



States of Guernsey
Health and Safety Executive

Health and Safety Law Ergonomics in the workplace.

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Ergonomics in the workplace.



<https://www.facebook.com/ClassicBritishComedyUK/videos/class-john-cleese-ronnie-barker-ronnie-corbett/397237257649614/>



Introduction

Objective

To provide an overview of health and safety law

To discuss the importance of ergonomics in the workplace

Agenda:

- Overview of health and safety law
- Key legal requirements
- Introduction to ergonomics
- Ergonomic Hazards and their impact
- Implementing Ergonomics in the Workplace
- Case studies
- Q&A



Overview of Health and Safety Law.

- **Definition:**

- Health and safety law encompasses ordinance and regulations designed to ensure a safe and healthy working environment.

- **Historical Background:**

- Developed in response to industrial accidents and worker safety concerns.

- Key Ordinance: The Health and Safety at Work (General) (Guernsey) Ordinance 1987.

- **Purpose:**

- To protect workers from harm.

- To ensure employers provide safe working conditions.



Key Legal Requirements

Duties of Employers:

- Ensure the health, safety, and welfare of employees.
- Conduct risk assessments as seen in Risk Management (HSE Guidance); And The Management of Health and Safety at Work Regulations 1999; AND ----- Ensure control measures identified are implemented. -----
- Provide training and information.
- Maintain safe systems of work and equipment.

Duties of Employees:

- Take reasonable care of their own and others' safety.
- Cooperate with employers on health and safety matters.

Regulatory Bodies:

- Health and Safety Executive (HSE).



Consequence of Non-Compliance

- **Legal Consequences:**
 - Fines, sanctions, or imprisonment for severe breaches.
 - Potential closure of the business.
- **Financial Impact:**
 - Costs associated with accidents, legal fees, and insurance premiums.
- **Reputation:**
 - Damage to company reputation can lead to loss of business.





Introduction to ergonomics



**What is
ergonomics?**



Introduction to Ergonomics



- **Definition:**

- Ergonomics is the science of designing workspaces and systems to fit the physical capabilities of workers.

- **Goal:**

- To optimize the interaction between people and their work environment.

- **Benefits:**

- Increased productivity.
- Reduced risk of injury.
- Enhanced employee well-being.

