



Excellence in Ergonomics & Injury Prevention

Leveraging Technology for Optimum Results

Los Angeles County Overview



- **Over 100,000 employees**
 - ✓ *This is 1% of the population of the County*
- **Over 4,700 square miles of area**
 - ✓ *70 miles of coastal land*
 - ✓ *Mountains, valleys, forests, lakes, rivers, deserts*
- **More residents than in 42 states**
 - ✓ *Over 10,000,000 residents*
- **Budget approaching \$30,000,000,000**
 - ✓ *Law enforcement, healthcare, fire protection, social services*
- **Cost of risk approaching \$600,000,000**
 - ✓ *25% liability-related; 75% workers' compensation/salary continuation*



The challenges are never-ending.

Risk Management Concerns

- Law enforcement
 - ✓ *Patrol, jails*
- Healthcare
 - ✓ *Hospitals and clinics, public health, mental health*
- Maintaining roads and infrastructure
 - ✓ *Roads, storm channels, dams*
- Providing recreational services
 - ✓ *Beaches, parks, libraries, museums, theaters*





Risk Management Concerns

- **Centralized and decentralized functions**
 - ✓ *Policy-making departments*
 - ✓ *Department-level implementation*
- **Ensuring consistency of approach**
 - ✓ *Distributed staff*
 - ✓ *Varying levels of risk management knowledge or expertise*
- **Obtaining buy-in at all levels**
 - ✓ *Board of Supervisors*
 - ✓ *Department Executives*
 - ✓ *Line staff*



Approach to Risk Management

- **Identify trends and patterns relating to safety and risk management**
 - ✓ *Study and analyze all liability and workers' compensation data (at least weekly)*
- **Educate stakeholders about trends and solutions**
 - ✓ *Annual report*
 - ✓ *Risk Management Plans*
 - ✓ *Easy-to-view dashboards*
- **Provide tools to improve conditions or minimize risk**
 - ✓ *Educational material*
 - ✓ *Training sessions*
- **Monitor results on a continuous basis**



Accomplishing Results by Embracing Technology

- **Enterprise Risk Information Center dashboard**
 - ✓ *Workers' compensation data*
 - ✓ *Liability data by different exposures (law, employment, vehicle, medical malpractice)*
 - ✓ *Trend graphs and charts*
 - ✓ *Drill-down detail reports*
- **Obtain data and use predictive analytics**
 - ✓ *IBM SPSS Modeler Gold*
- **Make everything digital**
 - ✓ *Web-based training*
 - ✓ *Resource and model documents on the internet*
 - ✓ *App development*
 - ✓ *Specific issue technological tools such as the ergonomic self-assessment and training program from BRIOTIX*

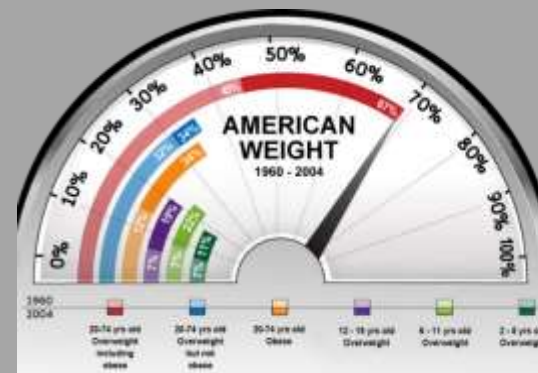


Megatrends: *We are in this together*

AGING

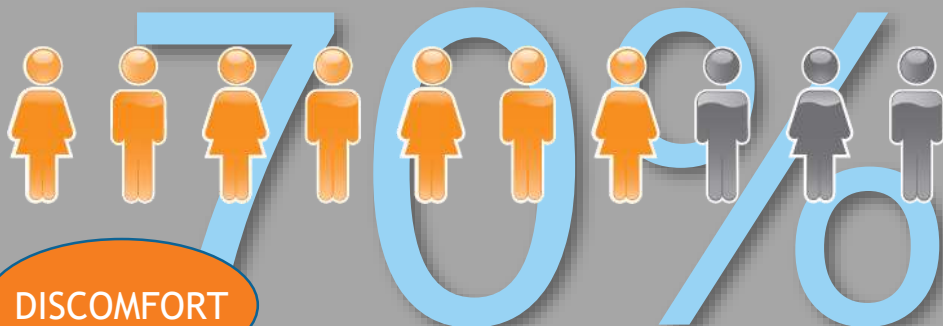
47% of Workforce
are **BABY BOOMERS**

OBESITY



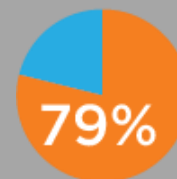
69%
of 20+
are overweight or
obese

MUSCULOSKELETAL SYMPTOMS



DISCOMFORT

INADEQUATE DAILY EXERCISE



SEDENTARY



DAILY & WEEKLY discomfort

cost **5 ½ hours** of
productivity each week



Traditional Ergonomics is **BROKEN**

Its catastrophe and compliance centric.

There is no consistent methodology.

It ignores workforce traits and trends.

There is no automation.

There are no analytics.

There is no ROI detail.

It takes too much time.

It costs too much money.



“Technology is nothing. What’s important is that you have faith in people... if you give them tools, they’ll do wonderful things with them.”

- Steve Jobs

What can software do for you?





Program Optimization





Measuring Your Unknown Factor

Ergonomic Self-Assessment

Disable scrolling

This self assessment will enable your employer to gain a better understanding of your workstation and working environment. This section needs to be completed while at your primary workstation. It is important that you answer these questions carefully and accurately so that identified risk can be properly addressed.

Use the button at the top right of the screen to change how the questions are presented to you, i.e. with or without scrolling.

Your answers will **NOT** be saved until you complete the self assessment in its entirety. The self assessment will take no more than 15 to 20 minutes to complete.

Comfort

1 - 5. How often do you experience discomfort you attribute to office or computer work? Discomfort is defined as any unpleasant feeling such as soreness, muscle fatigue or eye strain.

