



Steward Observatory, June 2008

Work Shouldn't Hurt!

And Here's Why:

- Pain has no value—you can't sell it, so why include it in your company?
- Pain lowers productivity, and can lead to **fatigue debt**, an injury that is caused by repetition. Excessive fatigue debt can lead to **cumulative stress disorder**, which can cause permanent and irreversible damage to the body.
- Your workforce is constantly aging, and therefore may not be physically capable of performing tasks that they once could.



Your employees are like your machines:
Both are critical investments, and neither
should be worked beyond its capacity.

The Common Sense Test

Before performing a task, or letting an employee perform a task, ask yourself:

Does this task look safe enough that I would let somebody I care for perform this task?

If the answer is no, then the task should not be performed as such. Remember, you too are cared for by somebody who doesn't want to see you get hurt.

Individual Responsibilities

AS AN EMPLOYEE:

Communicate!

Determine if there is an ergonomics problem with your workstation, and identify a potential solution. Implement that solution.

AS A MANAGER:

Listen!

If an employee has pain, don't ignore it. Labor is your most vital asset, and good ergonomics is the key to productivity.

A workplace injury doesn't just hurt from 9 to 5.

It affects your life beyond the workplace. For example, an on the job back injury could hinder your ability to sleep comfortably, or play with your children. Additionally, a future employer is less likely to hire a worker with a history of injury.

Don't sacrifice your future or well being for your job!

