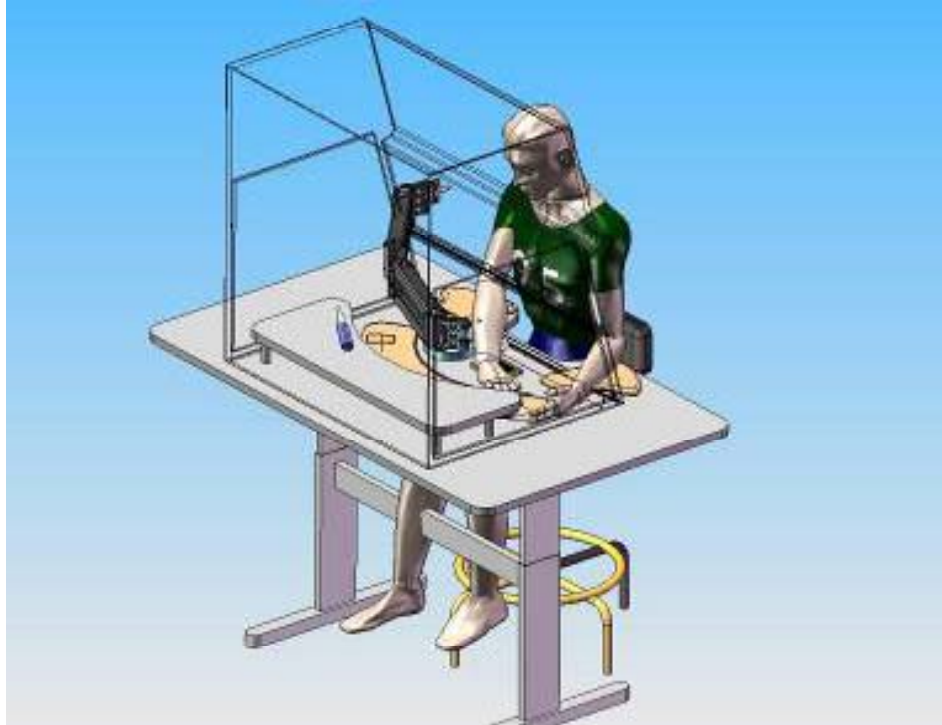
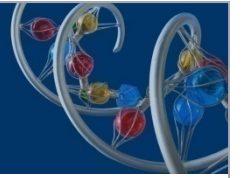


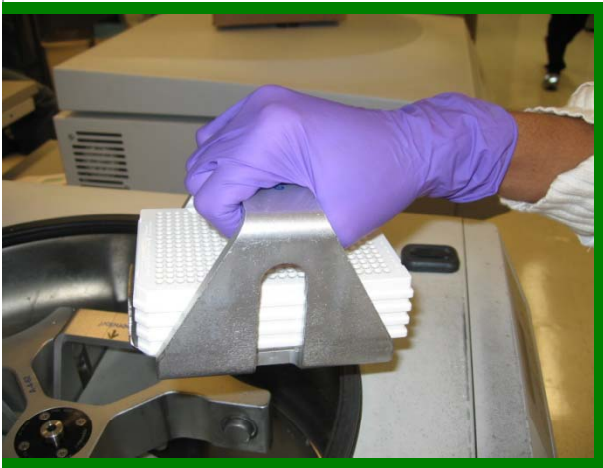
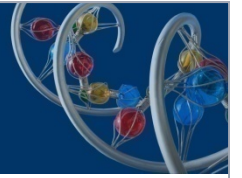
Capping/uncapping



Vortexing

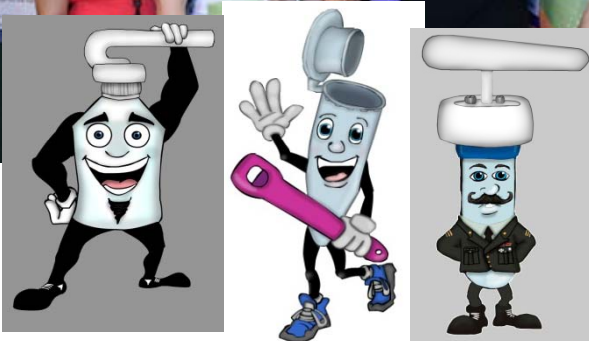


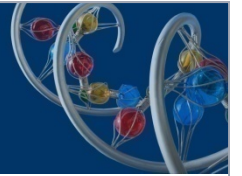




JGI Wins the Ergo Cup Again!

