



# Say Goodbye to Lost Time and Keep Employees Working

WITH THESE 5 INNOVATIVE TIPS

When employees are off work due to personal or work-related injuries, it affects your company's bottom line.

At ErgoWorks, our strategies and expertise helps our clients keep their employees productive.

As your trusted guide in building a culture of health and safety at work, here are ErgoWorks' Top 5 innovative ways to reduce lost time on the job.



## #1: ENCOURAGE EARLY REPORTING

Encourage employees to speak up regarding symptoms such as soreness, discomfort, and aches and pains. This will tell you what job tasks need to be addressed to avoid a work-related injury. Plus, compassionate curiosity about employee's symptoms shows you care about their health.



## #2: UTILIZE JOB ANALYSIS

This customized document tells you and medical professionals about an injured worker's job. It outlines the essential functions and physical demands of a job title. When given to a medical provider, this provides a roadmap for the worker to return to full duty. It allows the company to explain the job, not just the employee.



## #3: CREATE A TEMPORARY TRANSITIONAL DUTY LIST

This list of modified work tasks ("light duty") can be given to medical providers. This avoids lengthy delays as it gives doctors all the job options for the employee to quickly return to work. Quickly accommodating injured employees will significantly reduce the time they are out of work.



#### **#4: COMMUNICATE. TO EVERYONE.**

Speak with the injured employee regarding their return to work plan. Define and agree on the work they will be doing. Show them the workability report signed by the doctor and the job tasks available that fit within their physical capabilities. A signed agreement with the employee to follow their workability will allow for open discussion and clear expectations.



#### **#5: INVEST IN ERGONOMIC ASSESSMENTS**

Ongoing assessment of ergonomics will provide recommendations to make jobs safer. This will reduce the risk of ergonomic related soreness. That means fewer injuries, fewer doctor visits, fewer work comp claims, and reduced work comp costs.

**As a Minnesota company who specializes in injury prevention, ergonomics, and job analysis, we have helped local companies:**

**Reduce Injuries  
Increase Retention  
Increase Employee Job Satisfaction**

**Schedule A Discovery Call with Owner Beth Mayotte.  
Discover customized solutions for your unique needs.**

