Company Ergonomics Strategy OVERVIEW

Strategy implementation started in 2002

For additional information, contact Sue Cooper (253 924-2139)

4 to 8 months

process and expand initial efforts

Determine program/system

improvements required

Develop Site Plans

across the facility

Develop

Identify "big hitters"

Long-term plan

 One-year plan Establish kev metrics

Conduct job/workstation

Short- and long-term plans

analysis of highest risk

Purpose: To formalize site

3 to 8 months

Achieve Initial Successes

ergonomics has value to the site and to energize process with early

- business/ site data
- · Review and use existing analysis/

Successful completion of initial projects

Purpose: To show that

- Conduct initial analysis of
- Identify the "quick wins"
- solution information
- Implement solutions for 2 3 "quick wins"
- Communicate successes

approved by leadership

positions

14 to 18 months

Move to Steady State

Purpose: To create selfsufficiency at the site

- Implement one-year plan
- Develop ergonomics-related processes/procedures
- Conduct training for employees and support groups
- Continue problem identification and resolution
- Reapply solutions to like workstations/tasks
- Evaluate progress against plan celebrate successes!

change management process

Provide Ongoing Maintenance

2 to 4 years

Integrate Process Into Overall

Purpose: To make this a way of

life and sustain efforts long term

Review and revise plans

(transition from reactive to

Include ergonomics metrics in

Continue problem identification

Share successes and "best

Culture survey shows ergonomics

has been fully integrated into

Management System

proactive)

site's annual plan

and resolution

practices"

the culture

Purpose: To fully integrate into existing processes while maintaining effectiveness

Ongoing

- Plan steady state:
 - Program maintenance
- Monitoring of emerging issues
- Establish steady-state metrics
- Establish responsibilities for ergonomics within the organization

Emerging issues monitored

Ergonomics integrated into site's



 Determine current state Appoint team or coordinator Train team/coordinator

plan appropriate process

 Conduct leadership training Develop and communicate site process (deployment)

1 to 4 months

Start the Ergonomics Process

Purpose: To assess the need and

Deployment approved by leadership