

OSHA Ergonomics Alliances and Enforcement

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Addressing Ergonomic Injuries

- **Musculoskeletal injuries represent 1/3 of all injuries in the workplace**
- **OSHA Goals:**
 - **Prevent injuries before they occur**
 - **Reduce injuries as quickly as possible**

Four-Pronged Approach to Ergonomics

- **Guidelines**
- **Enforcement**
- **Research**
- **Outreach & Assistance**



Ergonomic Guidelines

A Protocol

- Sets up a fair, transparent process for developing guidelines
- Uses stakeholder information and best practices
- Not new rules or regulations
- Do NOT create new duties for employer

Ergonomic Guidelines

Guideline Status

- **Nursing Home – March 13, 2003**
- **Groceries – Released May 28, 2004**
- **Poultry processing – Sept 2, 2004**
- **Shipbuilding – in progress**

Ergonomic Guidelines

Retail Grocery Store Guidelines

- Recommendations to reduce the number and severity of injuries
- Problems/Solutions
 - Storewide
 - Front end
 - Stocking
 - Meat/deli department
 - Produce department

Enforcement

Reducing Hazards

**Reducing ergonomic
hazards and providing
a safe workplace
is not voluntary**

Enforcement

- Targeted enforcement efforts designed to identify ergonomic hazards
- Developed an enforcement plan designed to target prosecutable ergonomic violations
- Established Ergonomic Response Team to successfully bring 5(a)(1) prosecutions
- Building Ergonomics Program to support Field efforts

Enforcement

Directed Enforcement Efforts

- **National Emphasis Program (NEP) for Nursing and Personal Care**
- **Local Emphasis Programs**
 - Warehousing, Hospitals, Meat Packing & Automotive parts mfg.
- **Site Specific Targeting – SST**
 - **DART rate ≥ 15.0**
 - **2002 injury and illness data**

Enforcement

Inspection Anatomy

- Review last 3 years of OSHA 300 logs to calculate DART and Severity rates
- Walk through facility
- Interview employees
- Adoption of effective process?
- Outcome: Citation or Letter

Enforcement

Calculations

Number of incidents/days away or restricted

$N \times 200,000$

Base for 100 equivalent full-time workers working 40 hours per week 50 weeks per year

Hours worked

Hours worked by all covered employees

Enforcement

Results of Efforts

Current Efforts (Jan 2002-Aug 2004)

- 1895 Inspections
 - 1026 Nursing Homes
 - 869 Non- Nursing Homes
- 15 Citations

Previous Efforts (FY1997-FY2001)

- 1341 Inspections
- 25 Citations

Ergonomic Guidelines

Results of Efforts

- **340 Hazard Alert Letters**
 - Hazards Defined/Recommendations for abatement
 - Employer put on notice that OSHA may follow-up
- **80 Acknowledgement Letters**
 - Acknowledging employer's efforts to reduce ergonomic related injuries

Enforcement

Results of Efforts

Telecommunications Industry

- SIC 4813 – 122 inspections
 - 3 ergonomic citations
- SIC 1623 – 2327 inspections
 - 0 ergonomic citations
- SIC 1731 – 2932 inspections
 - 1 ergonomic citation

National Advisory Committee on Ergonomics (NACE)

Finding Practical Applications

- **Provide information on ergonomics guidelines**
- **Identify gaps in existing research on ergonomics in the workplace**
- **Suggest strategies for outreach and assistance**
- **Recommend ways to increase communication among stakeholders**

National Advisory Committee on Ergonomics (NACE)

15 Members from Varied Backgrounds

- Edward J. Bernacki, MD, MPH
- Lisa M. Brooks, CIE
- Paul A. Fontana
- Willis J. Goldsmith, Esq.
- Carter J. Kerk, PhD
- James L. Koskan, MS, CSP
- Morton L Kasdan, MD, FACS
- George P. LaPorte
- Barbara McCabe
- J. Dan McCausland
- Audrey Nelson, PhD, RN
- Lida Orta-Anes, PhD
- Roxanne Rivera
- W. Corey Thompson
- Richard Wyatt, PhD

Outreach and Assistance

Increasing Resources

- **Providing general and guideline-specific outreach, assistance and support**
- **Featured resources and programs:**
 - **Website**
 - **Cooperative Programs**
 - **Training and Education**

Outreach and Assistance

Website

- Launched in Dec. 2002
- Designed to help businesses proactively address ergonomics issues
- Provides information on OSHA's four-pronged approach
- Contains information on conditions that contribute to MSDs, possible solutions and tips
- www.osha.gov/SLTC/ergonomics

Outreach and Assistance

Expanding Assistance

- **More than 70 compliance assistance specialists**
- **New Office of Small Business**
- **Ergonomics coordinators in each of OSHA's 10 regions**

Outreach and Assistance

Alliances

- **Broadly written agreements established at the national, regional and area offices**
- **Goals focus on training and education, outreach and communication, and promoting the national dialogue**
- **Implementation teams meet quarterly**

Outreach and Assistance

Benefits of Alliances

- **Build a cooperative and trusting relationship with OSHA**
- **Network with other organizations committed to workplace safety and health**
- **Leverage resources to maximize worker protection**
- **Gain recognition as proactive leaders in safety and health**

Outreach and Assistance

Alliances

Training and education – examples of activities and products include developing and delivering training, education programs and curricula.

