

ERGONOMICS

1847

(No. 48 November 2003)

DEFINITION:

Ergonomics is improving the fit between a job and the capabilities of the employee performing that job. This means considering the variability in human capabilities when selecting, designing, or modifying equipment, work tasks, and the work environment. Ergonomic principles consider that employees abilities to perform physical tasks vary because of differences in age, physical condition, strength, gender, stature, and other factors. The same solution may not work for all employees performing identical work tasks.

ERGONOMICS PROGRAM POLICY

1847.1

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Per Section 1761 of the CAL FIRE Health and Safety Handbook, each facility is required to have an Injury and Illness Prevention Program (IIPP). Ergonomics is a component of the IIPP and shall be included in the IIPP for each location. The Ergonomics Program addresses methods to prevent, eliminate, or minimize risk factors that contribute to Repetitive Motion Injuries (RMIs). The [IIPP-Ergonomics Program](#) template is located on the CAL FIRE Intranet at [CALFIREWEB: Employee Center - Support & Accommodations](#)

AUTHORITY

1847.2

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California Code of Regulations (CCR) Title 8, [Section 5110](#), Repetitive Motion Injuries, applies to all California employers. It requires employers to have an Ergonomics Program designed to minimize or eliminate RMI risk factors at each location if there has been more than one employee with an RMI objectively diagnosed by a physician at that location in the last 12 months. In addition, [Labor Code Section \(LC\) 6719](#) reaffirms the Legislature's concerns regarding RMIs and the Occupational Safety and Health Standards Board's continuing responsibility to adopt standards for Ergonomics in the workplace in order to minimize RMIs.

WORKERS' COMPENSATION CLAIM

1847.3

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When a Workers' Compensation claim is identified as a Repetitive Motion Injury claim; the Return-to-Work Coordinator will request the State Fund Adjuster to schedule an Ergonomic Evaluation for the employee.

[\(see next section\)](#)

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[\(see Forms or Forms Samples\)](#)