

## Office Ergonomics for Returning Employees

Proper ergonomics—designing the workplace to fit within the capabilities and limitations of employees—can help organizations maximize efficiency and boost productivity among their workforce. The correct chair height, adequate equipment spacing and good desk posture can help employees stay comfortable at the office while preventing soft tissue injuries and musculoskeletal disorders (MSDs).

According to the U.S. Bureau of Labor Statistics, ergonomic injuries account for 1 out of every 3 missed workdays. As employees return to the office, workplace ergonomics should be a priority to help decrease fatigue, discomfort and physical stress. The following are ways organizations can ensure proper workplace ergonomics:

- **Identify problems.** The first step toward preventing issues is identifying and assessing ergonomic problems in the workplace. Hazards include improperly adjusted workstations and chairs, tasks that require repetitive movements and cold temperatures.
- **Involve workers in worksite assessments, solution development and implementation.** The workforce often has first-hand experience dealing with ergonomic issues in the workplace. They can help organizational leaders by voicing their concerns and suggestions for reducing exposure to risk factors.
- **Provide training on [proper workspace setup](#).** Organizations should provide adjustable equipment that can cater to employee-specific needs to enhance workplace ergonomics. Desks should have clearance for knees, thighs and feet, computer monitors should be at eye level and feet should comfortably reach the floor.
- **Encourage early reporting of MSD symptoms.** Early reporting of MSD symptoms can inform management of ergonomic issues. Steps can then be taken to prevent or reduce the progression of symptoms, the development of serious injuries and subsequent lost-time claims.

When employees are given the proper tools and set up for success, it can result in a healthier and more productive workforce. For more information, contact us today.

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## Hurricane Predictions for 2022

Researchers at Colorado State University (CSU) have predicted a very active 2022 Atlantic hurricane season (June 1 through Nov. 30). While the average Atlantic hurricane season consists of 14.4 named storms, the CSU Tropical Meteorology Project has predicted 19 named storms in 2022. The initial forecast calls for nine hurricanes and four major hurricanes with at least 111-mph winds.

According to the research, there is a 71% chance—20 points higher than the average for the last century—of a Category 3, 4 or 5 hurricane making landfall along the U.S. coastline. The above-average Atlantic seasonal hurricane forecast is likely the result of the lack of El Nino, the unusual warming of surface waters in the eastern tropical Pacific Ocean, and unusually warm temperatures in the Atlantic Ocean and Caribbean Sea.

Hurricanes affect more than just the coast since storm remnants can bring severe weather farther inland. As the 2022 Atlantic hurricane season ramps up, businesses can take the following proactive steps:

- **Conduct a preparedness assessment.** Hurricanes can damage property, prevent employees from getting to the workplace and disrupt supply chains. Business leaders should assess who and what will be impacted by a hurricane or severe weather.
- **Build an emergency plan.** Businesses should have an emergency plan that outlines a communication strategy and safety procedures. There should also be an emergency kit that includes water, flashlights with extra batteries and a first-aid kit.
- **Secure all business facilities.** While businesses closer to the coastline typically experience more significant property

damage, high winds and flooding can still affect organizations hundreds of miles away from the storm's center. Therefore, businesses should monitor severe weather and take the necessary precautions to protect their property, including boarding up windows and doors, placing sandbags outside building openings and installing a backup power system to keep all critical assets working.

With an above-average hurricane season on the horizon, businesses need to prepare for severe weather. For more information, contact us today.

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