



JOB READY SERVICES

YOUR STAMP OF APPROVAL FOR WORKPLACE FITNESS

August 2013 Issue



SIGNS YOU MAY NEED AN ERGONOMIC ASSESSMENT IN THE WORKPLACE

1. A quick view of the work site reveals homemade splints, pillows, phone books under monitors, etc. Some of this may be perfectly fine as work station modifications, but if there seem to be a significant amount of these types of modifications, then it would be a good idea to have an assessment done by an Ergonomist.
2. Any complaints of musculoskeletal pain on the job, especially if reported by more than one person.
3. Signs of employees rubbing their necks, backs, shoulders and other joints.
4. Although stretching and warm up exercises are a good idea, be sure that they are appropriate for the type of work the employee does. For example, if most of the workday the employee works in a forward bent posture, then exercises that include bending over and touching your toes will not be beneficial for this worker.
5. A worker's comp repetitive injury claim has been filed.
6. The job description says "repetitive work." Or, a physician has released an employee to work, but has stated, "No repetitive work."
7. Observation of awkward positions or bad posture.

It is important to note that shoulder, arm, hand and wrist pain may not be due to repetitive motion work. Sometimes it is the posture of the individual that causes strain on certain muscles or joints and can result in pain. Many people have state-of-the-art "ergonomic chairs", but do not know how to use them! Learning how to adjust the chair to fit the person AND the workstation is essential.

Job site modifications do not have to be expensive, and often it is not necessary to buy the most expensive, technological equipment to prevent strains and sprains on the job. Sometimes it's as simple as putting a footrest in place for sedentary jobs or a barrel-grip hand tool instead of a pistol-grip tool or a height assist which allows a waist-high lift instead of a shoulder/overhead lift.

Our Services:

- Functional Capacity Evaluations
- Work Conditioning
- Job Analyses
- Fit for Duty Testing
- Employment Testing

Consider providing training for your employees on how to set up ergonomic workstations that make sense for the individual and their essential functions. Encourage an environment where co-workers can help each other become aware of awkward postures or make suggestions on modifications.

Most importantly, make sure your employees understand that they should report any pain or injury experienced on the job immediately. Continuing to work in a position that is causing pain will make the condition worse and much harder to correct. It may also result in a worker's comp claim, becoming an even more costly expenditure with more lost time.



Finally, be aware that if you observe someone having difficulty performing their job tasks, you can ask them to either have a Fit for Duty test or a medical examination. Follow the same process as reasonable suspicion of drug use. Concern for their safety and the safety of others is your primary intent, but it can certainly lead to preventing an injury or occupational illness claim as well.

Have a question or just want more information about ergonomic assessments? Job Ready can help – we have Certified Ergonomic Assessment Specialists on staff and ready to help.

STAFF CHANGES

Sean Zmijewski has left Job Ready to pursue his Graduate degree in Exercise Physiology at UNC Greensboro. His energy and professionalism will be missed, but we wish him the best in his pursuits!

Richard Totten (aka: RJ) will be taking Sean's place as Job Ready's Work Conditioning Coordinator. RJ is a Personal Trainer and is certified by the National Association of Sports Medicine. He is bilingual (Spanish and English), and he has had experience working in a physical therapy clinic as a PT aide. He is a very positive, upbeat, energetic individual, and we are excited to have him join our team!

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Job Ready Services

SEPTEMBER LUNCH & LEARN

When: Friday, September 27, 2013, 12:00pm – 1:00pm

Where: Job Ready office in Raleigh

Who: Dr. Anand Joshi

What: Physiatric Approach to Low Back Pain

Cost: \$10.00

Credits Pending Approval: CCM (1 hour)

To register: <http://www.jobreadyservices.net/index.php/contact/lunch-and-learn-registration/>

UPCOMING EVENTS

NCPRIMA conference in Wrightsville Beach – September 8 – 11 – Come visit the Job Ready booth!

Carolinas AGC conference in Charlotte – September 10-11 – Debra Lord is a featured speaker

Carolina Star Conference in Greensboro – September 17-18 – Visit Job Ready's booth!

MedFIT Seminar in Columbia, SC – October 4 – Hear Debra Lord and other

WorkSTEPS providers speak (early registration ends September 20)