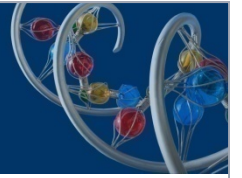
FOR...the Ergonomic Program Improvement Initiatives category: **“Empowering Employees in Ergonomics,”** which focused on the employee-driven elements of the JGI Ergonomics Program.





- **Healthy to have discussions about readiness and obstacles**
- **Have plans to address obstacles**
 - **Involve 'nay sayers'**
- **Sell, sell, and sell some more**
 - **Communicate**
 - **Advertise**

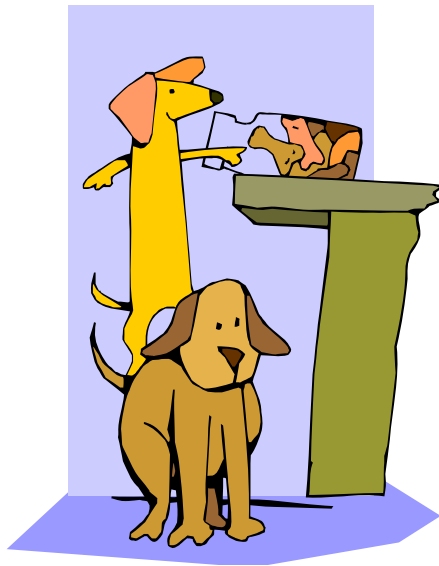


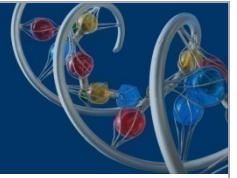


If you think an ergonomics program may be ready to start, change, or improve....



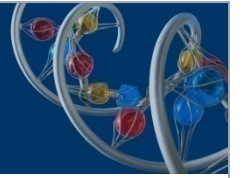
**consider
participatory
ergonomics**





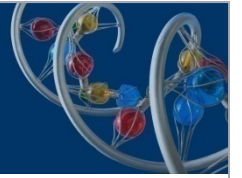
- **Employee involvement**
- **Getting the employees involved to identify problems and suggest solutions**
- **Management commitment**





- **Establish defined processes and roles**
- **Allow for flexibility in doing tasks (one size does not fit all)**
- **Align with existing programs/ efforts**

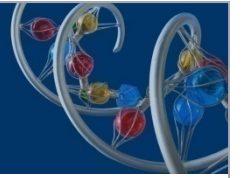
How NOT to do employee participation



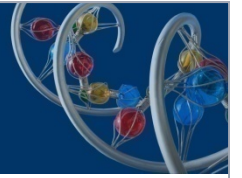
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“Let’s form a committee to create a task force to develop a team to determine the fastest way to deal with the problem.”

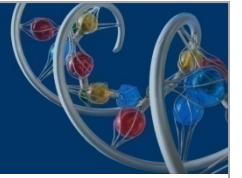


- **Increased productivity**
- **Improved quality of work**
- **Improvement in employee morale**
- **Cost savings both in possible reduction in injury-related and production costs**
- **Time savings**