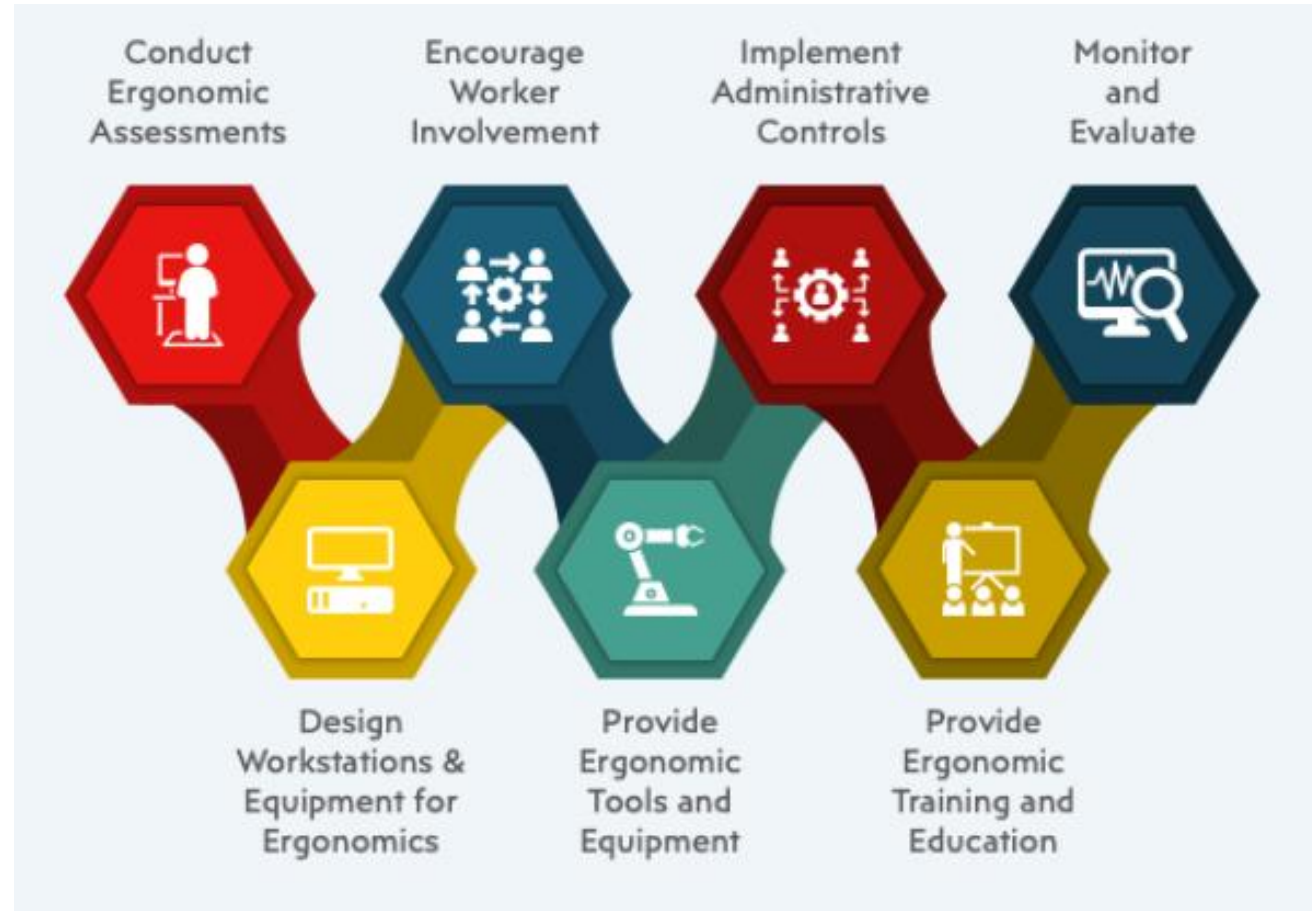


Ergonomic Hazards





Implementing Ergonomics in the Workplace





Case Studies and Examples

•Case Study 1: Office Ergonomics

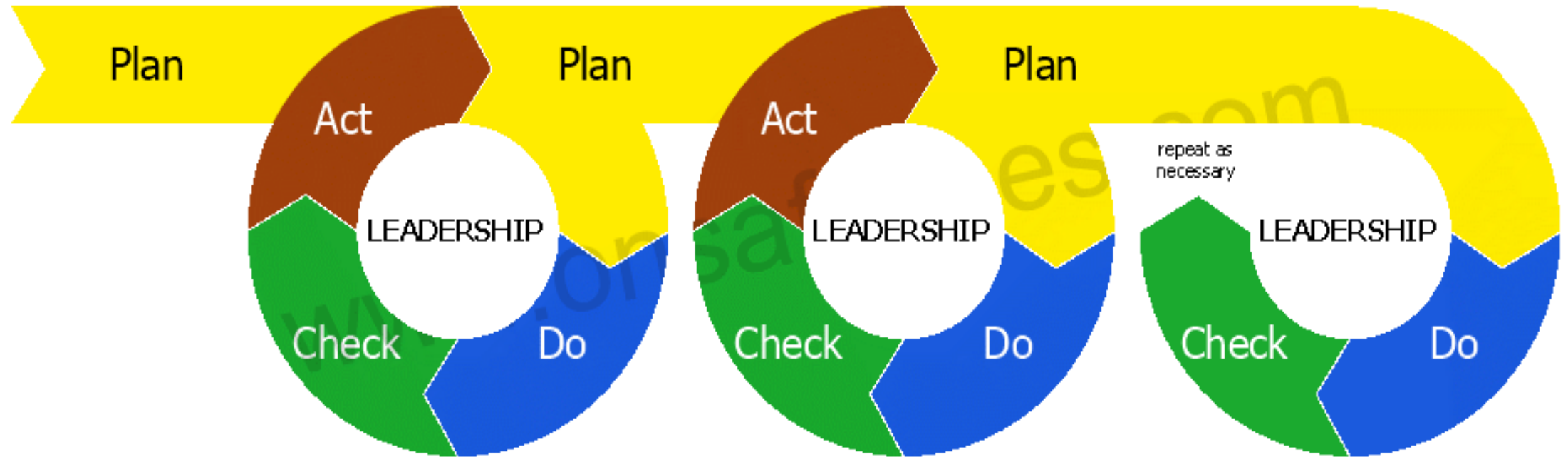
- Situation:** High incidence of back pain and RSI (Repetitive Strain Injury) among employees.
- Solution:** Implemented adjustable desks, ergonomic chairs, and regular training sessions following HSE DSE guidance.
- Outcome:** Significant reduction in injuries and improved employee satisfaction.

•Case Study 2: Manufacturing Ergonomics

- Situation:** Workers experiencing musculoskeletal disorders due to heavy lifting.
- Solution:** Introduced mechanical lifting aids and adjusted workflow to reduce strain, in line with HSE's manual handling guidance.
- Outcome:** Decrease in MSDs and increased productivity.



Best practice for Ergonomics



The 'Plan, Do, Check, Act (PDCA)' Cycle developed by W. Edwards Deming.



Conclusion

•Key Takeaways:

- Health and safety law is crucial for protecting employees and ensuring a productive work environment.
- Ergonomics plays a vital role in preventing workplace injuries and promoting well-being.
- Proactive implementation of ergonomic practices, guided by HSE standards, can lead to significant benefits for both employees and employers.

•Final Thought:

- Prioritizing health, safety, and ergonomics is not just a legal requirement; it's an investment in the long-term success of your organisation.





Q & A

- **Invitation to Ask Questions**

- Open the floor to any questions or further discussion points from the audience.



Resources

- [Moving, handling and ergonomics - States of Guernsey \(gov.gg\)](#)
- [Manual handling. Manual Handling Operations Regulations 1992. Guidance on Regulations L23 \(hse.gov.uk\)](#)
- [Homepage | CIEHF \(ergonomics.org.uk\)](#)
- [Human factors and ergonomics – HSE](#)
- [Toolkit for assessing musculoskeletal disorders risk - HSE](#)