



Safety Bulletin December 2025



Ergonomics Prevention

California Code of Regulation Title 8, Section 5110 requires employers to have a Repetitive Motion Program. To help employers, Cal OSHA has published a guidance [document](#) to assist employers.

What is an Ergonomic Injury? An ergonomic injury is one which results from prolonged strain, pressure, or incorrect posture due to a specific ergonomic hazard. Ergonomic injuries, also known as work-related musculoskeletal disorders (WMSDs), account for approximately one-third 33% of all workplace injuries and illnesses in the U.S.

Prevention of Musculoskeletal Disorders in the Workplace

Musculoskeletal Disorders (MSDs) are conditions that impact the muscles, nerves, blood vessels, ligaments, and tendons. These injuries can occur in a variety of work environments, as employees in many different industries and occupations may be exposed to risk factors that contribute to the development of MSDs.

Common Workplace Risk Factors

- Lifting heavy items
- Bending
- Reaching overhead
- Pushing and pulling heavy loads
- Working in awkward body postures
- Performing the same or similar tasks repetitively

When workers are exposed to these risk factors, their likelihood of sustaining musculoskeletal injuries increases. Identifying and reducing these exposures is key to preventing MSDs and promoting a safer work environment.

Work-related MSDs can be prevented. Ergonomics --- fitting a job to a person --- helps lessen muscle fatigue, increases productivity, and reduces the number and severity of work-related MSDs.

Impact of MSDs in the Workplace

Work-related MSDs are among the most often reported causes of lost or restricted work time.



A Process for Protecting Workers

Employers play a crucial role in ensuring the safety and health of their workforce. By prioritizing ergonomic principles in the workplace, employers can significantly reduce both the number and severity of musculoskeletal disorders (MSDs) that result from physical overexertion. These efforts not only lower associated costs but also foster a safer work environment for all employees.

The implementation of an ergonomic process has proven effective in lowering the risk of MSDs across a wide range of high-risk industries. Sectors such as construction, food processing, firefighting, office work, healthcare, transportation, and warehousing have all benefited from adopting ergonomic practices. Through these targeted efforts, organizations can better protect their workers and enhance overall workplace well-being.

The following are essential elements of an ergonomic process:

Provide Management Support - A strong commitment by management is critical to the overall success of an ergonomic process. Management should define clear goals and objectives for the ergonomic process, discuss them with their workers, assign responsibilities to designated staff members, and communicate clearly with the workforce.

Involve Workers - A participatory ergonomic approach, where workers are directly involved in worksite assessments, solution development and implementation are the essence of a successful ergonomic process.

Workers can:

- Identify and provide essential information about hazards in their workplaces.
- Assist in the ergonomic process by voicing their concerns and suggestions for reducing exposure to risk factors and by evaluating the changes made because of an ergonomic assessment.

Provide Training - Training is a crucial element in the ergonomic process. It ensures that workers are aware of ergonomics and its benefits, become informed about ergonomics related concerns in the workplace, and understand the importance of reporting early symptoms of MSDs.

Identify Problems - A major step in the ergonomic process is to identify and assess ergonomic problems in the workplace before they result in MSDs.

Encourage Early Reporting of MSD Symptoms - Early reporting can accelerate the job assessment and improvement process, helping to prevent or reduce the progression of symptoms, the development of serious injuries, and subsequent lost-time claims.

Implement Solutions to Control Hazards - There are many practical solutions that can be implemented to reduce, control, or eliminate workplace MSDs.

Evaluate Progress - Established evaluation and corrective action procedures are required to periodically assess the effectiveness of the ergonomic process and to ensure its continuous improvement and long-term success. As an ergonomic process is first developing, assessments

should include determining whether goals set for the ergonomic process have been met and determining the success of the implemented ergonomic solutions.

ICRMA has resources to help members manage Ergonomic injuries. Resources are available here. Utilize [CORITY](#) for online ergonomic self-assessments. (Indicate you are an ICRMA member in the Company Name box by typing ICRMA: City of [city name]).

ICRMA Training Update

University sessions are dark for December. The next University session will be January 15, 2026. Topic is De-escalation Training.

Please consult the ICRMA 2025-26 Risk Control Plan for added trainings and webinars. If you have any questions, Contact Bob May, Director of Loss Control.