



# taylor'd ERGO TIMES

## ERGO times a-changing!

We will soon discontinue the paper newsletter and convert to e-news. We've published this newsletter faithfully for 25 years now, never missing an issue. Although people still tell us they enjoy reading a paper copy (sorry), we look forward to investing our energy into electronic communication. You can look forward to informative, interesting articles, puzzles, product reviews, and more, that you can easily like and share. The June newsletter will be our final paper edition. So, please let us know how to reach you by email, so you can stay current on ergo news!

Call us: 519 623 7733

Email us: [info@taylordergo.com](mailto:info@taylordergo.com)

Text us: 905 979 0356

## Interns

This year, Taylor'd Ergo is taking one or two interns from Fanshawe College, for ourselves. (In the past, our clients have taken on interns, whom we have trained and supervised.) We'll be offering the interns' services, under our mentorship, to some of our regular clients, trying to build the interns' experience while supporting our clients' projects in cost-effective ways

Let us know if you have a physical and cognitive demands analysis, or "best practice" identification project in mind. We're looking for clients who need an intern for 2 days per week for 16 weeks. In that time, under the ergonomist's guidance, the intern could complete at least 8 complex PDA/CDAs (or more if the jobs are repetitive), or best practices for at least 30 tasks. Call us with your ideas and we'll prepare a quote for you. It's not free, but it's a really great deal!

## Sit/stand desk is still a common request

Our clients continue to be challenged to respond to doctor's notes suggesting that employees need sit/stand workstations. If you ask us for help, this is our approach:

1. We assess the seated workstation, because even with a sit/stand, the employee will still be sitting half the time (or more).
2. If we are unable to make significant improvements to the seated work environment, *and* if the employee's concerns might logically be addressed through standing, *and* if the employee is committed to the process of gradual hardening, then a sit/stand might be recommended.
3. More often, we are able to make significant improvements to the seated work environment, and we ask the employee to work with the adjusted workstation for a couple



Improving work design to exceed your goals for productivity, quality, and employee health.

### SAVE A TREE!

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When you move, please update our list, and leave our contact info for the person who replaces you!

### Our team

**Carrie Taylor**  
M.Sc., CCPE, CPE, R.Kin.  
Principal Ergonomist

**Josie Blake**  
B.Sc.(Hon.Kin.), CCPE  
Ergonomist, London

**Kristina Zucchiatti**  
B.A.(Hon.Kin.), AE  
Ergonomist, Mississauga

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- of weeks, while monitoring comfort.
4. If possible, we also suggest that the employee should gradually increase and track the time spent standing, and track comfort at the beginning and end of the shift. This allows us to anticipate the effect that standing might have and gives the employee an idea of the effort that is involved in using a sit/stand. At this point, standing might only be possible during lunch and breaks, or at a shared “landing” station.
  5. After the trial period, we re-evaluate the suitability of a sit/stand. If standing is an appropriate option, we help the client to identify the most cost-effective option.

Should you buy sit/stand workstations for everyone? If you have budget to purchase good sit/stands, by all means! Providing options becomes more important as we lose the variety in our work—employees who can read, write, communicate and meet with others without leaving their computer are now seated for their entire work day. But please make sure that the equipment you purchase equipment will adjust to accommodate everyone, small and tall. That means it needs to go as low as **58 cm, and as high as 119 cm (check CSA and add inches)**. It also needs to be deep enough for long legs, and appropriate viewing distances. Contact us before you select your furniture to avoid buyer's remorse. There are some substandard products out there that won't set you up for success.

**If you are introducing sit/stand options in your workplace, we can help:**

- **Bring an ergonomist in for a day to offer a 90-minute workshop, followed by visits with participants at their workstations to help them make adjustments.** We often run the session twice in the same day, giving participants scheduling flexibility.
- **Purchase our slide show series to support the introduction of sit/stand stations.** These 12 presentations can be rolled out all at once, or over a period of a year; they teach how to adjust all aspects of the sit/stand station, work practices, strengthening and stretching exercises that have been proven to prevent discomfort amongst sit/stand users.

## FREE stuff

### Ergo speakers for professional groups

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'll come at no charge! (We also provide training for groups of employees—contact us for pricing.)

### Coffee with Carrie

If you can spare a half hour to talk about your ergo program, Carrie would be happy to meet you for coffee, or chat on the phone. We'd love to hear about how you're currently handling MSDs, quality issues related to worker performance, and productivity bottlenecks. Perhaps we can learn from each other.

### Become an on-site ergo client

Our regular ongoing clients get preferred pricing, and loads more free stuff, including:

- an ergo contest every 3 months, including prizes (new drinkware, screen cleaning cloths, and tools, in addition to old favourites!)
- a monthly ergo bulletin to share with workers, as a slide show or on a bulletin board access to hundreds of one-page info sheets and puzzles on a huge variety of topics



**Did we remind you to contact us with your email address so we can keep sending you news? Email us at [info@taylordergo.com](mailto:info@taylordergo.com), or write your email address on the mailing label on the back of this newsletter, and text a picture of it to 905 979 0356.**

## Making a change to a job? Let us help you to improve comfort and performance in the process

We have been busier than ever with proactive projects, which makes us very happy. Nothing is more rewarding for an ergonomist than MSD prevention *before* a job has been launched! But it's more than comfort and injuries that we can optimize. A design review is really about improving performance. When you create a job that fits workers' physical and cognitive abilities, you allow them to perform consistently, productively, and comfortably. They are satisfied in their jobs.