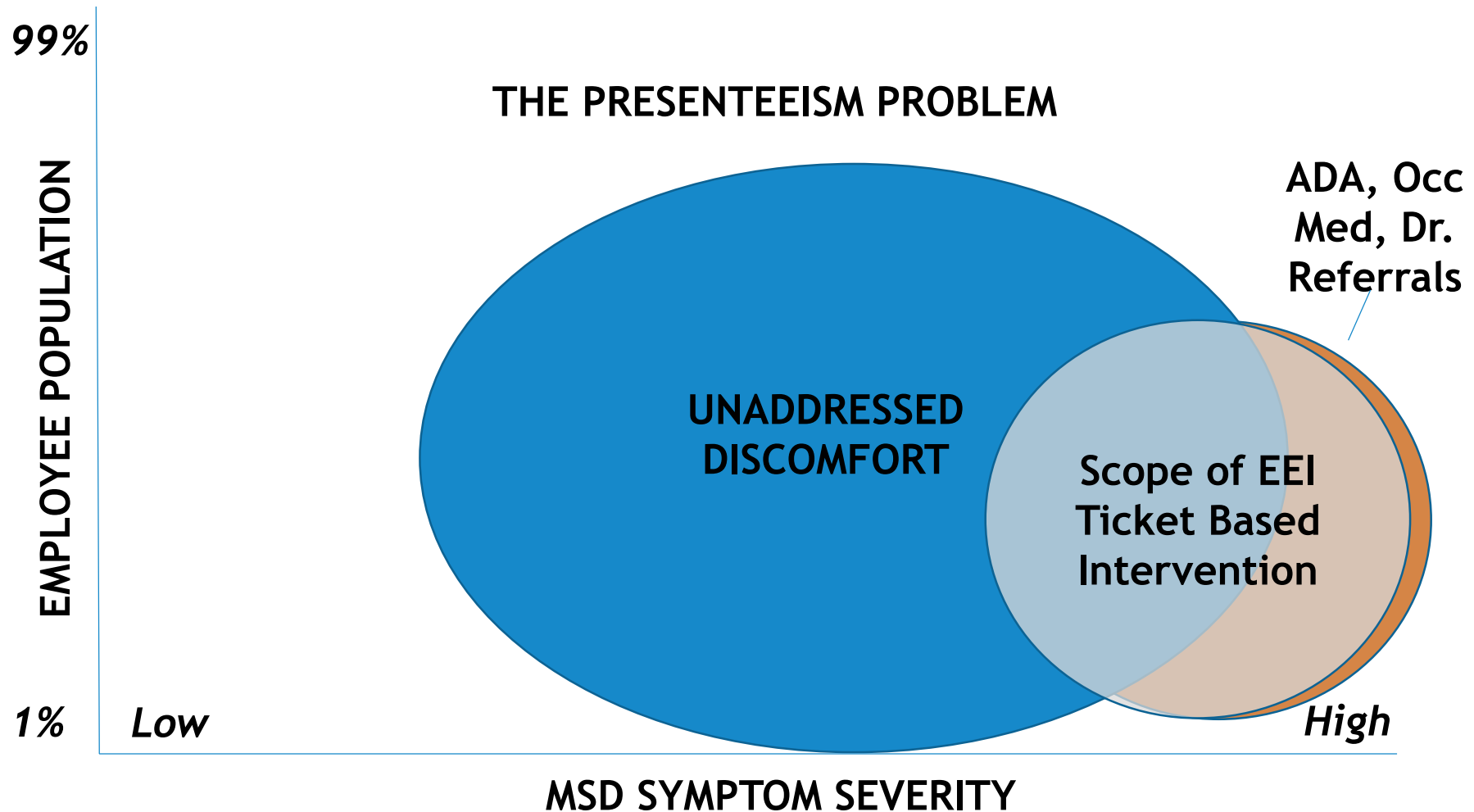
	Daily	Weekly	Monthly	Never
Hands, Wrists, Forearms or Elbows	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Neck, Shoulders, or Upper Back	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower Back	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legs or Feet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eyes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





Case Study

80% of participating employees reported high frequency / high intensity discomfort.



OPPORTUNITY COST OF PRESENTEEISM IS SIGNIFICANT

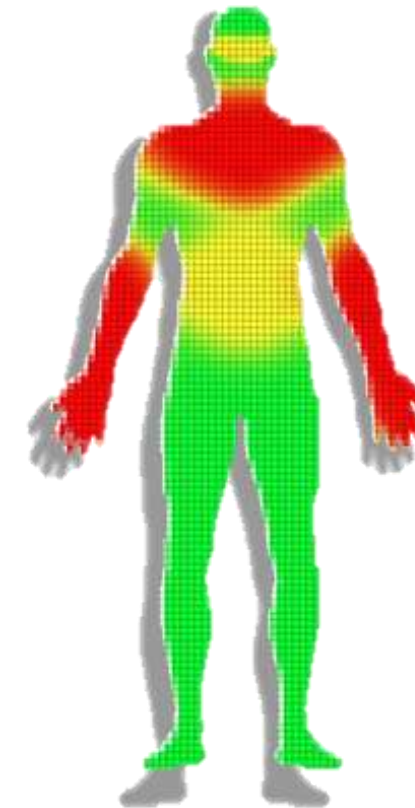
Example ROI Analysis

# of Employees Reporting Persistent Work Related Pain	1000
Lost Productive Hours Per Week*	5.5

*Stewart, et. al. Lost Productive Time and Cost Due to Common Pain Conditions in the US Workforce

Average Employee Salary	\$75,000
Overhead Costs	\$30,000
Average Days Worked Per Year	220
Average Hours Worked Per Day	8
Employee Cost Per Hour	\$60

Total Annual Opportunity Cost of Lost Productivity from Pain Conditions **\$17,062,500**



Don't Panic



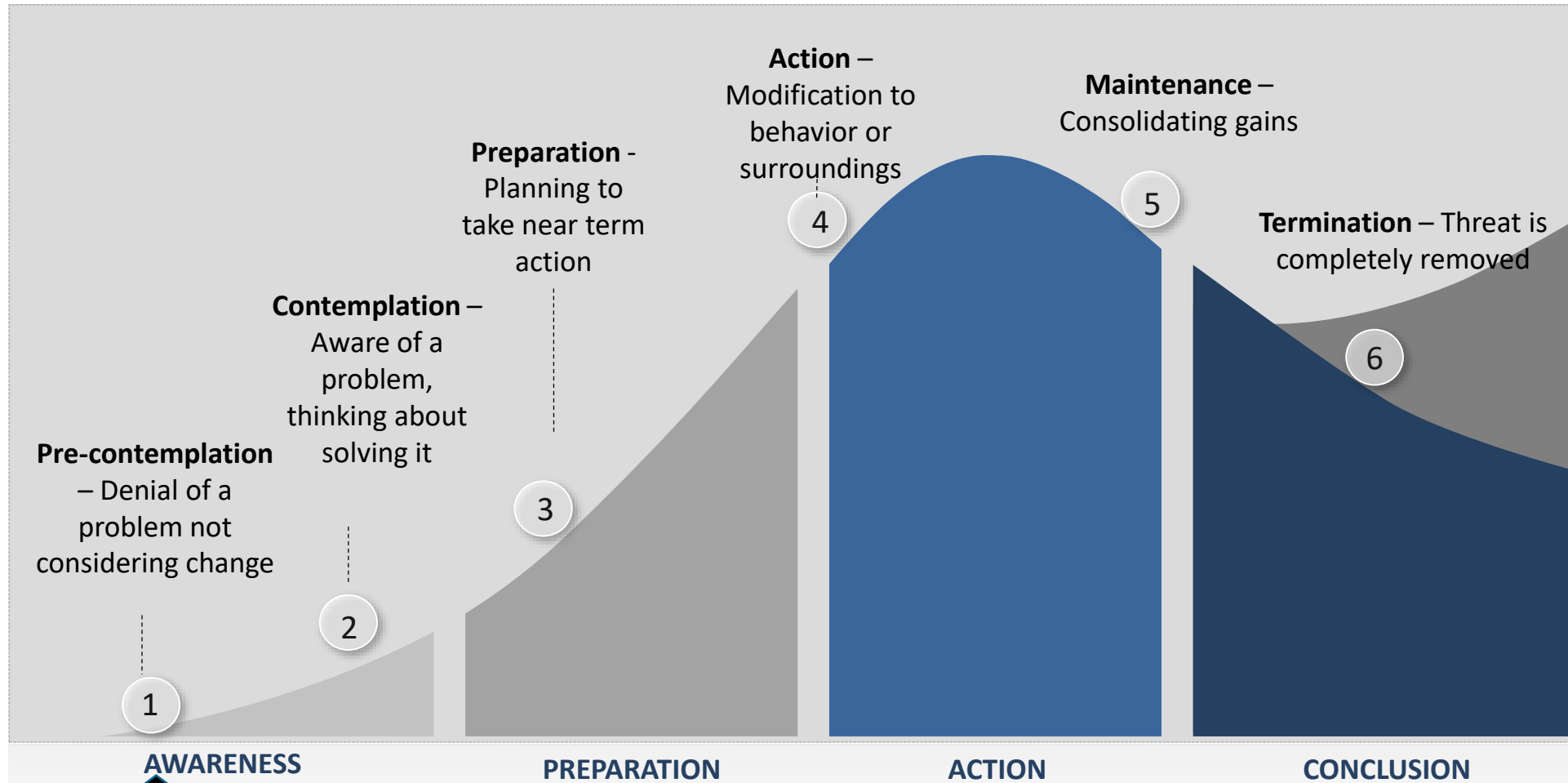
- **Awareness does not drive cost.**
 - ✓ *You are already experiencing the cost & risk today.*
- **Awareness does not require action.**
 - ✓ *Self-reports of discomfort are not cause for claims.*
- **Awareness does not drive budget.**
 - ✓ *In fact, it often enables you to achieve more with less.*

