

ErgoFit Consulting, Inc.'s Industrial Services

Employee Workshops

Protect Your Body

This 1.5 - 2 hour workshop focuses on safe mechanics of the whole body - including the back, neck, shoulder, arms, and legs. We review the symptoms and causes of cumulative trauma and how to reduce the risks associated with those aches and pains. Lifting techniques will be demonstrated and practiced. This training is most effective if it is preceded by 1-2 hours of on-site observation of work being performed. During this observation, photos will be taken and then incorporated into the training for customization, improved retention and problem-solving. However, a general class can also be of value. ** Also available as a Train the Trainer Course.

Stretch Breaks!

This one hour workshop teaches you about different reasons and ways to stretch. Front Line employees can benefit from performing a few stretches every day to keep blood circulating, decrease effects of static and repetitive movement, and improve postural imbalances. Includes full color photographs and written descriptions of each stretch, DVD also available. A Train the Coach Course or at least a preliminary workshop for supervisors is required.

Shift Prep!

This one hour workshop is for employees engaged in field work or heavier physical demands and focuses on arming one's body with stability in order to reduce injury incidence and severity, to enhance efficiency and performance, and to reduce perceived effort during work tasks. It is a rehabilitation-based and fitness-based set of movements that are performed prior to every shift. Includes full color photographs and written descriptions of each activity. DVD also available. A Train the Coach Course or at least a preliminary workshop for supervisors is required.

Slow Down Your Aging

This one hour workshop describes what happens physiologically in the body as we age as well as measures to counteract them.

Nutrition Basics

This one hour workshop teaches athletes and non-athletes how to eat healthy. Learn tricks for healthier eating with a busy lifestyle and get started with easy recipes.

Back Health Series *coming soon!*

Knee Injury Prevention *coming soon!*

Customized Training *available for any group.* Examples: Gardeners, Custodians, Mechanics.

Ergonomic Evaluations

- Individual Assessment & Modification: Generally 1 hour on-site; 45 min. report. Up to 1 hour of follow up is provided at no additional fee.
- Department Ergonomic Evaluation: For identification of improved efficiency AND injury prevention opportunities within a department. Cost depends on the formality of the evaluation and the number and nature of tasks to be evaluated. A detailed report is provided. It can take up to 3 hours to evaluate and document one task if there are multiple risk factors identified and it is a non-repetitive task.
 - These evaluations can be informal, based on brief data review, experience and clinical judgment of evaluator, and possibly a few standardized assessments; or formal, using detailed data review, video analysis, and many standardized assessment tools.
 - With both methods, we use employee interview, supervisor interview, discomfort surveys, photographs, measurement, and observation.
 - Solutions development is a tiered approach with short, mid, and long term solutions options presented as a jumping off point for trial or pilot phases.
 - Employee involvement is strongly encouraged in the solutions phase and works best AFTER they have received general Ergonomics Awareness training, as this allows the same “language” and “lenses” to be used for enhanced efficiency. A focus group works very well.
 - Evaluation of trials / pilot solutions using employee feedback, questionnaire, discomfort surveys, data review, standardized assessments, and/or measurements.

Functional Job Task Analysis

This assessment document is the backbone of your Return to Work, Ergonomic, and Injury Prevention efforts. It eliminates the need for the medical provider to rely solely on the injured worker's verbal descriptions of the physical demands of the job.

A Functional Job Task Analysis is a written detailed measurement of the physical demands of a job position. We validate ours. A validated Functional Job Task Analysis can then be used for

- ▶ Hiring & Firing
- ▶ Workers compensation claims medical review
- ▶ Earlier and more appropriate return to work
- ▶ Creation of light duty / modified duty / transitional Return to Work programs
- ▶ Creation of a physical ability PreWork Screen
- ▶ and Compliance with the American's with Disability Act and EEOC

There can be a lot of overlap of data with the Department Wide Ergonomic Evaluation. For more information, see *"Is Your Functional Job Task Analysis Functional or is it Missing Important Information?"* on our website.

Pre-Work Screens

This assessment provides specific information on the relationship between the critical demands of a job and the physical capabilities of a worker. These critical physical demands are determined by conducting a Functional Job Task Analysis first and then the testing protocols are validated. The screen measures the functional capabilities in an objective, nondiscriminatory way and is developed to address ADA, EEOC, and OSHA considerations. Screens are conducted as a pre-employment, post-offer evaluation. These are most appropriate for jobs requiring manual handling.

On-Site Job Coaching and Conditioning

Enjoy the benefits of having an ErgoFit Consulting therapist on-site helping employees learn specific task-oriented body mechanics or alternative techniques to

- ▶ Ensure safe return to work after an injury
- ▶ Prevent an ache or discomfort from turning into an injury or claim
- ▶ Improve learning for an employee having difficulty transferring something learned in a workshop or in therapy to the real work world
- ▶ Ensure employees break bad habits and learn safer new ones with one on one feedback and coaching
- ▶ Answer questions people have about their health or their bodies or a work task method in a casual and confidential "Ask ErgoFit" counseling-type format

Program Development

- ▶ Customized Functional Fitness Programs
- ▶ Return to Work Program Development
- ▶ Injury Prevention Program Development
- ▶ Facility Design Consultation for Remodel and New Construction

Do not purchase the wrong equipment and waste money retrofitting later! Whether a remodel or a new construction, let us help you make design decisions that will be safe for those working in your space. Ergonomics is important during all stages of designing and constructing a facility, because it considers the users of the building and its contents. Also, it is a specialty skill architects do not possess.

From the construction crew who builds the facility, to the interior designers who decorate it, and to the folks who need to maintain it, proper ergonomics will get the job done faster, safer and better:

- ▶ Improve Efficiencies
- ▶ Improve Productivity
- ▶ Reduce Waste
- ▶ Reduce Errors
- ▶ Improve Quality
- ▶ Improve Usability
- ▶ Improve Maintainability
- ▶ Increase Profitability
- ▶ Reduce Risk of Injury

Pricing

Please take your time to review everything outlined above. Once you have selected the services you would like we can narrow down a general roll-out schedule and I can offer you final packaged pricing. We will offer you discounts for volume or retainer, provided a Terms of Service Agreement is signed.

Thank you again very much for the opportunity to present our services to you. I look forward to further discussions regarding how we may work together.

Sincerely,



Deborah J. Read, MOTR/L
Occupational Therapist, Ergonomics Consultant, Fitness Trainer
President of ErgoFit Consulting, Inc.