You can prove it to yourself, and I encourage you to “sell” ergonomics in your work environment using some variation of the following approach.

Find a simple task that can be repeated at least 10 times in a minute. It could be assembling a very easy lego set, or touching all four corners of your screen with your cursor, or even tying a shoelace. We use a variety of tasks in our training, a simple one that we've used for years is printing, on paper, the sentence, “Ergo fits work to people.” Consider what makes a “good quality” performance. For our printing task, legibility is key. *Someone else* needs to be able to read your writing.

Purposely mess with the ergonomics of the task....keep your hands at least 25 cm (10”) forward, adjust your chair 10 cm (4”) too low, or hold the pen with an awkward grip. It doesn't have to be extreme, just obviously not “ergonomic”.

Perform the task as many times as you can, in 60 seconds. When you've finished, record the number of times you completed the task.



Count and record the number of “defective” performances. Ideally, have someone else grade your printing. Then consider how you felt while performing the task. Rate the likelihood of you wanting to stay in that specific job for more than a year, with 10 being the best. Rate your comfort on a 10 point scale, the 10 being perfectly comfortable, and 1 being severe discomfort.

Now take a few minutes to optimize the task. Adjust the chair, adjust the position of the paper on the desk, and grip the pen comfortably. Repeat the task, and the scoring. Compare your before and after scores, and those of your colleagues.

You can make the exercise fancy, with worksheets and scoring charts, like we do in our training. It invariably demonstrates that ergonomics can *measurably* influence productivity, quality, job satisfaction, and comfort/safety,. It opens up discussions about the interactions between these parameters, and about why people perform differently on the same task at the same equipment.

If you're looking for someone to lead this exercise and discussion with groups of managers or engineers, give us a call! We offer face-2-face training for customers who want to bring their managers and engineers on board with a more proactive approach. We can also present to professional associations—groups of professionals from different companies—on the topic at no charge.



### Don't miss out!

Help us stay in touch with you. Let us know how to reach you by email!

Call us: 519 623 7733 Email us: [info@taylordergo.com](mailto:info@taylordergo.com) Text us: 905 979 0356

### 25 years, already?

In May, we will celebrate our 25th anniversary. What has changed since 1995, and what has endured?





## Save your spot in our training!

For more details, or to register online, please visit our website [www.taylorordergo.com/training/](http://www.taylorordergo.com/training/)



Please register me for:



### Ergo Design

Thursday, April 2, 2020, in Kitchener/Cambridge

Participants, including engineers, safety coordinators, and ergo team members, will learn to incorporate effective ergonomics design guidelines into new workstations, jobs, and layouts. Guidelines include height, reach, clearance, tool selection, handles, carts, arm forces, manual handling, work flow, and much more!

**\$475+hst**, or run on-site at your facility, for \$2150 plus expenses, materials, and HST.



### Physical & Cognitive Demands Analysis Wed/Thurs, May 6-7, 2020, in Kitchener/Cambridge

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 and cognitive demands analysis report for the WSIB, employee's doctor, physiotherapist, or for internal company use. Participants learn how to measure forces, quantify "repetitive" work, and obtain useful workstation and task photos. They also learn how to identify and quantify cognitive, behavioural, sensory, and communication demands. Course includes a hard copy report template; a fillable form is available for an extra fee.

**\$795+hst** HST#89765 6377



### Driver Ergo

Wednesday, May 27, 2020, in Kitchener/Cambridge

Participants will learn to how identify MSD hazards encountered by drivers, and how to implement practical solutions. Learn how to adjust the driver's compartment for optimum comfort and safety, and how to select the best vehicle for an individual, or for your fleet. Learn about aftermarket products that might be useful to drivers. Course includes a hard copy driver ergo and vehicle selection checklist.

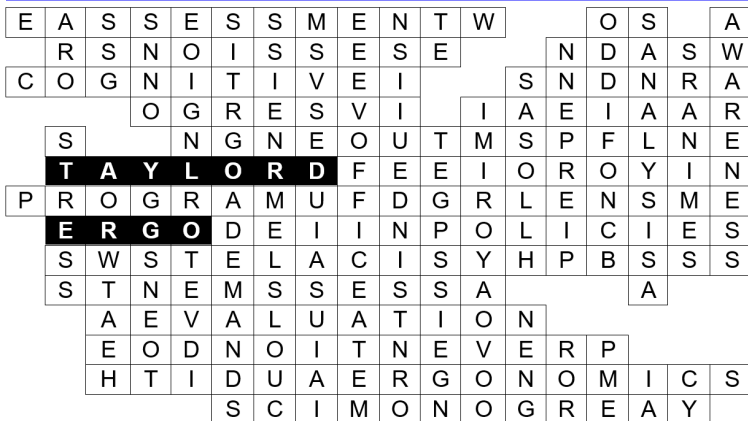
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Name(s): \_\_\_\_\_

Phone: \_\_\_\_\_ Company: \_\_\_\_\_

e-mail: \_\_\_\_\_ P.O.# \_\_\_\_\_ (if no PO, please pay with registration)



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