However, successful prevention strategies do require awareness to identify who to help with your limited resources. And celebrating your success requires a quantified baseline.





Behavior Change Paradigm



The vast majority of employees are here. They are not your priority.

Build a Self-Screening Model

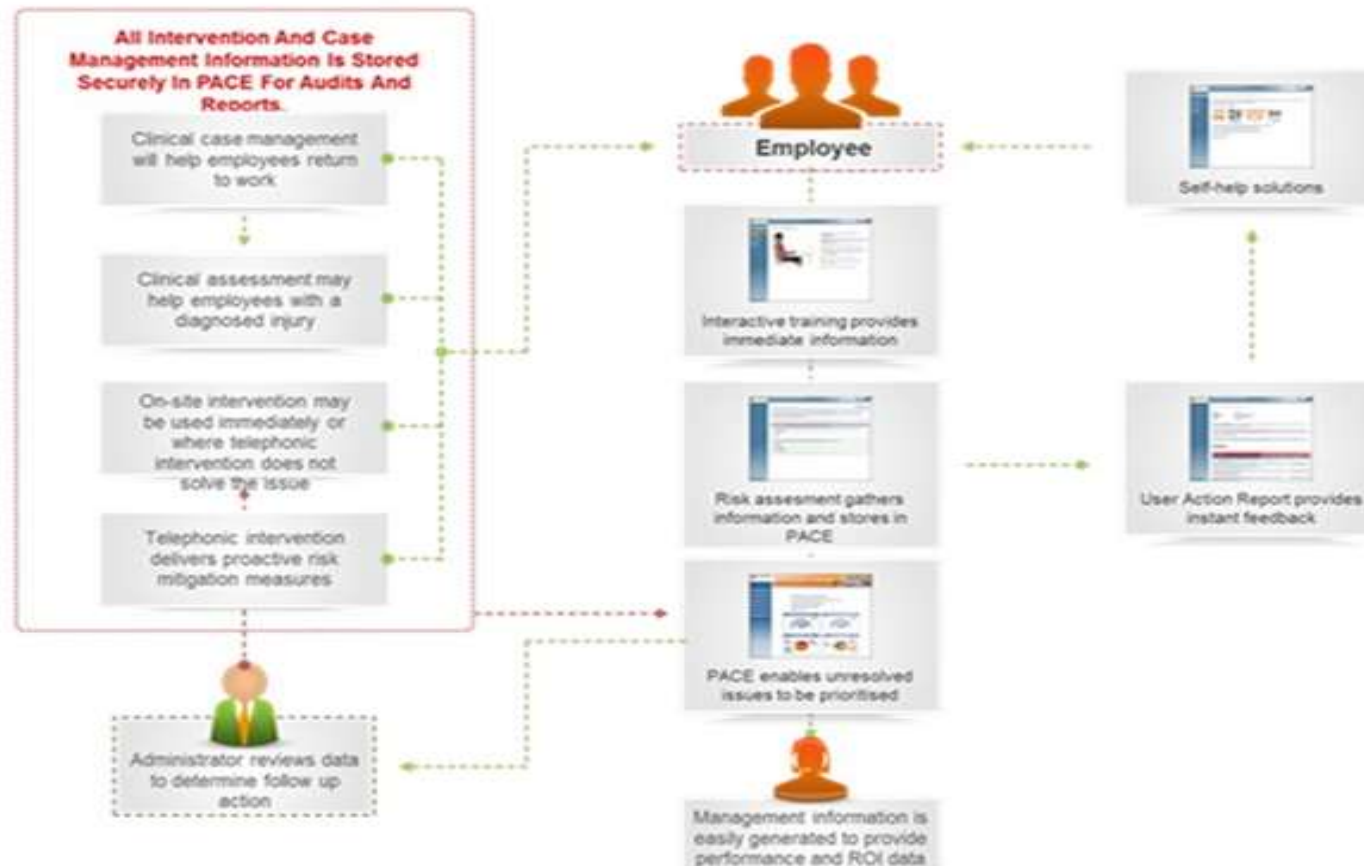
An effective prevention program should drive higher complexity / higher cost services to those best positioned to benefit from the intervention.





You Need a 'Smart' Process

Data-driven risk-adjusted protocols, coupled with process automation, and best practice expertise are the keys to success.



Embrace an Opt-In Strategy



Cultivate and embrace the ‘Ikea’ effect.

SELF-SERVICE

Participation in the development of an outcome results in affinity, a sense of ownership, and a perception of higher value on the result.

LOCUS OF CONTROL / EASE OF ACCESS

Meaningful participation that drives employee satisfaction requires employee empowerment and access to solutions and tools that support comfort.

