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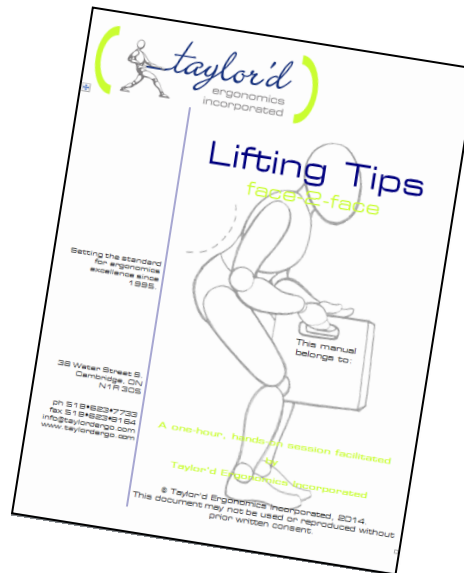
ERGOTIMES



MOL Manual Handling Blitz

The Ontario Ministry of Labour is planning to target manual handling hazards in September and October. (see <http://www.labour.gov.on.ca/english/resources/blitzschedule.php#blitzes>) Are you ready? If you haven't trained your people to lift safely, call us to schedule one-hour, hands-on training for your employees. This program, unlike a "power point" presentation, is *competency-based*, meaning it requires hands-on participation, and comes with a handout, quiz and certificate!

And while you're at it, don't neglect the workers in your facility who drive, who do other industrial work, and who sit at a computer all day. We also offer sessions targeted specifically for these groups!



Our mission:
Inspiring, building, and supporting partnership between your organisation and our innovative team to advance ergonomics excellence.

Our team:
Carrie Taylor
M.Sc., CCPE, CPE
Principal Ergonomist

Karen Hoodless
M.Eng., CCPE, CPE
Operations Manager/Ergonomist

Josie Blake
B.Sc.(Hon.Kin.), AE Candidate
Ergonomist, London, ON

Vanesa Reider
M.Sc., AE
Ergonomist, Mississauga, ON

PDPs, PDAs, PDDs....



We're overhauling again....you may have heard. Our full physical demands descriptions will now be called physical demands

analyses. For many years, we have called them PDDs, because they intentionally do not include any analysis of risk, and we wanted to make that clear. However, the WSIB continues to ask companies for physical demands analyses (PDAs), and companies in turn ask us for PDAs, and so, at last, we are yielding to the pressure. From now on, our full, detailed descriptions of physical job requirements will be called PDAs. A PDA can be used to:

- Describe the pre-injury job, or return-to-work job offer to the WSIB and health care providers
- Identify tasks that fall outside a worker's capabilities, to assist in accommodation
- Quantify job demands for further ergo (risk) assessment
- Support the arbitration process with quantitative evidence that a job required, or did not require, "repetitive" or "prolonged" demands.

All of our ergonomists are members of:





A PDA includes a lot of information, and requires, therefore, a lot of time to complete. We must see all of the tasks that are performed, often several times, and we must quantify the frequency of movement for each body part. A PDA requires 1.5-4 days per job (including data collection, analysis, and writing), depending on the complexity of the job, and how much it varies from day to day.

We challenged ourselves to develop a reporting template that is faster to complete, but still useful as a communication tool. The result is our new **Physical Demands Profile** or PDP. This is a 2-page max report (plus an appendix), which describes the most common and most demanding tasks. We still photograph key tasks, although we're willing to photograph someone 'modeling' the job if we can't see it performed in real time. We measure and report weights, push, pull, and grip forces, hand heights and reaches. We describe the task frequencies and durations (based on info that you provide), and we ask for report validation by worker and management reps. And we can do this in 0.5-1.5 days per job. If you are considering doing 'PDAs' for all the jobs in your facility, we encourage you to think about using our new PDP service. You won't be sorry!

Staff updates

Please join us in wishing the best of luck to **Annie Barnwell**, who left us in July to move with her family to Calgary. Annie had been with us for almost 7 years, and she will be greatly missed by us and her clients.

