Step 1: Identify Health & Safety Problem/Issue and Contributing Factors

General Health & Safety Problem/Issue:

High rate of back, neck, shoulder pain in office workers
Case: A social services agency employs 50 women, 50% over 40, 40% overweight

Contributing Factors:

Poorly fitting furniture and poor set up of equipment create discomfort and muscle strain

Desks and office furniture not sized for employees. Some furniture adjustable, some not adjustable.

Employees don’t know how to adjust furniture and equipment for best fit.

No ergonomics expertise in-house.

Job requires constant use of computer
Few rest breaks
Constantly sitting and typing

Workload recently increased due to staff layoffs.
No formal break schedule.
Culture of working through lunch.

Email is primary communication tool; it increases time keyboarding.

Lack of personal fitness

Many employees overweight.
Job duties are sedentary.

Fatigue and stress from job gets in the way of healthy eating and exercise.

Culture of working through lunch.