‘OPT-IN’ ESCALATING ACCESS

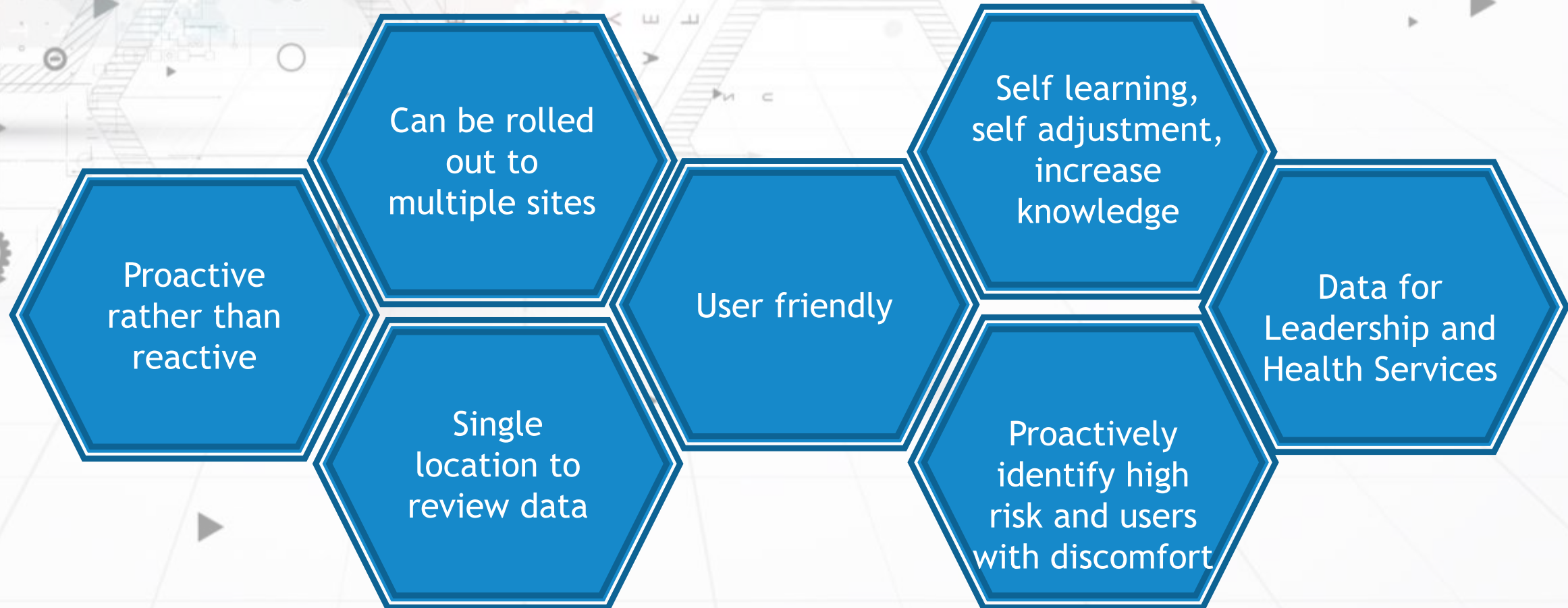
Employees you elect to ‘opt-in’ and demonstrate conformance to self-service solutions are eligible for escalating forms of intervention.

PEER & SUPERVISOR SUPPORT

A shared expectation and normalization of participation is required to transform awareness and access into ACTION.



Benefits of using online tool





Studies Show - EEI Works

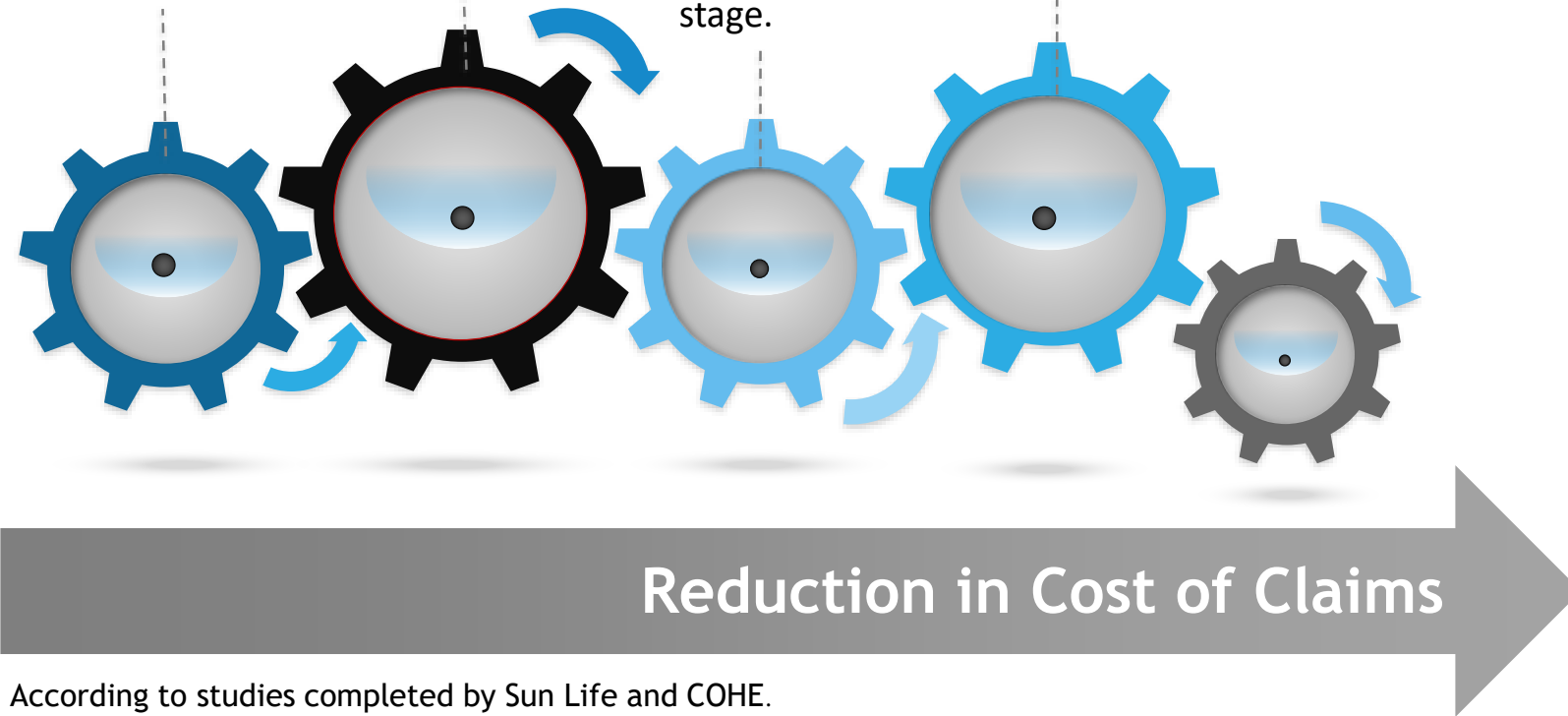
Employees **return to work** an average of **2.7 weeks sooner**—reducing cost of each claim by an average of **\$800**.

47% more return to work during the short-term disability stage.

33% fewer claims extend into the long-term disability stage.

Average lost time days per person is **reduced by nearly 50%**.

Space Flexibility &
Comfort Moderate
Cognitive Overload



According to studies completed by Sun Life and COHE.



Let online tools work for you...

Workstation Safety Plus

Your training requirements

This course primarily considers the use of a desktop PC. To ensure that those elements appropriate to you from the icons below:

Click to select your choice(s):


- Laptop/notebook
- PDA/BlackBerry and mobile phone
- Dual screens
- Pregnant or expectant mother

AUTOMATED TRAINING


Risk assessment

11. While seated with your back against the backrest, are you able to place your feet flat on the floor or a footrest?


Yes, I am positioned like the picture shown.



Yes, but my knees are higher than my hips.



No, I am not able to place my feet flat on the floor comfortably and I do not have a footrest.



RISK ASSESSMENT

Accommodations

Question **Answer**

10. Do you have any physical conditions that may affect your ability to use a computer or keyboard?

Your best response: **NO**

Laptops and portables

Question **Answer**

11. Can you type without an external keyboard, keyboard and mouse for more than 2 hours a day?

Your best response: **NO**

If you use a portable computer such as a laptop, notebook or other device regularly for work, by responding positively you should request a docking station for typing an IT service console. You should also request a separate keyboard and mouse and monitor on a laptop/notebook with separate keyboard and mouse. These can be provided by contacting your supervisor. Thank you for taking the assessment.