Please also send warm wishes to **Vanesa**, who will be on maternity leave until August, 2015. We'll keep you posted on the news when we hear it!

And, finally, we welcome **Josie Blake** to our team. Josie will be based in London. She joins us with a B.Sc. (Hon.Kin.) from the University of Waterloo. Josie spent two of her co-op terms working under our direction at one of our poultry processing clients, so we have 100% confidence that she'll be a great fit with our team and our clients. Josie has begun with us by training in municipal works, cement, transit, brewery, and automotive parts environments.



Our store



If you are looking for ways to increase employee engagement with your ergo program, we offer many "ergo" products, such as travel tumblers, grocery bags, clip boards, lunch bags, water bottles, and posters.

Our **posters** are very popular...four topics are available:

- Driver ergo
- Lifting tips
- Stretching
- Office ergo

Pricing:

- 1-9, \$5.00 each
- 10-24, \$3.60 each
- 25-99, \$3.00 each
- 100+, \$2.40 each

Call us for shipping prices on volume orders. Credit cards accepted!

Get more Taylor'd ergo news!

We are now publishing bi-weekly blog updates, four newsletters and one calendar per year.



Save a tree, and get more news. Let us know if you prefer an email notice instead of paper mail. If you sign up for the e-list, you'll get links to our bi-weekly blog updates AND the newsletters. Send us an email at info@taylordergo.com, call 519 623 7733, or fax 519 623 9164.



If you move, or if your mailing address is incorrect, *please* let us know.



Please share. After you've read it, please send the newsletter along to a colleague, post it on your safety board, take it home for your family, or leave it in your lunch room. When everyone is done with it, please recycle!



Hot topics...driver "sit fits"

We've been hired by several municipalities and utilities, to assist with driver ergo issues. It seems that many, many bus drivers have been reporting to their family health care providers with discomfort, and the health care providers have been very "helpful" in providing notes that limit the employees to certain vehicles or routes. In some cities, there are almost no drivers left who are "able" to drive certain buses!

To address this issue, we first need a solid understanding of the demands of bus driving (a PDA, usually for a "typical" and "busy" route), and a quantitative understanding of the differences between the available buses (a bus comparison study). Then we need to communicate with the employees' health care providers to obtain *functional* capabilities. For example, it's useful to know that an employee can't flex his shoulder more than 45 degrees, but not helpful to know that he "needs" Bus #32 or 33. We complete a sit-fit to optimise vehicle adjustment, and then a demands-abilities-evaluation, to determine which vehicles accommodate the driver's needs. Adding objectivity to this process alleviates the tension around the issue, and ensures that decisions are based on objective findings, not feelings and preferences.

Need help for your drivers? Call Carrie for info on this process. Ask about our driver ergo face-2-face workshops. Come to our one-day Driver Ergo workshop on September 24. The puzzle below gives you a sneak peek into the topics covered! (Did you notice the excellent "ergo" work practice in the photo on our cover? This driver is using his laptop from the *passenger* side, rather than twisting to reach from the driver's side.)


Searching for an ergonomic driving posture?

Find the listed words in the puzzle below, and then use the leftover letters to reveal an energy-saving tip.

T	U	O	L	L	O	R	E	E	N	K	W	A	L	K	E
T	A	S	H	O	E	L	F	F	U	H	S	E	U	L	C
H	R	S	S	E	R	P	E	D	E	P	I	R	G	S	L
R	M	O	H	E	A	D	R	E	S	T	A	N	G	L	E
E	R	R	P	E	A	E	L	O	W	B	A	C	K	O	A
E	E	A	P	P	A	T	S	I	W	T	I	S	S	U	R
P	S	Y	P	C	U	E	H	T	S	T	A	T	I	C	A
O	T	I	H	A	H	S	T	E	E	R	I	N	G	H	N
I	S	O	U	S	R	O	R	R	I	M	E	E	N	I	C
N	R	R	W	R	I	K	B	A	R	G	V	C	S	N	E
T	E	4	G	E	C	S	Y	B	B	O	H	K	H	G	T
C	D	D	N	A	L	W	S	Y	M	M	E	T	R	I	C
O	L	N	B	A	A	O	R	T	E	R	U	T	S	O	P
N	U	A	F	I	E	B	P	I	R	T	E	L	L	A	W
T	O	8	T	A	Y	L	O	R	'	D	E	R	G	O	E
A	H	S	O	A	R	E	M	A	C	E	T	R	U	N	K
C	S	E	A	T	S	E	U	Q	I	N	H	C	E	T	I
T	R	A	I	N	E	E	R	F	S	D	N	A	H	T	B

