

Konekt Ergonomic Assessments

Improving safety and productivity

Konekt's ergonomic assessments are designed to assess an individual's workstation ensuring it is set up in a way that will cause minimum risk to the employee's health and wellbeing while also enhancing their productivity and performance.

The use of ergonomic principles has become an important tool for reducing the rate of workplace injury. Research conducted across 200 companies whom had undertaken ergonomic assessments found that:

- 92% of respondents reported a decrease in Workers' Compensation costs of more than 20%;
- 72% reported productivity increases of greater than 20%; and
- 50% reported quality of work increased in excess of 20%.¹

Konekt's ergonomic services are delivered by Konekt's team of allied health professionals Australia-wide. The team comprises physiotherapists, occupational therapists and exercise physiologists who utilise their comprehensive knowledge of anatomy, postural assessment and ergonomic principles to conduct effective ergonomic services and to provide functional ergonomic training.

Konekt's consultants are experienced in providing ergonomic services across a wide range of industries, including being the sole provider to some of Australia's largest organisations in banking, telecommunications and the government.

Businesses, job roles and working environments, are diverse, so we provide a comprehensive set of options that allow you to select the best assessment service for your business and employees.

An increasing number of businesses are redesigning their offices in line with Activity Based Working principles; Konekt has extensive experience in delivering ergonomic services in these environments and in promoting the benefits of Activity Based Work to employees.



Service	When to use	Reporting & equipment recommendations	Location	Includes ergonomic assessment	Billing
Brief office ergonomic workstation assessment	This assessment should be used as a preventative tool to eliminate issues or injuries that may arise from poor ergonomics. This assessment would not be suitable for employees with existing injuries or who report existing symptoms.	✓	Office	✓	Per assessment
Comprehensive office ergonomic workstation assessment	This assessment is suitable for employees with existing injuries or who report existing symptoms.	✓	Office	✓	Per assessment
Home-based ergonomic workstation and WH&S assessment	This assessment will ensure duty of care is met under the WH&S Act in instances where employees are required to work from home.	✓	Home	✓	Per assessment
Home-based ergonomic workstation assessment (only)	This assessment will ensure that the ergonomic workstation set-up is adequate. This assessment is most suitable when WH&S issues have already been addressed.	✓	Home	✓	Per assessment
Practical ergonomic workstation training and workstation review	This training is suitable for educating a group of employees on ergonomic principles who then require help setting up their own workstation. This service is ideal where employees are moving to a new workplace location, meaning that training and ergonomic review is required for large numbers of employees. This service is also very effective where employees are moving to a flexi-desking environment.	✗	Office	✗	Hourly rate
Ergonomic workstation review	This service is suitable for the same scenarios as the <i>practical ergonomic workstation training and workstation review</i> - but where it is not realistic for employees to gather into groups to attend the practical training.	✗	Office	✗	Hourly rate
Comprehensive Ergonomic Workstation Training	This training is suitable for comprehensively educating a group of employees on ergonomic principles. Train the trainer based training can also be provided to key personnel in an organisation to allow them to train employees.	✗	Office	✗	Hourly rate
Vehicle ergonomic assessment	This assessment will ensure duty of care is met under the WH&S Act for instances where employees are required to utilise a vehicle for work.	✓	Employee's Vehicle	✓	Per assessment



Brief Office Ergonomic Workstation Assessment

This service offering is appropriate for instances where employees do not have pre-existing injuries or have not reported any symptoms. This service is

usually provided to a group of employees, and can be completed throughout a working day when consecutive assessments are completed. Each assessment is completed on-site and involves a review of the ergonomic set up and adjustment of existing equipment in line with ergonomic principles. To minimise disruption to employees, these assessments are purposefully short in nature (usually 15-20 minutes in duration). Due to time constraints, limited ergonomic education is provided verbally during these assessments. Detailed guidance material is, however, provided in the form of hand-outs, which outline standard ergonomic principles. Recommendations for change are provided in a summary report.

Comprehensive Office Ergonomic Workstation Assessment

This assessment is most suitable for employees who are experiencing pain or symptoms at the workplace, or those who are likely to experience issues. The assessment is completed on-site and involves a review of the ergonomic set up and adjustment of existing equipment (wherever possible) in line with ergonomic principles. Additional ergonomic equipment will also be considered if deemed necessary. Employees undergoing this assessment will be educated on the ergonomic principles. Using these principles, they will be able to correctly set up future workstations or incorporate new equipment. There is also potential for contact with treating practitioners (as required) under this service. Following the assessment, a detailed report is provided which outlines ergonomic issues identified, changes made on the day as well as further recommendations to be considered.