SELF-SERVICE TOOLS

CARDINUS HR Management

Hello Ram Gbin, Welcome to FACS.

Version: 2.4.7E

WSP active users 6.8%Total: 10000 of 142530 (Users with completed training record)	WSP active users 6.00% Total: 8813 of 142530 (Users with risk assessments)
WSP risk levels Low: 37 (0.26%) Medium: 383 (2.71%) High: 279 (2.03%)	WSP risk levels Low: 3014 (34.25%) Medium: 1130 (12.93%) High: 5284 (60.82%)

DATABASE TOOLS



Let's Bring It Into Focus



eLEARNING

MODERN

INTERACTIVE

CONFIGURABLE

Let's start with automated training. Here's what you look for.

SELF-SERVICE TOOLS

Category	Image	Product Name	Description
Ergonomic Chair		Ergonomic Chair	Task Chair for Retail Branches.
Ergonomic Chair		Ergonomic Chair	For elevated greater desks and workstations at Retail branches. High stool version of the standard task chair.
Ergonomic Chair		Ergonomic Chair	Standard task chair for New Jersey and various branches.
Ergonomic Chair		Ergonomic Chair	Fully adjustable standard task chair that will fit the majority of the population; lumbar support and lower back pain. Has adjustable seat depth, lumbar support, and adjustable armrests.

Schedule A Virtual Assessment

Please select your preferred appointment time:

2014	Mon 08	Tue 09	Wed 10	Thu 11	Fri 12
6am	6:00am	6:00am		Booked	
7am	7:00am	7:00am		7:00am	
8am	Booked	Booked		8:30am	
9am					
10am		10:00am		10:00am	Booked
11am				11:00am	Booked
12pm				12:00pm	
1pm				1:00pm	
2pm				2:00pm	
3pm			3:00pm		
4pm			4:00pm		
5pm					
6pm					
7pm					

HERMAN MILLER AERON

Primary & Secondary Monitor Position
The monitor you keep at the front should be positioned directly in front of you. Place the secondary monitor close to the primary monitor to lessen the need to turn your neck. If you share both monitors, equally center yourself between both of them.

Gaze
Your monitor screen should be clean and free of glare.

Monitor Height
Your eyes should be level with the top of your screen.

When Using a Caster - Your feet should be able to reach your primary viewing area. For very large monitors (27"+) this may be a lot. 2 to 4 inches below the top of the monitor. Users often find it more comfortable to raise the height of monitors over 23 inches up to compensate for the increased viewing option.

LUMBAR DEPTH
While holding both sides, slide the lumbar cushion out and flip it over for a different level of lumbar support.

LUMBAR HEIGHT
While holding both sides, slide the lumbar cushion up or down to adjust the lumbar height.

SEAT HEIGHT ADJUSTMENT
Lift the lever located under the right side of the seat pan to adjust the seat height.

TILT TENSION
Rotate the circular knob under the right side of the seat to adjust the reclining tension of the chair.

CUSTOM SOLUTIONS LIBRARY

AUTOMATED EMAILS

SCHEDULING SUPPORT

18. While seated with your back to a footrest?

Yes, I am positioned like the picture shown



Yes, but my knees are higher than my hips



No, I am not able to place my feet flat on the floor comfortably and I do not have a footrest



statement that best describes your support

by supported by my supervisor and members of management

ally supported by my supervisor and members of management

supported nor unsupported by my supervisor and members of management

sistently supported by my supervisor or other members of management

upported by my supervisor or other members of management

sistently supported by my peers and team members.

eriodically supported by my peers and team members.

either supported nor unsupported by my peers and team members.

inconsistently supported by my peers and team members.

unsupported by my peers and team members.

discomfort in the following areas:

Area	1	2	3	4	5	6	7	8	9	10	Self RA
Neck or Upper Back	6.00	6.00	2.00	0.00	0.00	3.00	3.00	7.00	7.00	7.00	Self RA
Shoulder	6.00	6.00	2.00	0.00	0.00	6.00	3.00	7.00	7.00	7.00	Self RA
Elbow or Forearm	6.00	2.00	0.00	2.00	6.00	3.00	10.00	10.00	10.00	10.00	Self RA
Hand or Wrist	5.00	2.00	2.00	6.00	3.00	8.00	8.00	8.00	8.00	8.00	Self RA
Lower Back	3.00	7.00	0.00	3.00	10.00	10.00	10.00	10.00	10.00	10.00	Self RA
Legs or Feet	0.00	0.00	7.00	7.00	7.00	7.00	7.00	7.00	7.00	7.00	Self RA

29. Please indicate the frequency with which you experience discomfort in the following areas:

Area	Daily	Weekly	Monthly
Neck or Upper Back	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shoulder	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elbow or Forearm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hand or Wrist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower Back	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legs or Feet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

RISK ASSESSMENT

PREDICTIVE RESULTS

CONDITIONAL PROGRAMMING

SCIENTIFICALLY BASED



Reports - set up criteria

Email types: All

Report name: --Risk assessment (a...
Lists the status of risk assessment

Report sub title: (Enter text to appear in the header.)

Location: All
Department: All
Course/assessment: Workstation Safety Plus
Advanced criteria: None

Start date: Jan 09 2014
End date: Jan 11 2014
Report format: Microsoft Excel

Advanced criteria

Name: Cardina test user
Date: Jun 15 2012
Last name: test user
User ID: STW.A.3

Please select an assessment type from the drop down.
Course/assessment name: Ergonomic Desk Assessment