- 8 AND 4
- ADJUST
- ARMRESTS
- BACKREST ANGLE
- BIKE
- CAMERA
- CLEARANCE
- CLUES
- CRUISE
- DEPRESS
- ELBOWS
- GRAB
- GRIP
- HANDS FREE
- HEADREST ANGLE
- HOBBY
- KNEE ROLL OUT
- LEAN
- LOW BACK
- LUMBAR SUPPORT
- MIRRORS
- MOVE
- NECK
- PARK
- POSTURE
- REACH
- RIDE
- SEAT HEIGHT
- SEATS
- SHOE
- SHOULDERS
- SHUFFLE
- SIGNS
- SLOUCHING
- STATIC
- STEERING
- STRETCH
- SYMMETRIC
- TAYLOR'D ERGO**
- TECHNIQUE
- THREE POINT CONTACT
- TOWEL
- TRAIN
- TRIP
- TRUNK
- TWIST
- TYPE
- WAITS
- WALK
- WALLET
- WHEEL

"All in favour of conserving fuel, _____
_____."



Free Ergo Speaker

If your professional association is looking for a speaker on an "ergo" topic, please contact Carrie. We would be happy to come out to speak with groups of human resources professionals, safety professionals, disability managers, production managers, or engineers! If you are within an hour radius of one of our offices, we can probably come at no charge! (We also offer many seminars and workshops for groups of employees—call for pricing.)



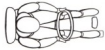
Come "back-to-school" with Taylor'd Ergo

For more details on our courses, please visit our website!



Physical Demands Analysis September 9-10, 2014

This two-day session will allow participants, including ergo co-op students, nurses, safety coordinators, and return-to-work coordinators, to collect data and write an objective, concise physical demands analysis report for the WSIB, employee's doctor, physiotherapist, or for internal company use.



Driver Ergo Wednesday, September 24

Learn how to identify driving MSD hazards, and how to adjust the vehicle driving compartment to optimise comfort and safety.



Office Ergo Wednesday, October 22

This one-day session will allow you to identify MSD hazards at office work stations, and develop cost-effective recommendations to address them.



Ergo Design Tuesday, October 28

Participants, including engineers, safety coordinators, and ergo team members, will learn to incorporate effective ergonomic design features into new workstations, jobs, and layouts, using our detailed design guidelines.



Lifting Tips: Train-the-Trainer Wednesday, November 12

Learn 15 safe lifting tips, and then use coaching templates to customise lesson plans to teach the tips to your co-workers.

ONLINE registration and payment is now available at www.taylordergo.com. To register the "old-fashioned way", complete and fax this page to 519 623 9164, with your purchase order number, or mail it with a cheque to Taylor'd Ergonomics, 38 Water Street South, Cambridge, ON N1R 3C5. Your registration will be **confirmed by email, 1-2 weeks before the course**. Register early, as space is limited. Cancellations within one week of the workshop will be subject to a \$100 charge, although substitutions are welcome at any time.

Name(s): _____

Company: _____

Phone: _____

Fax: _____

e-mail: _____

P.O.# _____ (if no PO, please send cheque with registration, or register through our website with a credit card)

Please register me for the:

PDA course on Sept 9-10, \$785+hst

Driver Ergo course on Sept 24, \$365+hst

Office Ergo course on Oct 22, \$375+hst

Ergo Design course on Oct 28, \$425+hst

Lifting tips Train-the-Trainer on Nov 12, \$370+hst

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