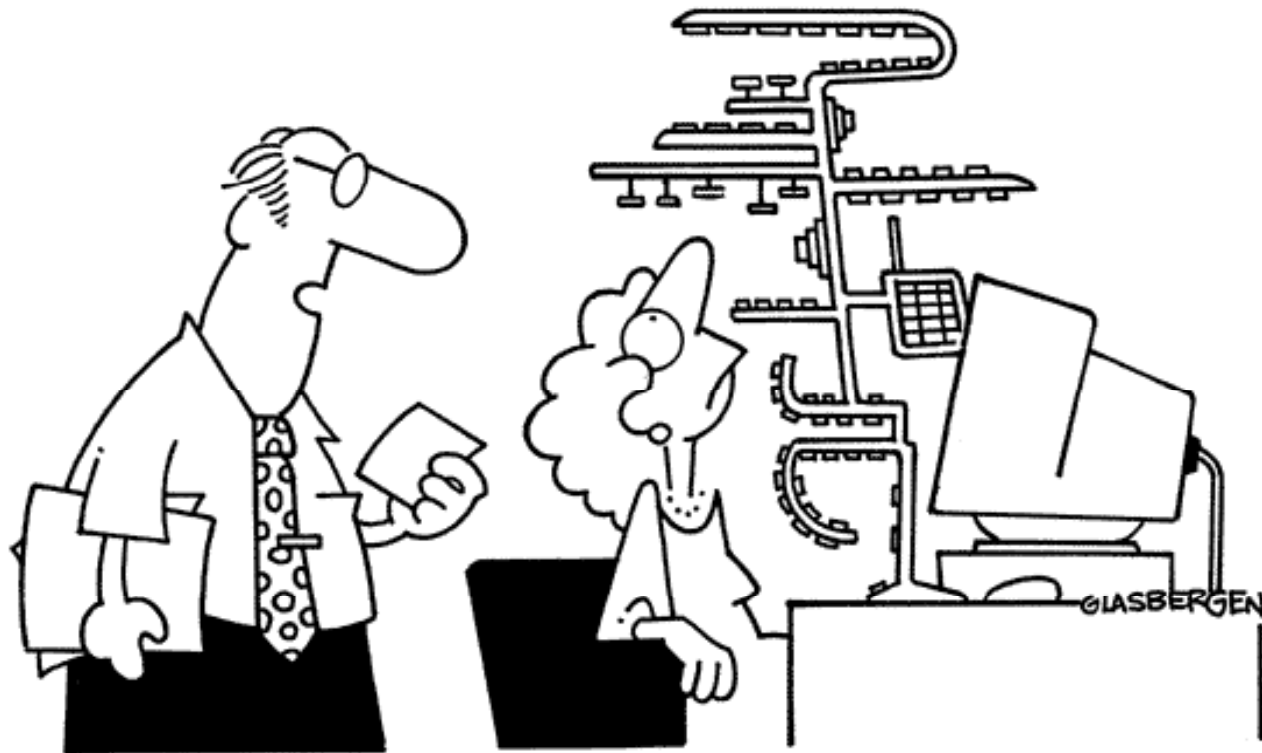
- Risk of short term increase of injuries
- Buy-in from management
- Up front costs associated with training and education
- Time
- Requires risk
- Change, and the uncertainty of change





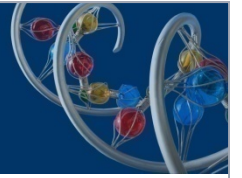
People don't resist change...they resist being changed!

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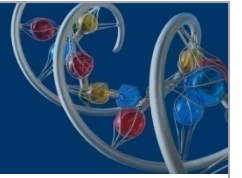
“It’s an ergonomic keyboard. Once you learn how to use it, it will increase your speed by six percent!”

How to get started?



- **Assess where you are currently**
- **Determine who should be trained and train them on how to identify risks, preventions and control methods.**
- **Involve employees**
- **Identify problem areas**
- **Develop and try solutions**
- **Clearly define roles and responsibilities**
- **Determine priorities for change**
- **Do you have managements buy-in and commitment?**

A moment on management commitment...



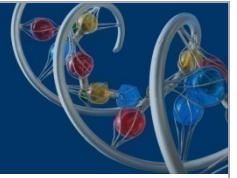
Lack of commitment will be very obvious to employees



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**“We couldn’t afford faster computers,
so we just made them *sound* faster.”**

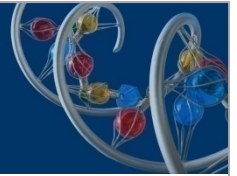
Employees and supervisors should have basic knowledge



- **Ergonomic-related risk factors and symptoms**
- **Ways to identify and assess hazards specific to job tasks**
- **Safe use of tools, equipment and materials**
- **Understanding of safe work practices and processes**
- **Mechanisms for reporting concerns or ideas**



Is there any proof participatory ergonomics works?

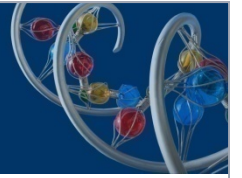


- What does the research say?

Reduction in injuries and workers compensation costs

Employees with back pain involvement in establishing job modifications

Resources/ References:
Occupational Health & Safety Agency for Healthcare in British Columbia



Thank you!

Melanie Alexandre
mmalexandre@lbl.gov

925-927-2553