Assigned to	Required by date
Master Admin	Jun 25 2013

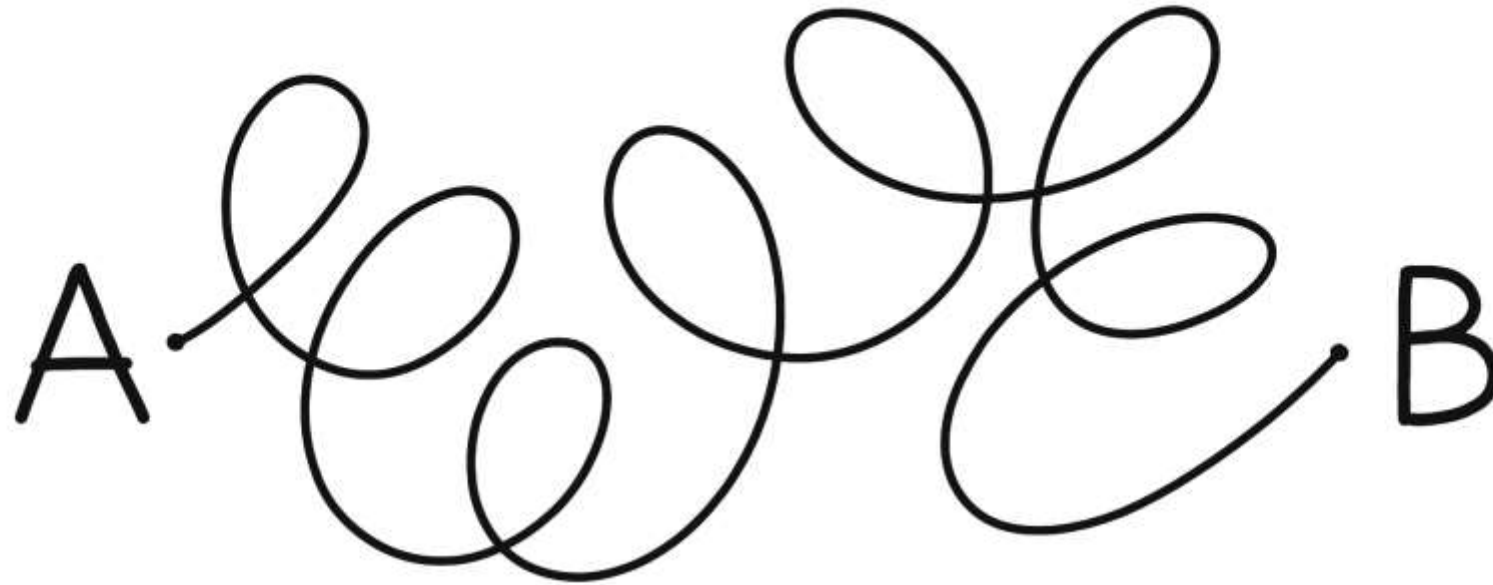
Course/assessment	Date	Status	Next Assessment	Active	View detail
WSP Registration	Jan 15 2014	Finished	None	Yes	View risk assessor
WSP Registration	Jan 15 2014	Finished	None	Yes	View risk assessor
Ergonomic Desk Assessment		Started	None	No	
Ergonomic Desk Assessment	Jun 15 2012	Started	None	No	
Workstation Safety Plus	May 16 2012	Finished	None		
Workstation Safety Plus	May 16 2012	Finished	None		

DATABASE TOOLS

QUERY + EXPORT

SYNCHED to ORG HIERARCHY

RECORD REPOSITORY



How Do You Get There?



DISCOMFORT SURVEY

BRIOTIX
ePrevention Survey

Neck or Upper Back Shoulder Elbow or Forearm Hand or Wrist Lower Back Legs or Feet

29. Please indicate the frequency with which you experience discomfort in the following areas.

	Daily	Weekly	Monthly	Never
Neck or Upper Back:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shoulder	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elbow or Forearm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hand or Wrist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower Back	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legs or Feet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

QUANTIFY THE PROBLEM

<i>Employee Attributes</i>		
DISCOMFORT / PAIN		
Early Ergonomic Intervention		
Discomfort Frequency	Count	Rate
Daily & Weekly	2743	82%
Monthly & Never	589	18%
Total	3332	100%
<i>Workstation Attributes</i>		
ENTERPRISE RISK		
Risk Score	Count	Rate
0	116	13%
3	26	
4	8	
5	1	12%
6	115	

QUANTIFY THE ROI

<u>One Time Set-Up Expenses</u>	
Software Licenses & Set-up	\$47,418
<hr/>	
<u>6 Month - Pilot Expense</u>	
Software Investment Utilized	\$2,987
Professional Services	\$10,494
Total	\$13,481
<u>6 Month - Pilot Benefit</u>	
Estimated Cost Reduction	\$296,080
ROI	22:1

STEP 1 – BUILD A CASE

Here's how you get started.





High discomfort directly translates to lost labor hours .

PRO TIP



	United States	APAC	EMEA
Users reporting 'daily' or 'weekly' neck or upper back discomfort in the last 6 months	379	107	83
Lost productive hours per week*	5.5	5.5	5.5
Lost productive hours per year	108394	30602	23738

*Source: Lost Productive Time and Cost Due to Common Pain Conditions in the US Workforce - Walter F. Stewart, PhD, MPH; Judith A. Ricci, ScD, MS; Elsbeth Chee, ScD; David Morganstein, MS; Richard Lipton, MD

Complete?	#	Resource	Activity	Est. Duration (Business Days)	Start Date	End Date	Dependencies
			<i>Overall Program Set-Up</i>				
	1	Project Sponsor	Define Program Scope	7	1/1/2014	1/7/2014	
	2	Project Sponsor	Conduct Program Kick-Off	1	1/1/2014	1/2/2014	1
	3	Project Sponsor	Define Implementation and Engagement Plan	10	1/1/2014	1/21/2014	1
	4	Project Sponsor	Define Roles, Responsibilities and Stakeholders	2	1/13/2014	1/15/2014	1
			<i>Data Integration</i>				
	5	Vendor PM / Project Sponsor	Collect Data Requirements	5	1/15/2014	1/20/2014	4
			<i>Software Setup</i>				
	6	Vendor PM	Conduct Stakeholder Demo	1	1/16/2014	1/17/2014	4
	7	Vendor PM	Collect Customer Requirements	15	1/17/2014	2/2/2014	6
	8	Vendor PM	Requirements Finalized / Software in Development	30	2/2/2014	1/1/2015	7
	9	Vendor PM	Internal QA	2	1/1/2015	1/3/2015	8
	10	Project Sponsor	Stakeholder UAT	15	1/3/2015	1/18/2015	9
	11	Vendor PM	Finalize Change Requests	5	1/18/2015	1/23/2015	10
	12	Vendor PM	Obtain Stakeholder Signoff	5	1/3/2015	1/8/2015	11
			<i>Software Configuration</i>				
	13	Vendor PM / Project Sponsor	User Setup and System Configuration	5	1/1/2015	1/6/2015	13
	14	Vendor PM	End User Training	2	1/6/2015	1/8/2015	13

STEP 2 – MAKE A PLAN



Identify...
Executive Sponsor
Budget Owner
Implementation Team
Power Users
Opinion Leaders

STEP 3 – RECRUIT A TEAM



*Not all stakeholders are created equal.
Recruit **opinion leaders** to your cause.*

PRO TIP



Outcomes - Cost of Claims

Compare 12-month TPA reductions in total cost of ergo claims during the 12-month pilot study compared with the previous 12-month period.



DISCOMFORT TRENDS

Question	Daily	Weekly	Monthly	Never	Index Score	Rating
I experience aches or pains in my neck, shoulders or upper back while working at my computer.	33%	25%	27%	15%	53	1
I experience pain or discomfort, tingling, numbness, aches in my hand(s), wrist(s), forearm(s) or elbow(s) while working at my computer.	27%	23%	28%	22%	59	2
I experience aches or pains in my lower back while working at my computer.	24%	19%	24%	32%	68	3
I experience dry or sore eyes while working at my computer.	7%	22%	33%	38%	77	4
I experience headaches while working at my computer.	6%	19%	37%	39%	75	5
I experience aches or pains in my legs or feet while working at my computer.	11%	7%	11%	72%	86	6



Pain is concentrated in the neck, shoulders and hands/wrists/forearms.

Meaningful Results

A 63% reduction in total cost of ergo claims and a 25% reduction in the incidence rate in 2013, the first full year of the Briotix Ergonomics Program.

