

# C. A. S. H.

## County of Alameda Safety and Health

**SAMPLE**

(Agency/Department Name)  
**Ergonomics Safety and Health Program - 5110**  
Revision Date 1/14/02

The (name of agency/department) is committed to providing a safe and healthful workplace for its employees. This safety program is designed to minimize exposures that have been determined to cause repetitive motion injuries (RMIs).

### Scope and Application

This safety and health program is in compliance with Cal/OSHA Section 5110, "Repetitive Motion Injuries". This program shall apply to any job, process, and/or operation where a repetitive motion injury (RMI) has occurred to more than one employee under the following conditions:

1. **Work related causes.** The repetitive motion injuries (RMIs) were predominantly caused (i.e. 50% or more) by a repetitive job, process, or operation.
2. **Relationship between RMIs at the workplace.** The employees incurring the RMIs were performing a job process, or operation of identical work activity. Identical work activity means that the employees were performing the same repetitive motion task, such as but not limited to word processing, assembly or, loading
3. **Medical requirements.** The RMIs were musculoskeletal injuries that a licensed physician objectively identified and diagnosed; and
4. **Time requirements.** The employees reported the RMIs to the employer in the last 12 months.

This program is designed to minimize RMIs and shall be established and implemented for every repetitive job, process, or operation subject to this program. The program components are:

- **Worksite evaluation**
- **Control of exposures which have caused RMIs**
- **Training of employees**

- (1) **Worksite evaluation** – Each job, process, or operation of identical work activity covered by this program or a representative number of such jobs, processes, or operations of identical work activities shall be evaluated for exposures that have caused RMIs.
- (2) **Control of exposures that have caused RMIs** – Any exposures that have caused RMIs shall, in a timely manner, be corrected or if not capable of being corrected have the exposures minimized to the extent feasible. The employer shall consider engineering controls, such as work station redesign, adjustable fixtures or tool redesign, and administrative controls, such as job rotation, work pacing or work breaks.
- (3) **Training** – Employees shall be provided training that includes an explanation of:
  - (A) The employer's program;
  - (B) The exposures which have been associated with RMIs;
  - (C) The symptoms and consequences of injuries caused by repetitive motion;
  - (D) The importance of reporting symptoms and injuries to the employer; and
  - (E) Methods used by the employer to minimize RMIs.