Ergonomic Solutions for Campuses

• Ergonomics Task Group Activities
  – Task Group Training Development & Resources (Regina)
  – Other Task Group Resources/Actions (Regina)

• System-wide & Campus Specific Metrics
  – CSU System View (Jacki)
  – Case Study: CSULA Data Assessment (Kevin)
CSU IIPP Working Group - Ergonomics

• MISSION & Purpose (Dec 2012):
  Working group will create a program, product, tool or mechanism that could be utilized or implemented system wide for injury prevention, with an emphasis in ergonomics.

• Current Membership (WERCS inspired):
  Kevin Brady (CSULA- Chair)  Regina Frasca (CSUSM)
  Richard Brennan (CSULA)    Jill Millican (CSUEB)
  Jacki Graf (Alliant)        Kellie Marshall (Stanislaus)
  Adell Siebles (Sac State)   Kristen Ross (SDSU)
  Thomas Sneed (East Bay)
  Renee Okholm (Sonoma)
CSU IIPP Working Group – Ergonomics
Accomplishments (2013-2015)

- System wide data analysis
- Data collection & reporting (IVOS)
- Survey & data collection on best practices
- Web based workstation ergo training - In production
- Web based custodial ergo training (80% in work group)
- Web based trades & grounds ergo training (25% in work group)
- Sponsored webinars with Cardinus & FIT
- Ergonomic pamphlet
- MEA with Cardinus-Workstation Safety Plus
- Partnership with FIT-BACKSAFE training
- Mastered a web conferencing tool
- Generally Great conversations on ERGONOMICS!
CSU IIPP Working Group – Ergonomics
Anticipated Accomplishments (FY 2015-2016)

• Complete all web based training products
• Evaluation of SS Ergo products.
• Wellness white/position paper (ex. stretching programs)
• Wellness white/position paper (CSU Best Ergonomic practices)
• White/position paper on Cardinus tool

Next group will focus on other IIPP exposures (Ex. PPE)
# Top 5 Claim Causes – New Claims

## FY 2014

<table>
<thead>
<tr>
<th>Claim Cause Desc.</th>
<th>#</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall, Slip, Trip, NOC</td>
<td>174</td>
<td>9%</td>
</tr>
<tr>
<td>Cumulative, NOC</td>
<td>143</td>
<td>8%</td>
</tr>
<tr>
<td>On Same Level</td>
<td>110</td>
<td>6%</td>
</tr>
<tr>
<td>Lifting</td>
<td>107</td>
<td>6%</td>
</tr>
<tr>
<td>Repetitive Motion</td>
<td>102</td>
<td>5%</td>
</tr>
</tbody>
</table>

## FY 2013

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Fall, Slip, Trip, NOC</td>
<td>161</td>
<td>9%</td>
</tr>
<tr>
<td>Cumulative, NOC</td>
<td>132</td>
<td>7%</td>
</tr>
<tr>
<td>Object Being Lifted or Handled</td>
<td>118</td>
<td>6%</td>
</tr>
<tr>
<td>Repetitive Motion</td>
<td>108</td>
<td>6%</td>
</tr>
<tr>
<td>Lifting</td>
<td>106</td>
<td>6%</td>
</tr>
</tbody>
</table>
## Top 5 Body Part Descriptions – New Claims

<table>
<thead>
<tr>
<th>FY 2014</th>
<th>Body Part</th>
<th>#</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finger(s)</td>
<td>155</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Lower Back</td>
<td>152</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Knee</td>
<td>146</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Hand</td>
<td>108</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Ankle</td>
<td>95</td>
<td>5%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>FY 2013</th>
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<tr>
<td>Finger(s)</td>
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</tr>
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<td>8%</td>
<td></td>
</tr>
<tr>
<td>Knee</td>
<td>151</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Hand</td>
<td>108</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Shoulder(s)</td>
<td>106</td>
<td>6%</td>
<td></td>
</tr>
</tbody>
</table>
## Top 5 Nature of Injuries – New Claims

### 2014

<table>
<thead>
<tr>
<th>Nature of Injury</th>
<th>#</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strain</td>
<td>455</td>
<td>24%</td>
</tr>
<tr>
<td>Contusion</td>
<td>282</td>
<td>15%</td>
</tr>
<tr>
<td>Sprain</td>
<td>221</td>
<td>12%</td>
</tr>
<tr>
<td>Laceration</td>
<td>199</td>
<td>11%</td>
</tr>
<tr>
<td>All Other Cumulative Injuries, NOC</td>
<td>82</td>
<td>4%</td>
</tr>
</tbody>
</table>

