



## Can people work in comfortable postures?

Are their backs and heads straight? Are their arms between chest and waist height? Ask questions about soreness as this is a tell-tale sign of problems. Find out what awkward postures exist, then ask "how do we minimise them?".



## Find and fix forceful grips.

Beware manual tightening tasks, these high force activities can be risky. Will an automated tool help (aka electric ratchet)? Does the assembly process need to change so people can easily reach the parts they need? People will tighten to the maximum of their capability - specify how tight is tight enough?



## Review rotation systems.

Rest is important for fatigued bodies to recover. Rotate awkward, repetitive or sustained tasks with ones that use noticeably different postures and muscles.



## Train people in risk identification.

What are the risks on heavy rain days? Peak periods? When someone is away? When an unusual order comes in? Workers are often aware of risks that can be missed by others. Training workers to identify and formally report hazardous scenarios helps maintain a safe workplace.



## Reward good ideas.

Workers often have great ideas for how processes can be changed for greater efficiency and comfort. Encourage them to come forward with their ideas and reward good ones.



## Use collaborative problem solving.

Collaboration between management, staff and specialist ergonomics consultants leads to better solutions, greater acceptance and the best chance for changes to be successful. Brainstorm sessions, quick questions and surveys are some easy ways to gain involvement.

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TIPS