



Ergonomics Program Does Your Company Need One?

The CompWest Difference

CompWest customers are assigned a dedicated loss control consultant to identify and address loss trends while serving as a safety resource.

Do you need an ergonomics program? Do you have jobs, processes or operations that may lead to injuries from repeated actions due to poor ergonomic conditions? If you respond yes to the following questions, your company must develop a formal plan to address repetitive motion injuries in the workplace.

- Were the injuries predominantly (50% or more) caused by a repetitive job, process or operation?
- Were employees incurring injuries while performing a job, following a process or operating an identical work activity, such as word processing, assembly or loading?
- Were employees incurring musculoskeletal injuries that a licensed physician objectively identified and diagnosed?
- Were the injuries reported by employees in the last 12 months?

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Implementing a program: The program itself must consist of the following elements:

- **Worksite evaluation.** Each job, process or operation of identical work activity covered by this section or a representative number of such jobs, processes, or operations of identical work activities shall be evaluated for exposures which have caused repetitive motion injuries.
- **Control of exposures** that have caused repetitive motion injuries. Any exposures that have caused repetitive motion injuries must be corrected in a timely manner. If the exposure cannot be corrected, it should be minimized as much as possible. The employer should consider engineering controls, such as work station redesign, adjustable fixtures or tool redesign, and administrative controls, such as job rotation, work pacing or work breaks.
- **Training.** Employees should be provided training that includes an explanation of:
 - The employer's program
 - The exposures which have been associated with repetitive motion injuries
 - The symptoms and consequences of injuries caused by repetitive motion
 - The importance of reporting symptoms and injuries to the employer
 - Methods used by the employer to minimize this type of injury

For additional information about Title 8 of the California Code of Regulations, Section 5110, visit <https://www.dir.ca.gov/title8/5110.html>.