### 2013

<table>
<thead>
<tr>
<th>Nature of Injury</th>
<th>#</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strain</td>
<td>457</td>
<td>24%</td>
</tr>
<tr>
<td>Contusion</td>
<td>272</td>
<td>14%</td>
</tr>
<tr>
<td>Sprain</td>
<td>218</td>
<td>12%</td>
</tr>
<tr>
<td>Laceration</td>
<td>210</td>
<td>11%</td>
</tr>
<tr>
<td>All Other Cumulative Injuries, NOC</td>
<td>108</td>
<td>6%</td>
</tr>
</tbody>
</table>
## Top 5 Occupations – New Claims

### 2014

<table>
<thead>
<tr>
<th>Occupation</th>
<th>#</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Custodian R05</td>
<td>265</td>
<td>14%</td>
</tr>
<tr>
<td>Student Assistant E99</td>
<td>154</td>
<td>8%</td>
</tr>
<tr>
<td>Admin Support Coordinator – 12 MO R07</td>
<td>87</td>
<td>5%</td>
</tr>
<tr>
<td>Admin Analyst/Spec – 12 Month R09</td>
<td>84</td>
<td>4%</td>
</tr>
<tr>
<td>Grounds worker R05</td>
<td>63</td>
<td>3%</td>
</tr>
</tbody>
</table>

### 2013

<table>
<thead>
<tr>
<th>Occupation</th>
<th>#</th>
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<tbody>
<tr>
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<tr>
<td>Student Assistant E99</td>
<td>148</td>
<td>8%</td>
</tr>
<tr>
<td>Admin Analyst/Spec – 12 Month R09</td>
<td>92</td>
<td>5%</td>
</tr>
<tr>
<td>Grounds worker R05</td>
<td>70</td>
<td>4%</td>
</tr>
<tr>
<td>Admin Support Coordinator – 12 MO R07</td>
<td>69</td>
<td>4%</td>
</tr>
</tbody>
</table>
Cal State LA Ergonomic Metrics

Sprains & Strains an Issue?

2014 Recordable & Lost Time Injuries by Cause

- Laceration: 25%
- Slip/Trip/Fall: 16%
- Sprains/Strains: 48%
- Other: 12%

Let’s Focus on High Exposure Body Parts

2014 Reportable Injuries by Body Part

- Ankle: YTD 12/31/2014
- Back: 10
- Knee: 6
- Neck: 8
- Hand: 1
- Shoulder: 2
- Eye: 0
- Lungs: 6
- Arm: 1
- Head: 5
- Leg: 4
- Foot: 4

YTD 12/31/2014
Cal State LA Ergonomic Metrics

Let’s Focus on High Exposure Groups

2014 Total injuries by Unit

<table>
<thead>
<tr>
<th>Units</th>
<th>Total Injuries</th>
</tr>
</thead>
<tbody>
<tr>
<td>TWO</td>
<td>0</td>
</tr>
<tr>
<td>THREE</td>
<td>11</td>
</tr>
<tr>
<td>FOUR</td>
<td>0</td>
</tr>
<tr>
<td>FIVE</td>
<td>8</td>
</tr>
<tr>
<td>SIX</td>
<td>7</td>
</tr>
<tr>
<td>SEVEN</td>
<td>3</td>
</tr>
<tr>
<td>EIGHT</td>
<td>0</td>
</tr>
<tr>
<td>NINE</td>
<td>2</td>
</tr>
<tr>
<td>MPP</td>
<td>0</td>
</tr>
<tr>
<td>STUDENT</td>
<td>4</td>
</tr>
</tbody>
</table>

First Aid | Recordable | Lost Time

YTD 12/31/2014
Interactive Group Activity

Please Stand Up and Join In...
Interactive Group Activity
Stretching vs. Movement

**Stretching**
- Good cool down activity after exercise or work.
- Enhances circulation (less so than movement).
- Good stress reliever when combined with optimal breathing.
- Can enhance flexibility and range of motion over the long term.

