

Eliminating Employee Fatigue with Enhanced Ergonomics Software

Andrew Cheung
Product Marketing Specialist, Ergonomics
Cority Software



Impact of Workplace Fatigue

Fatigue leads to injuries.



Musculoskeletal disorders (MSDs):

Upper Limb Disorders

Lower Limb Disorders

Back Pain

Others (ie Repetitive Strain Injury)



Injuries affect your business.



Reduced productivity

Increased errors and accidents

Lost work days, absenteeism, turnover

Medical, claims, insurance costs



Business interruptions are costly.



MSDs*:

£40B/yr (work absence)

£4.76B/yr (NHS spending)

+30M workdays absence/yr

39% of all work-related ill-health

Causes of Workplace Fatigue

Environmental Factors

Insufficient Breaks

Stress / Depression

Lack of Food/Water

Physical Work Factors

Travel / Long Commutes

Sleep Loss

Existing Health Problems

Causes of Workplace Fatigue

Environmental Factors

- High-risk environments
- Lighting/illumination
- Ventilation
- Weather & Temperature
- Work surfaces
- Noise

Physical Work Factors

- Body Position
- Tools/Equipment
- Reach
- Force
- Prolonged & Repetitive Activities

Combat Fatigue with Ergonomics: Study by Cornell University

Earlier
Fatigue
Study



Results

1. Functions limits under fatigue
2. Reduced output & quality
3. Increased injury risk



Results

1. Did not reduce keystroke rate
2. Improved keying accuracy 13.4%
3. Accuracy = 1% productivity increase
4. Recouped costs in 3 months

Experimental
(Ergonomics
Program)



New Fatigue
Study



Control
Group

A Day in the Life of Emily the Ergonomics Professional



9am - Emily drives to location for employee assessment

- Assessments take 1 hour
- 2-week lists
- Uncertain about resource allocation

Inefficient assessment methods

Lack of data to triage employees



1pm - Chief Medical Officer asks for report > Collect employees' data

- Data tracked differently (spreadsheets, notepad, paper)
- Nurse quit
- Spreadsheets expose data
- Departments manage data separately

Lack of data sharing / communication

Knowledge base reduced

Disparate data systems / formats

Data at risk for being exposed



3:30pm - Emily receives 5 emails/calls with employee requests

Lack of data access and training resources burdens staff



4:30pm - Management asks about program costs vs benefits

Hard to justify program ROI without consolidated data

Solution: Ergonomics Software (Value)

**Manage fatigue
better to:**



Reduce # of injuries
Reduces compensation costs
Maintain productivity

**Help staff be
more efficient to:**



Help more employees stay healthy
Find new ways to reduce risks

**Demonstrate commitment to
employees to:**



Boost morale and satisfaction
Increase employee retention

Solution: Ergonomics Software (Functionality)

Take advantage of robust functionality to solve the toughest ergonomics challenges.

Programs & Campaigns

Training & Education

Employee Self-Evaluation

Employee Details

Employee Requests & Observations

Audits & Inspections

Action Plans (Risk Controls)

Built-In Ergonomics Tools

Solution: Value of Enterprise-Grade Solution

Enjoy peace of mind knowing that your ergonomics solution is enabled by a powerful platform.	One Platform	24/7 Device Agnostic Access
	Flexible and Configurable	Imbedded Content
	Automated Processes/Workflows	Best-In-Class Security
	Reporting & Analytics	Share Data Across EHSQ

Fatigue Case Study: Energy Company's Ergonomics Program

Challenges

Increased injuries and costs
High program costs (Reached ~25% of locations)
Low program participation
No ROI data

Solution

Enterprise ergonomics software
Anywhere, anytime access to resources
3-step process: Evaluations, training, advice
Remote services (email/phone) & triaged by risk

Results

Reduced fatigue risk by 30-50% & claims by 50%
Cut costs by 50% (Reached 70-80% more locations)
Participation tripled (~60% of all employees)
Software ROI = 10 months

Make Software a Reality by Demonstrating ROI

**How do you get management to approve
your software project?**

Find a sponsor

Know your audience

Build a business case

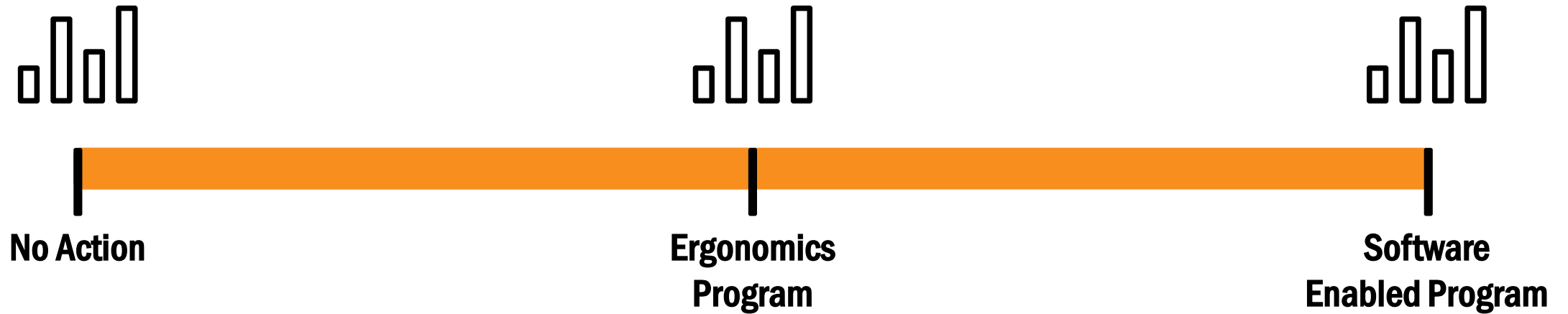
Think of project risks

Gain cross-functional support

Use real-life examples

Educate about software

Defeat Fatigue with Ergonomics Software



Thank You

