

Creative Ergonomics Solutions

Focusing on measurable results that matter to you

Introduction

The global marketplace creates increasing challenges to U.S. employers as profit margins are compressed by continual cost competition. Workplace productivity and management of controllable expenses, like employee injuries and workers' compensation claims, are key survival strategies and will be for the foreseeable future.

Creative Risk Solutions is dedicated to help our clients to focus on ergonomics strategies that lead to increased efficiency and productivity, while reducing employee injuries and the resulting lost work time that results from musculoskeletal disorders (MSDs). In today's lean work environment, worker availability is critical, since there are no "extra" workers to backfill positions when an injured employee cannot return to work immediately.

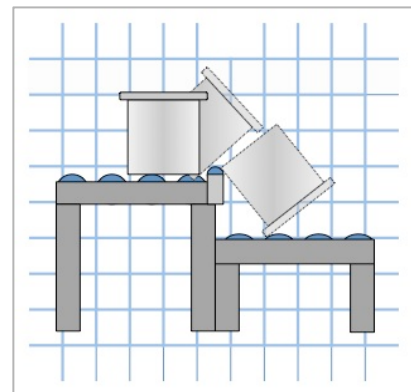
CRS ergonomics professionals work with you to integrate a customized ergonomics process into your management systems. Our consultants help you measure leading indicators to identify and mitigate ergonomics risks to prevent painful, costly, and disruptive employee injuries from occurring. The benefits of our integrated approach include:

- Increased efficiency and productivity for key operations/job tasks
- Improved product and service quality
- Reduced workers' compensation costs
- Lower absenteeism and staff turnover
- Higher bottom-line profits

Creative Solutions

CRS consultants form a partnership with your staff to solve pressing productivity and ergonomics problems and create a basis for continuous improvement. Our consultants use the most advanced technical resources to:

- Identify your primary ergonomics risk factors
- Pinpoint significant loss patterns driving your workers' compensation costs
- Develop engineering controls to increase productivity and reduce injury potential
- Design administrative controls that manage your ergonomics exposures
- Provide behavior safety tools to encourage acceptance of control measures by your staff
- Implement systems to reduce medical costs related to MSDs
- Establish upstream and downstream metrics to gauge the success of your efforts



Ergonomics Service Advantage

The key to our success is instilling a solutions-based ergonomics process into the culture of your organization. CRS helps you design and implement all phases of the ergonomics process with a focus on long-term, measurable results. Some of the ergonomics services available through CRS are outlined briefly below.

Ergonomics Management Process Design – CRS works with clients to develop and implement sustainable ergonomics management processes that are tailored to their cultures, staffing models, and management styles. Our ergonomics processes achieve results by helping clients focus on:

- Risk prioritization
- Action planning and project management
- Ergonomics solution selection based on return-on-investment
- Behavior-based upstream metrics
- Careful solution implementation planning
- Risk improvement validation

Workplace Ergonomics Assessments – CRS consultants use state-of-the-art tools and analysis methods to measure, evaluate, and mitigate the ergonomics risk factors within your operations. CRS can assist with:

- Ergonomics risk mapping (a risk prioritization system)
- Workstation design reviews
- Material handling assessments
- Office workstation assessments
- Prototype design and layout
- Behavior observations and modification

Ergonomics Training – CRS training specialists tailor ergonomics presentations and workshops to reflect your operations, exposures, and organizational culture. Targeted training sessions are available for all levels of staff members within your organization, including executives, production management, engineering staff, ergonomics team members, and the hourly staff. Practical skill-building approaches are emphasized to give your staff the tools that they need to effectively implement realistic ergonomics solutions in your workplace. Your staff will learn about:

- Ergonomics management processes
- Workstation evaluation techniques
- Material handling evaluation methods
- Effective ergonomics control measures
- Medical management systems
- Team dynamics and team-building
- Office ergonomics

Ergonomics Gap Analysis – The CRS Ergonomics Gap Analysis compares your ergonomics process to industry best practices by applying 36 key performance indicators. The analysis includes: a thorough examination of your ergonomics policies and procedures; interviews of a wide range of staff members; on-site observations of workflow, workstation designs, and employee behaviors; and reviews of MSD reports and documentation of ergonomics control measures. The analysis report provides a roadmap to help you take your ergonomics process to the next level.

Proven Results

Problem

Large technology company with high workers' compensation costs from MSDs.

Interventions

Ergonomics assessments
Workstation & tooling redesign
Product redesign to eliminate the number of fasteners required for assembly
Comprehensive ergonomics training

Results

Workers' compensation cost reduction of \$4.2 million
32% reduction in the number of MSD claims



Medical Management Systems – Providing the right level of medical treatment at the right time is the key to controlling medical costs related to MSDs. CRS medical management consultants will guide you through the process of designing a system that encourages early reporting and treatment of MSDs to promote quick recovery and minimize lost work time.

Special Ergonomics Services – CRS consultants can provide a broad array of special services, based on your specific needs and challenges. Some of the special services include:

- Back injury control
- Functional job description development
- Process layout and plan review
- Environmental factor assessments
- Hand tool selection

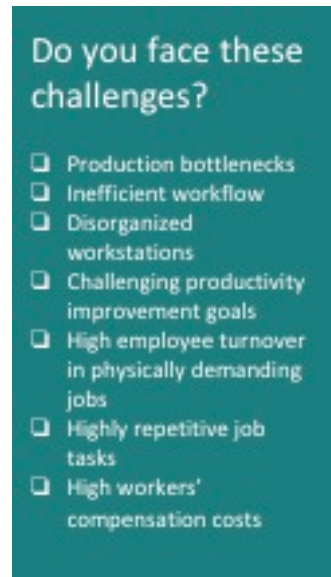
Continuous Improvement – Our consultants use continuous improvement methodologies on all consulting projects. We work with you to diagnose and analyze the problems, design and execute solutions, and the results to ensure that we have a positive impact on your organization.

CRS Focuses on Measurable Results

CRS consultants are focused on helping you achieve measurable results that matter to your organization. Our consultants will discuss the appropriate metrics with you at the outset of each project to enable you to measure the impact of your efforts over the short- and long-terms.

Examples of the measurable results from our ergonomics projects include:

- A construction tool manufacturer increased productivity by more than 20 percent in one year on two assembly lines.
- An aircraft engine manufacturer reduced their workers' compensation costs by \$1.6 million over a three-year period.
- A technology company saw a 32 percent reduction in the number of MSD claims and a 69 percent reduction in related costs.



Contact CRS

To learn more about our creative ergonomics services, please contact Jack Kester at 312.925.2420 or e-mail us at jack@crsinnovates.com.

Produced by

*Jack Kester, CIE, CSP
Director, Solution Development
Creative Risk Solutions LLC
13514 South Red Coat Drive
Lemont, IL 60439
Phone: (312) 925-2420
E-mail: jack@crsinnovates.com
Website: www.crsinnovates.com*