Home Based Ergonomic Workstation and WH&S Assessment

This service offering provides a WH&S and ergonomic workstation assessment for computer-based employees who work from home.

Under the WH&S legislation,

employers have a duty of care to ensure that they are providing a safe work environment for their employees. As such, it is best practice to assess the suitability of the home environment to ensure that the workplace (i.e. the home) is not posing a risk to

the employee's safety. The assessment is therefore conducted in the employee's home and involves a review of their ergonomic setup and a review of the general home office environment from a WH&S perspective. Adjustments will be made to existing furniture (wherever possible) in line with ergonomic principles. Additional ergonomic equipment will also be considered if deemed necessary. Following the assessment, a detailed report is provided which outlines ergonomic and WH&S issues identified, changes made on the day as well as further recommendations to be considered.

Home Based Ergonomic Workstation Assessment

This service offering is suitable for organisations looking to ensure that their computer-based employees, who work from home, have their workstations set up in line with ergonomic principles. This assessment is conducted in your employee's home and involves a review of their home workstation. Adjustments will be made to existing furniture (wherever possible) in line with ergonomic principles. Additional ergonomic equipment will also be considered if deemed necessary. Following the assessment, a detailed report is provided which outlines ergonomic issues identified, changes made on the day as well as further recommendations to be considered. Given that this assessment does not review WH&S items, it is recommended that this service only be considered in the case where WH&S items have already been assessed and addressed.



Practical Ergonomic Workstation Training and Workstation Review

This offering is designed for organisations who would like to train groups of their employees on ergonomic principles

and how to conduct their own ergonomic assessment on their workstation, rather than conduct one-on-one assessments.

These group training and workstation review sessions are conducted on-site for 10-15 people per group and provide practical training at a typical workstation. During the session, your employees will receive training on setting up their own workstation and equipment correctly in line with ergonomic principles. Following the training session, the employees return to their workstation and begin setting up their work areas carefully referencing the checklist provided. The Konekt ergonomic consultant will be available during this process to provide support and answer any questions the staff may have in relation to this setup.

If you would like your staff trained in groups comprehensively on ergonomic principles and how to conduct their own ergonomic assessment, without the workstation review, this is also available.

Ergonomic Workstation Review

This service offering is for organisations who would like their employees to set up their own workstations according to ergonomic principles, with the assistance of training and support material from Konekt, and with back-up support from an on-site Konekt consultant.

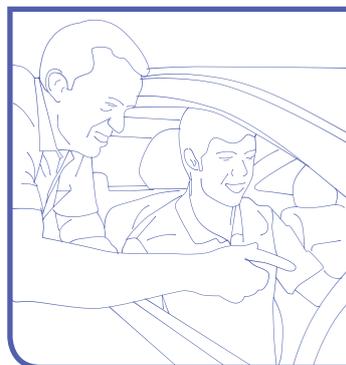
Information about setting up the workstation, in accordance with ergonomic principles, will be provided to your employees. The consultant will then conduct a walk through to provide on-site support and answer any questions your employees may have in relation to setting up their workstation ergonomically.

Comprehensive Ergonomic Workstation Training

This training is conducted on-site for groups of 10 – 15 people and is suitable for employers who would like their employees to be comprehensively trained on how to set up their own workstation. The training can be provided in one or two hour modules and includes information on anatomy related to ergonomic principles, risks associated with poor ergonomic set up and can include information on pause break exercises and ergonomic equipment.

This training can also be used effectively as train-the-trainer based training.

This service differs to the Practical Ergonomic Workstation Training and Workstation Review service in that it is a more comprehensive training session, and it does not include a workstation review by a Konekt consultant.



Vehicle Ergonomic Assessment

This assessment will ensure duty of care is met under the WH&S Act for instances where employees are required to utilise a vehicle for work. The assessment involves a review of the ergonomic setup in the vehicle and any adjustment in line

with ergonomic principles and provision of recommendations in a summary report.

Key areas that the assessment covers include:

- Collection of information on any symptoms the employee may be experiencing
- Driving tasks analysis
- Seating posture and adjusting the driver's seat
- Steering wheel adjustments
- Mirror adjustments
- The use of transmission
- Mobile communications
- Driver behaviour and breaks
- Storage
- Manual handling

References

1 Joyce M.,(1998). "The Business Case for Ergonomics/Human Factors", Occupational Hazards, vol.60, iss.12,pg.45-- 49

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