**Movement**
- Good warm up activity before exercise or work.
- Enhances circulation, especially after periods of inactivity.
- Good stress reliever when combined with optimal breathing.
- Can enhance muscle performance short and long term.
Ergonomic Solutions for Campuses

• Campus Ergonomic Initiatives
  – Cardinus Risk Management MEA # 140223 (Kevin)
    • CSU Los Angeles & SFSU Contracts
  – BackSafe Injury Prevention Program (Kevin)
    • CSU Los Angeles Implementation
  – San Marcos Ergonomic Initiatives (Regina)

• Ergonomic Solutions for Campuses
  – Best Practices at Campuses (Regina Survey)
  – CSU East Bay Case Study (Thomas)
Campus Ergonomic Initiatives

- CSU Systemwide MEA with Cardinus Risk Mgmt. (Workstation Safety Plus)
  - CSULA Implementation
    - Golden Eagle Ergonomics
    - Contract Date 11/26/2014 @ $26,705.00
    - 2,100 Perpetual Licenses & 1 Year Upon Completion of Start-Up
    - Year Two Costs are $3,600.00 & Ongoing
    - Tool is an Online Ergonomic Self-Assessment Resource to Employees w/ Reporting Features to RM/EHS Office
    - Workstation Safety Plus Demonstration
      - https://ussecure.cardinus.com/launch.asp?id=csula50mul
Upon entering PACE, the dashboard quickly identifies your success in reducing risk of injury.
Campus Ergonomic Initiatives

– Workstation Safety Plus Implementation
  • 11/26/2014 PO Established
  • 1/6/2015 Cardinus Assigns Project Mgr.
  • 2/17/2015 Online Course Ready for Internal Review and Testing
  • 3/27/2015 Branding Name “Golden Eagle Ergonomics” Incorporated into Online Tool
  • 5/15/2015 EHS Office Trials Using Online Developed Tool
  • 5/30/2015 Campus Beta-Test with Selected Departments & Individuals
  • 6/15/2015 General Release to Campus of Assessment Tool
Campus Ergonomic Initiatives

• CSULA Back Safe Injury Prevention Program
  • Vendor Future Industrial Technologies (FIT)
    – Dennis Downing @ (805) 967-2485
  • 8 Sessions for 120 Facilities Employees
  • Cost ~ $8K, Initiated by RM/EHS!
  • Sessions are two-hours, Customized for Work
  • Dates April 20th through 22nd, 2015
  • Cal State LA Point-of-Contact is:
    – Richard Brennan, Health & Safety Coordinator
    – (323) 343-3549
    – Richard.Brennan2@calstatela.edu
Pictures from the Training

Trades & Grounds

Custodial
CSU San Marcos Ergonomic Resource Program

SAFETY, RISK & SUSTAINABILITY
CSUSM Ergonomic Resource Program
Who, What, Why, When...

• March 2011 and re-engineer every year....
• Donations (IITS), partnerships with vendors (try before you buy (TBYB)) and increased ergo evaluation requests.
• Implemented an industrial hygiene approach to ergonomics by engineering the risk out versus relying on behavior.
• Results: workstation equipment more expensive than traditional approaches. Time to change out equipment & furniture (PIA). “Wellness!”
• SHOW ME THE MONEY...!
CSUSM Ergonomic Resource Program

- THE MONEY...Workers Comp. dividends initially and then requested a University line item for the fund to support all employees (16-30K/yr.)
- Program encompasses the following: employee self evaluation, EHS evaluation, demonstrated need (physically and fiscally), employee ergo training, submission of paperwork, then department gets reimbursed for the procurement of recommended equipment.
- CSUSM will be employing the Workstation Safety Plus program in the near future

http://www.csusm.edu/srs/ergonomic_resource_fund/index.html
CSUSM Ergonomic Resource Program

Ergotron- TBYB!

- Ergotron- transforms surface into a height adjustable desk.
- This is used to trial the sit/stand unit.

Cost = ~$500.00
CSUSM Ergonomic Resource Program
Sit/Stand Workstation- TBYB!

• The sit/stand operation is preferred and may remedy physical issues & promote wellness.
  
  **Ted Short** (5 min)

• The sit/stand system is procured and installed on the existing desk surface, a surface available from surplus, or an ordered surface

• Cost = $750-1,125.00
CSUSM Ergonomic Resource Program
Chairs - TBYB!

Echelon $350.00
Rainer $450.00
Body Bilt $500.00
Campus Ergonomic Solutions
The Art of Ergonomic Interventions

• Explore and emphasize behavioral changes first...Do we use our tools properly?
• Choose equipment changes based upon the best results for the dollars spent...Prioritize needs, be familiar with product lines.
• What to do when there’s no or limited money to be spent?
  – What might Available Funding Options Be?
• Did I mention behaviors?
Employees were asked to bring all of their equipment to the training.

Separate training was given for custodians in each building.

General lifting was reviewed, as well as techniques for each piece of equipment.

The process was performed as an interactive, participatory discussion, not a lecture.

It was well received as judged by post-training feedback.
CSU East Bay

CASE STUDIES

• Case Study #1 – But I really need a new chair...

• Case Study #2 – I’ll have one like that person has...
Questions ?