

## Do You Need an Ergonomics Program?

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Do you have jobs, processes or operations that may lead to injuries from repeated actions due to poor ergonomic conditions? If the following conditions are met, your company must develop a formal plan to address RMIs in the workplace. Ask Yourself:

- (1) Were the repetitive motion injuries predominantly (i.e. 50% or more) caused by a repetitive job, process, or operation?
- (2) Were the employees incurring the RMIs performing a job, process, or operation of identical work activity (identical work activity means that the employees were performing the same repetitive motion task, such as (but not limited to) word processing, assembly or, loading)?
- (3) Were the RMIs musculoskeletal injuries that a licensed physician objectively identified and diagnosed?
- (4) Were the RMIs reported by the employees to the employer in the last 12 months?

If the answer is yes to all of the above questions, you must develop and implement a formal program to control the exposures.

The program itself must consist of the following specific elements:

- (1) 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 RMIs.
- (2) Control of exposures which have caused RMIs. Any exposures that have caused RMIs shall, in a timely manner, be corrected or if not capable of being corrected have the exposures minimized to the extent feasible. The employer shall 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.
- (3) Training. Employees shall be provided training that includes an explanation of:
  - (A) The employer's program;
  - (B) The exposures which have been associated with RMIs;
  - (C) The symptoms and consequences of injuries caused by repetitive motion;
  - (D) The importance of reporting symptoms and injuries to the employer; and
  - (E) Methods used by the employer to minimize RMIs.

For additional information about Title 8 of the California Code of Regulations, Section 5110, please click on this link: [Section 5110](#). You may also see the CompWest Ergonomics Program Template at [www.compwestinsurance.com](http://www.compwestinsurance.com). Follow the links to Safety Materials or ask our Loss Control Consultants.

**Contact Your CompWest Loss Control Consultant**

**If You Have Any Questions or Need Assistance**

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