

## Why?

Good workplace ergonomics could prevent injuries and occupational deceases, especially Musculoskeletal Disorders (MSDs), reduce fatigue, boost morale through comfortable work stations, decrease absenteeism and employee turnover.



## What?

- ✓ Ergonomics is mainly about manual handling of goods.
- ✓ This involves lifting, carrying, pushing, or pulling loads.
- ✓ Avoid manual handling if possible. Ask for help, use provided tools such as trolleys and hoists.
- ✓ Proper manual handling techniques, regularly trained, are essential to prevent injuries.
- ✓ Adopt a stable posture before lifting, with your feet shoulder-width apart.
- ✓ Get a firm grip on the load, using both hands.
- ✓ Bend your knees, use your leg muscles to lift, not your back.
- ✓ Hold the load close to your waist, avoid twisting.
- ✓ Take regular breaks, rotate tasks.

## Questions

### Open-ended questions

- How can good ergonomics help prevent injuries and improve efficiency at work?
- What are some simple adjustments you can make to reduce strain while performing daily tasks?
- Why is it important to recognize early signs of discomfort or fatigue related to ergonomic issues?



### Experience-based questions

- Have you ever experienced pain or discomfort from a work-related task? What changes helped or could have helped?
- Can you recall a time when an ergonomic improvement (such as better posture, a new tool, or a task adjustment) made your work easier?
- Have you ever seen someone struggle with a physically demanding task? What could have been done differently?



### What would you do?-questions

- If you notice a co-worker using poor posture or lifting incorrectly, how would you help them adjust?
- You start feeling discomfort or fatigue while working. What immediate actions should you take?
- If a task requires repetitive movements or awkward postures, what could be done to reduce the risk of strain?



### Spot the improvement-questions

- What improvements could be made in our workplace to make tasks more ergonomic and reduce strain?
- How can we make it easier for employees to recognize and correct poor ergonomic habits?
- What changes could help reduce fatigue and discomfort during long work shifts?