Data as of March 2014



STEP 4 – MEASURE & MARKET YOUR RESULTS



Assessment list

<input type="checkbox"/> User	Category risks								Type
<input type="checkbox"/> John Doe Assessment date: Nov 10 2014 Status: 00 - not viewed	4.00	6.00	0.00	7.00	0.00	0.00	0.00	4.00	Self RA
<input type="checkbox"/> John Doe 2 Assessment date: Nov 10 2014 Status: 00 - not viewed	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Self RA
<input type="checkbox"/> John Doe 3 Assessment date: Nov 10 2014 Status: 00 - not viewed	4.00	5.00	6.00	0.00	0.00	0.00	0.00	6.00	Self RA
<input type="checkbox"/> John Doe 4 Assessment date: Nov 10 2014 Status: 00 - not viewed	8.00	0.00	0.00	0.00	0.00	0.00	3.00	3.00	Self RA
<input type="checkbox"/> John Doe 5 Assessment date: Nov 10 2014 Status: 00 - not viewed	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Self RA
<input type="checkbox"/> John Doe 6 Assessment date: Nov 10 2014 Status: 00 - not viewed	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Self RA
<input type="checkbox"/> John Doe 7 Assessment date: Nov 10 2014 Status: 00 - not viewed	0.00	3.00	0.00	0.00	0.00	0.00	0.00	3.00	Self RA
<input type="checkbox"/> John Doe 8 Assessment date: Nov 10 2014 Status: 00 - not viewed	4.00	3.00	0.00	0.00	0.00	0.00	0.00	2.00	Self RA
<input type="checkbox"/> John Doe Assessment date: Nov 10 2014 Status: 00 - not viewed	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Self RA



Assessment detail

First name: [Cardinus](#) Telephone: Status: Completed
 Last name: [Test user](#) Date created:
 Location: UCPath Next assessment date:
 Department: Cardinus test department
 Type: Review
 Reports: Select
 Supervisor notes:
 Additional notes/text responses:
 Email course user:
 Scheduled email and reporting enabled:

Employee profile - Risk: 0

[Attachments](#) [Task list](#) [Assessment notes](#)

Questions 12-33 of 39 [Previous](#) [1](#) [2](#) [3](#) [4](#) [Next](#)

Q#	Question	Answer	Risk	Tasks
12.	Chair: Suitable? + Detail Attachments Chair fits well. Previous hx of MVA....	<input checked="" type="radio"/> Yes <input type="radio"/> No	▼	+
13.	Chair: If No, please specify	<div style="border: 1px solid gray; height: 100px; width: 100%;"></div>	▼	
14.	Work Surface: Suitable? + Detail Attachments	<input type="radio"/> Yes <input checked="" type="radio"/> No	▼	+
15.	Work Surface: If No, please specify + Detail Attachments	Work surface is 2" too high.	▼	<input type="radio"/> Keyboard Tray: Recommendation (T#319) +
16.	Keyboard: Suitable?	<input checked="" type="radio"/> Yes	▼	+



Task code: Keyboard Tray: Recommendation

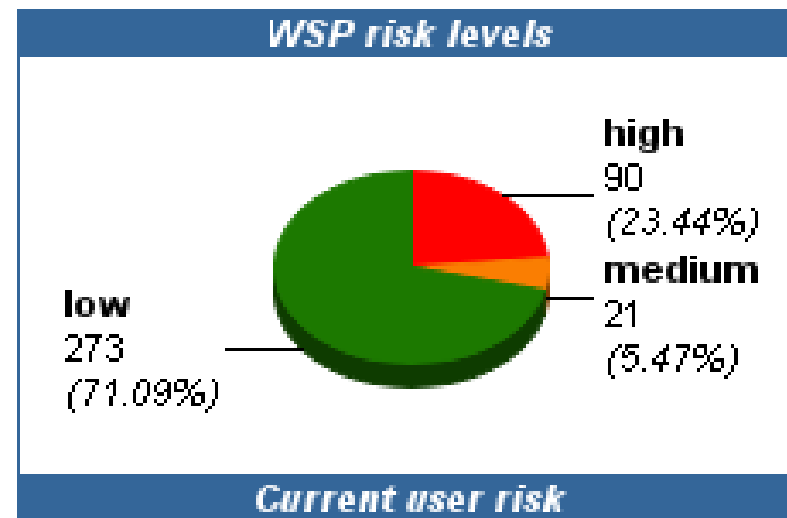
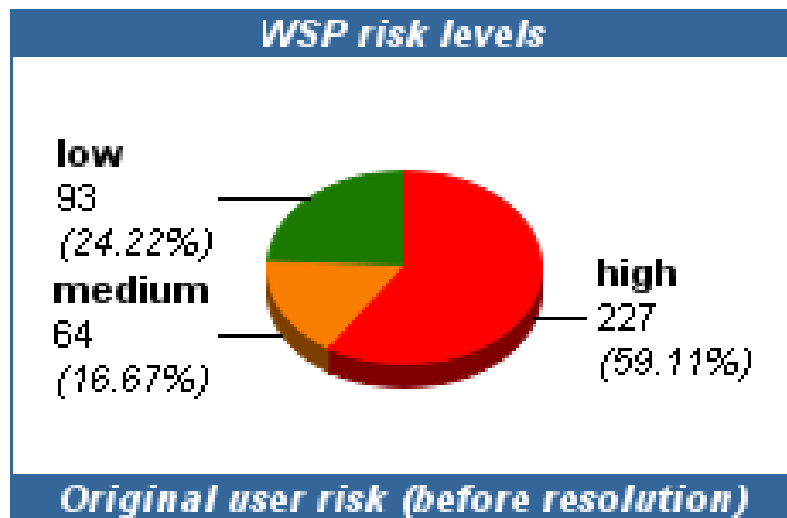
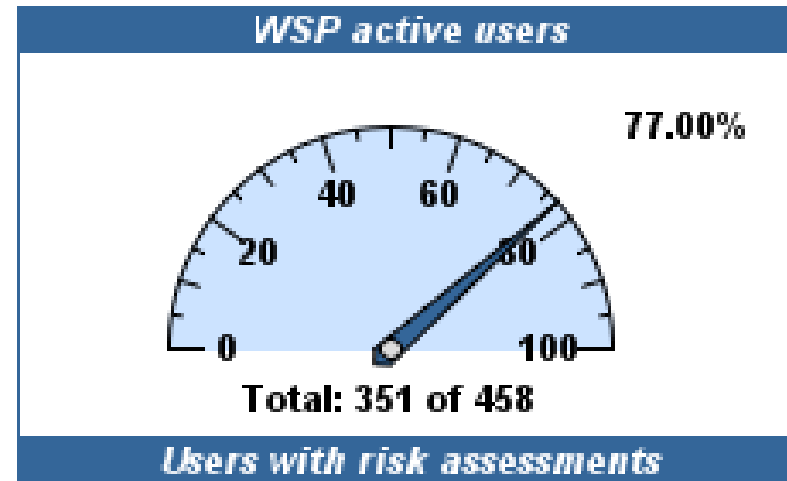
- Backrest: Recommendation
- Chair: Recommendation
- Corner Sleeve Recommendation
- Document Holder: Recommendation
- Footrest: Recommendation
- Height-Adjustable Work Surface: Recommendation
- Keyboard Tray: Recommendation
- Keyboard: Recommendation
- Laptop External Equipment: Recommendation
- Lighting: Task Light Recommendation
- Monitor Arm: Recommendation
- Monitor Stand Recommendation
- Mouse: Recommendation
- Phone Accessory: Recommendation
- Risk resolved: employee made adjustments
- Risk Resolved: onsite adjustments made
- Risk Resolved: Raised in error
- Work Practice: Healthy Work Habits
- Work surface layout change