Outreach and communication – examples of activities and products include speaking and exhibiting at conferences, and disseminating information and guidance in Spanish and other languages.

Promoting the national dialogue on workplace safety and health – examples of activities and products include convening or participating in forums and roundtable discussions, and developing case studies for safety and health.

Outreach and Assistance

Impact on Workplace Safety and Health

The Alliance Program has potentially reached over four million workers, employees and/or association members, and has the potential to reach millions more in the future.

Outreach and Assistance

Alliances

Goals of National Telecommunications Safety Program Alliance

Training and Education:

Develop training on ergonomics in the telecommunications industry to be jointly delivered, by NTSP and OSHA, at the annual International Telecommunications Safety Conference

Outreach and Assistance

Alliances

Goals of National Telecommunications Safety Program Alliance (cont.)

Outreach and Communication:

Cross-train OSHA personnel and industry safety and health professionals in NTSP ergonomic best practices and/or effective approaches, as jointly determined by OSHA and NTSP

Share information on ergonomic best practices, as jointly determined by OSHA and the NTSP, with others in the industry through outreach by NTSP. Work with other Alliance participants who are addressing ergonomics, especially in the telecommunications industry

Outreach and Assistance

Alliances

Goals of National Telecommunications Safety Program Alliance (cont.)

Promoting the National Dialogue on Workplace Health and Safety:

Share information on ergonomic case studies performed within the telecommunications industry and publicize the results

Outreach and Assistance

24 Ergonomics Alliances

For example,

- Airlines Industry/NSC
- American Meat Institute
- Independent Electrical Contractors
- Society of the Plastics Industry, Inc.
- American Industrial Hygiene Association
- Poultry Alliance
- 3 medical associations
- Graphic Arts Coalition

Outreach and Assistance

Results of the Alliance Program

- **Creation of new electronic assistance tools (eg., eTools)**
- **New and updated training resources for OSHA staff**
- **Outreach to employers and employees through speeches, presentations and exhibits**
- **Positive media coverage of the Alliance Program**

Outreach and Assistance

Expanding Impact

Global Influence on Workplace Safety and Health

- October 2003: European Union Forum
- September 2005: World Congress on Safety and Health at Work
- March 2004: Visit to OSHA from Ireland Delegation
 - EU Aviation Industry - Information sharing with UK and EU Aviation industry

Outreach and Assistance

Strategic Partnerships

Call for industry partners to:

- Identify most common workplace hazards and risks through worksite analysis
- Prevent and control the hazards
- Conduct training
- Measure results
- Publicize best practices

Outreach and Assistance

Voluntary Protection Programs

- Many VPP sites have effective ergonomic programs that can serve as models
- VPP sites can serve as mentors
- VPP sites will be recognized for ergonomic initiatives
- VPPPA can share best practices

Outreach and Assistance

Consultation

- **Primarily for small businesses with 250 or fewer employees**
- **Helps employer identify and correct hazards**
- **Identifies sources for further assistance**
- **Assists in developing an effective safety and health program**
- **Offers training**

Outreach and Assistance

Training and Education

OSHA has developed training programs to address ergonomic hazards:

- **Course 2250 – Principles of Ergonomics Applied to Work-Related Musculoskeletal and Nervous Disorders**
- **20 education centers at 35 locations**
- **Training is key to safety and health**

Outreach and Assistance

Success Story

Hensel-Phelps- nonresidential construction

- Hired consultant to implement a pilot injury prevention @ a construction site
- Interviewed employees, on-site analysis of work, created customized injury prevention program and assisted with strengthening & stretching program
- Result: Logged over 104,000 labor hours without any reported MSDs.

Outreach and Assistance

Success Story

Springs Window Fashions – mfg of blinds/shades

- Man-handling boxes weighing 75 – 150 pounds causing approx. 25 compensable neck, back, arm and shoulder injuries per year
- Developed bulk storage rack system with rollers
- Result: No compensable injuries from performing this task in a year

Outreach and Assistance

Success Story

Dow Chemical – mfg plastic and agricultural products

- In 2001, 53% of ergonomic injuries resulted in lost time or advanced medical treatment
- Used Six-Sigma problem solving methodology to reduce MSDs throughout company
- **Result:**
 - In 2003, 30% of ergonomic injuries resulted in lost time and 70% of injuries required first aid or precautionary measures.

Ergonomics

Resources

- **Washington State**
<http://www.lni.wa.gov/wisha/ergo/Default.htm>
- **University of Michigan**
<http://www.engin.umich.edu/dept/ioe/C4E/index.html>
- **NIOSH**
<http://www.cdc.gov/niosh/topics/ergonomics/>