Company Ergonomics Strategy

OVERVIEW

Strategy implementation started in 2002

For additional information, contact Sue Cooper (253 924-2139)

Start the Ergonomics Process
Purpose: To assess the need and plan appropriate process
- Determine current state
- Appoint team or coordinator
- Train team/coordinator
- Conduct leadership training
- Develop and communicate site process (deployment)

Deployment approved by leadership

1 to 4 months

Achieve Initial Successes
Purpose: To show that ergonomics has value to the site and to energize process with early success
- Conduct initial analysis of business/site data
- Identify the “quick wins”
- Review and use existing analysis/solution information
- Implement solutions for 2 - 3 “quick wins”
- Communicate successes

Successful completion of initial projects

3 to 8 months

Develop Site Plans
Purpose: To formalize site process and expand initial efforts across the facility
- Identify “big hitters”
- Determine program/system improvements required
- Develop
  - Long-term plan
  - One-year plan
- Establish key metrics
- Conduct job/workstation analysis of highest risk positions

Short- and long-term plans approved by leadership

4 to 8 months

Move to Steady State
Purpose: To create self-sufficiency at the site
- Implement one-year plan
- Develop ergonomics-related processes/procedures
- Conduct training for employees and support groups
- Continue problem identification and resolution
- Reapply solutions to like workstations/tasks
- Evaluate progress against plan — celebrate successes!

Ergonomics integrated into site’s change management process

14 to 18 months

Integrate Process into Overall Management System
Purpose: To make this a way of life and sustain efforts long term
- Review and revise plans (transition from reactive to proactive)
- Include ergonomics metrics in site’s annual plan
- Continue problem identification and resolution
- Share successes and “best practices”

Culture survey shows ergonomics has been fully integrated into the culture

2 to 4 years

Provide Ongoing Maintenance
Purpose: To fully integrate into existing processes while maintaining effectiveness
- Plan steady state:
  - Program maintenance
  - Monitoring of emerging issues
- Establish steady-state metrics
- Establish responsibilities for ergonomics within the organization

Emerging issues monitored

Ongoing

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