



E-NEWSLETTER

NOVEMBER 2009

FEATURE ARTICLE

LIGHT DUTIES VS. TRANSITIONAL WORK: WHY AND HOW TO FIND SAFE AND APPROPRIATE RTW TASKS?

Light duty jobs are commonly used as 'catch-all' jobs for employees returning to work from an injury, regardless of the type, severity or location of the injury. The light duty job is often not a regular task and very different from the employee's pre-injury position.

Transitional work, on the other hand, has a goal of finding existing tasks, potentially within the injured parties pre-injury job, that provide value for both the employee and the employer. Finding tasks that exist which are suitable based on the injury and subsequent restrictions has several benefits including: decreased lost time wages, increased employee satisfaction, greater employee self-worth, and value-added work.

An important tool in determining safe transitional work is the Physical Demands Analysis (PDA). This document outlines the bona fide essential duties of a specific job.

Ideally, when an injured employee begins the return to work process, their documented medical restrictions should be compared to the worksite PDAs. Rather than creating new jobs or using 'light-duty' jobs, employers should use the PDA to find appropriate, value-added tasks that meet the employee's restrictions. For example, if 'Employee A' has a right arm/shoulder/elbow injury, does a one-arm job exist that is suitable?

If a job does not exist currently, consider potential accommodations or modifications to existing jobs to bring a job within their restrictions (i.e. reduce and/or change the physical demands). What employers sometimes fail to realize is that these accommodations (i.e. implementing a lift assist) are often beneficial not only to the injured employee but also to the workforce as a whole.

The importance of transitional work cannot be undervalued in the Return to Work process. For more information or additional ways ERGO Inc. can assist you with your Return to Work programs, PDAs and individual cases, visit our website:

www.ergoconsulting.net or contact our office today.

UPCOMING ERGO EVENTS FOR 2009

2010 Public Seminars

We have scheduled our 2010 Public workshops.

Next year we will be offering ***new workshops*** that will include sector specific two-day Musculoskeletal Disorder Prevention (MSD) and Ergonomic courses for:

MSD prevention & Ergonomic solutions for **Healthcare**

MSD prevention & Ergonomic solutions for **Education**

MSD prevention & Ergonomic solutions for **Manufacturing**

Visit our website for additional workshops.

If you have any ideas for workshops you'd like to see offered, please email downey@ergoconsulting.net

ERGO Inc. presents for EMC

December 2nd, 2009 – Arnprior, ON

Excellence in Manufacturing:
Staying Compliant in a Lean Economy
-- FREE Event --

ERGO Inc. will be presenting on Musculoskeletal Disorder Prevention

Visit www.emccanada.org for more information.

REDUCE INJURY COSTS THROUGH EFFECTIVE INJURY TRACKING

In order to see continuous improvement in reducing accidents / incidents in the workplace, comprehensive tracking is required. By effectively tracking injuries, cost analyses can easily be conducted to provide budgetary support for improvements to Health, Safety and Ergonomics in your workplace. Attempt to include the following in your tracking spreadsheet / database:


- ✓ Document the position, department and shift
- ✓ Differentiate between accidents vs. incidents and musculoskeletal vs. acute injuries
- ✓ Ensure that your injury statistics catalogue the specific body part of the injury (i.e. hand, shoulder, back etc.)
- ✓ Lost time days and number of days on modified duties are important to ensure return to work and work hardening plans are being adhered to
- ✓ Attempt to incorporate a contact schedule to ensure that injured employees are continuously being addressed to determine issues and concerns
- ✓ Include dates: injury date, doctor's appointments, return to work dates, etc.
- ✓ Always attach a cost to injuries and lost time claims to know where your money is going


ERGO LEARNING


ERGO Inc. is excited to introduce our new


ERGO LEARNING for *HealthCare*

Employee training modules including:

- 
ERGO for Caregivers (RNs, RPNs, PSWs)
 Ergonomic patient handling tips and guidelines

- 
ERGO for Custodial & Cleaning Tasks
 Identify hazards associated with Custodial work
 Ergonomic equipment options

- 
ERGO for Laboratories
 Laboratory safety and ergonomic guidelines

- 
ERGO for Administrative Staff
 Guidelines and strategies for working safely and efficiently at a computer workstation

All ERGO modules will teach employees who work in the HealthCare field key Injury Prevention Strategies & Best Work Practices in an effective interactive and hands-on format.

For more information on ERGO LEARNING for HealthCare or other ERGO Learning modules, please visit our webpage www.ergoconsulting.net or contact our office today.

ERGO TIP: WHAT IS AN ERGONOMIC MOUSE?

An ergonomic mouse should:

- ✧ Fit the user's hand
- ✧ Accommodate their handedness
- ✧ Allow for neutral wrist postures

A mouse that is contoured will fit the natural hand shape of many users. Other users may benefit from alternative mouse styles such as the RollerMouse Free or a touchpad, since the device can be positioned in a variety of locations and slightly different muscles will be used.



RollerMouse Free – Contact us for purchasing information.



Evaluating Risks in Growing Occupations Inc.

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