Accumulated risk report - current status



Q#: Question:	Answer:	Risk:	Original number of issues:	Number of issues outstanding:	Total risk:
2	Neck, Shoulders, or Upper Back	Daily	10	12	120
1	Hands, Wrists, Forearms or Elbows	Daily	10	9	90
5	Eyes	Weekly	5	17	85
2	Neck, Shoulders, or Upper Back	Monthly	4	18	72
7	How often do you stand up or change your work activity for at least five minutes (e.g. take a phone call, make photocopies, speak with a coworker, etc.)?	Every Two Hours	3	24	72
3	Lower Back	Daily	10	7	70
3	Lower Back	Weekly	8	8	64
1	Hands, Wrists, Forearms or Elbows	Monthly	4	13	52
1	Hands, Wrists, Forearms or Elbows	Weekly	8	6	48
2	Neck, Shoulders, or Upper Back	Weekly	8	6	48
3	Lower Back	Monthly	4	11	44
5	Eyes	Daily	6	6	36
5	Eyes	Monthly	3	12	36
9	Which option best describes the nature of your computer work?	Keyboard intensive work (e.g. programming, data entry, report writing,	2	13	26

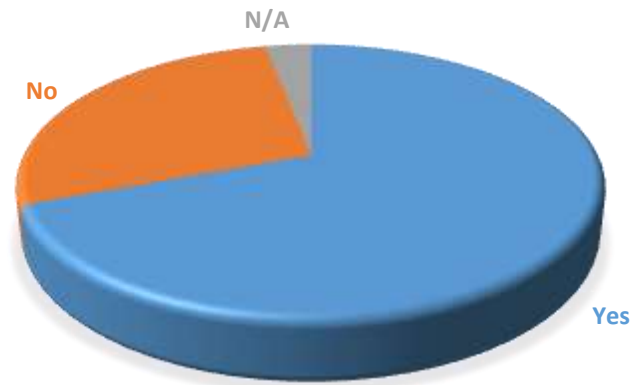




	Before	After
Count of Employees with Daily / Weekly Discomfort	19	5
Avg Employee Salary	\$ 63,578	\$ 63,578
Overhead Costs	\$ 89,009	\$ 89,009
Avg Days Worked Per Year	2000	2000
Avg Hours Worked Per Day	8	8
Employee Cost per Hour	\$ 43	\$ 43
Total Weekly Cost Due to Lost Productivity	\$ 4,472	\$ 1,177
Annual Productivity Loss (before)	\$ 232,536.54	\$ 61,193.83
MSD/Ergonomic Claims Cost	\$ -	\$ -
Technology Investment	\$ 21,000	
Services	\$ 5,000	
Equipment	\$ 35,000	
TOTAL INVESTMENT	\$ 61,000	
TOTAL COST SAVINGS	\$ 171,343	
ROI	2.8	

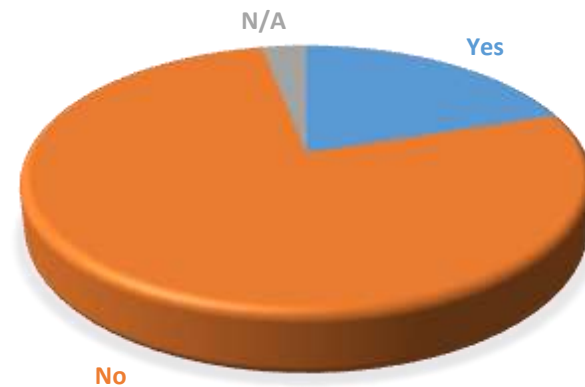


1. Prior to starting Workstation Safety Plus did you have knowledge regarding the setup of your workstation?



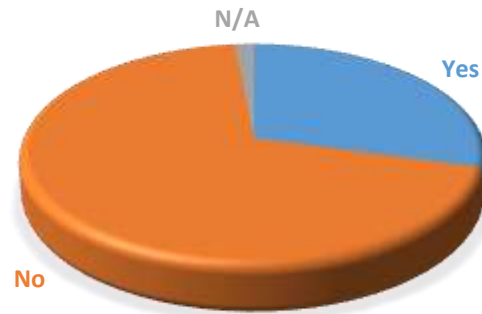


2. Have you had any ergonomic training (i.e. ergonomic self-assessment, LMS training, 1:1 Ergonomic Evaluation) within the last two years?



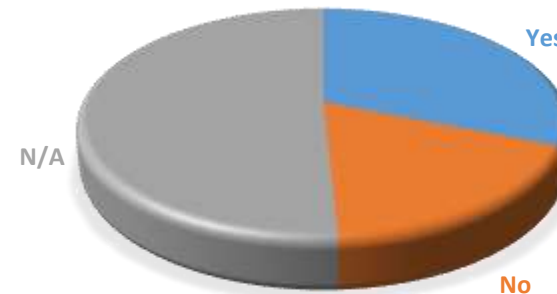


3. Have you recently experienced discomfort (backache, headache, tension) while working at your computer?



Yes	19
No	45
N/A	1

4. Did Workstation Safety Plus resolve any discomfort you might have been experiencing?



Yes	19
No	11
N/A	31



5. Do you feel you have a better understanding of office ergonomics since completing Workstation Safety Plus?



Yes	59
No	4

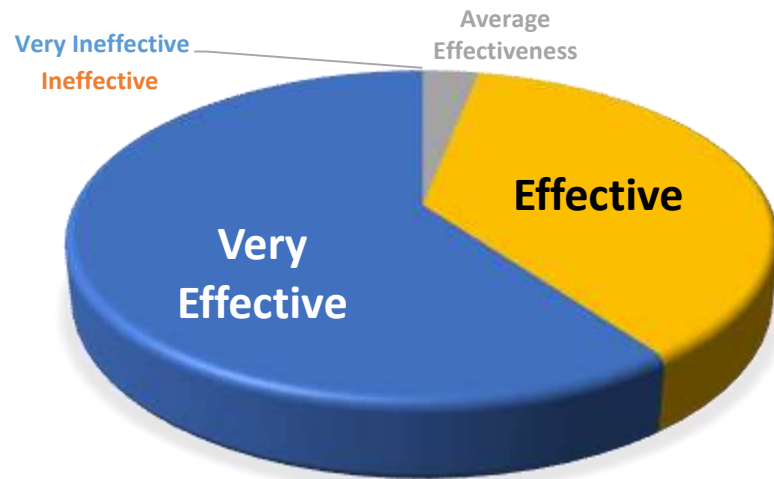
6. Will you be more likely to adjust your posture or workstation set-up if you were to experience discomfort in the future?



Yes	64
No	1



9. How would you rate the overall effectiveness of Workstation Safety Plus?



Very Ineffective	0
Ineffective	0
Average Effectiveness	2
Effective	24
Very Effective	39

10. If asked, would you recommend Workstation Safety Plus to a colleague or co-worker?



Yes	60
No	2



BRIOTIX
LET'S BUILD A BETTER WORKPLACE.



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