



Department of Defense Ergonomics Working Group Overview

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Work Group Background

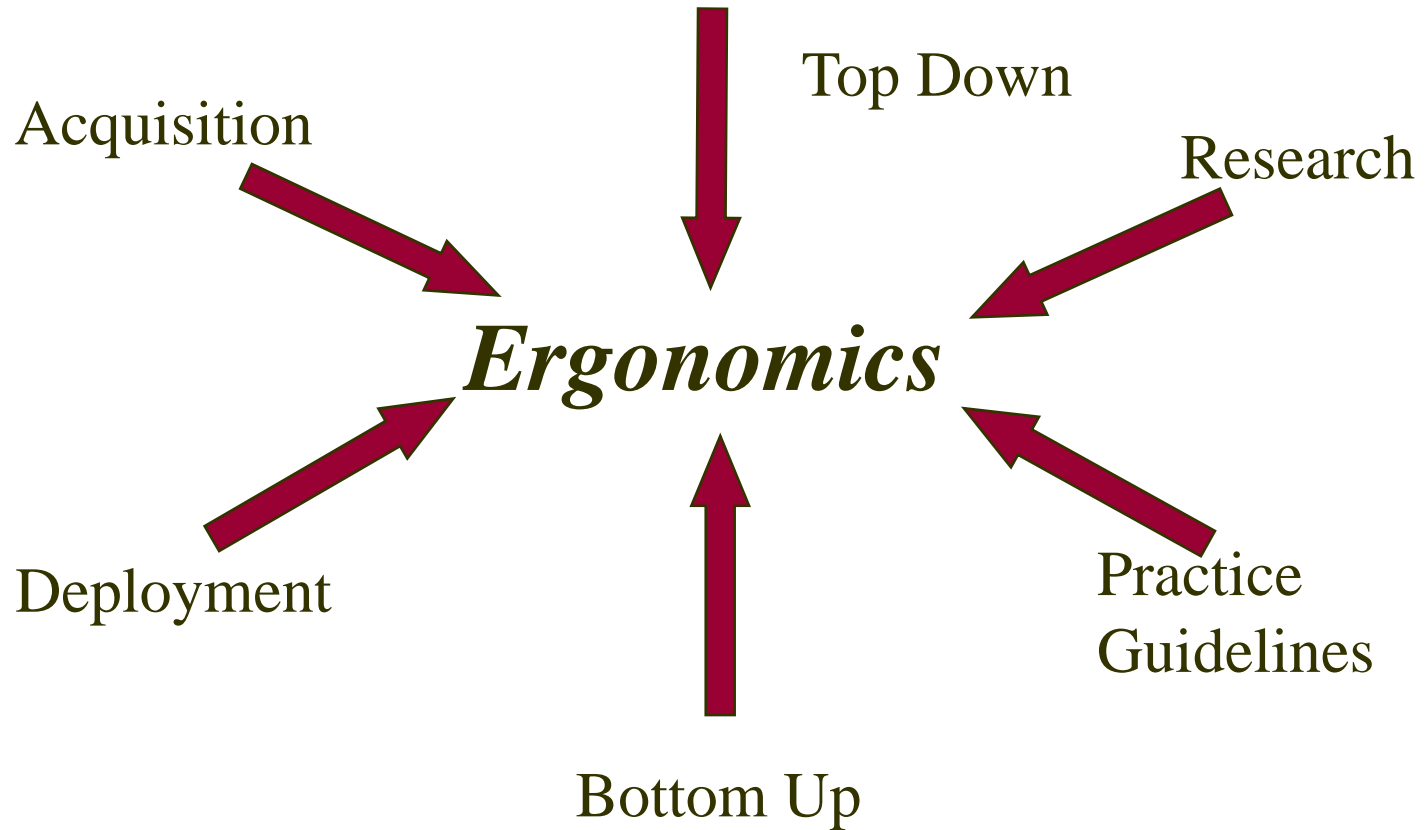
- **History**

- Recognition of duplication of effort
- Established 1994
- Multidisciplinary Membership

- **Service Points of Contact**



Working Group Strategy



Top Down



- **DOD Policy**

- **Command Support - Critical Element**
- **Requires all DOD facilities to have ergonomics programs established under existing OSH programs**
- **Specific program elements**

- **OSHA Proposed Standard**

- **Written submission**
- **Presentations at public hearings**



Top Down: Data

- **Health Outcome**
 - **ICD-9 and Nature of Injury codes**
 - **Military (DMSS data)**
 - **20% clinic visits**
 - **49% limited duty dispositions (690,000 in FY 99)**
 - **Civilian (ICUC data)**
 - **50% claims and 50% costs (\$275M in FY99)**
- **Production-based Outcome**
- **Cost Benefit Model**



Top Down: Cost-Benefit Model

- **Target Audiences**
- **Applications (Base-Command level)**
- **Inputs**
 - Task category, demographics, health outcome
- **Costs (Medical vs Line payers)**
 - Health Outcomes * ergo portion
 - Production Outcome * ergo portion
- **Benefit * ergo portion**



Top Down: Results

- **Civilian models (GAO Report)**
 - 91% reduction in workers' comp costs
 - 75% reduction in cost per claim
- **Navy - Corporate Ergo Program**
- **Army - Demonstration Project**
- **Air Force - Activity Based Costing**



Bottom Up

- **Program Development Status**
- **Primary issue: staffing and resources**
 - Champion support - key element
 - Coordinated Resource Requests
- **Practical Tools**
 - Turn-key focus (templates, data, case building / successes)
 - Applicable to all DOD agencies



Bottom Up: Tools

- **Program Management**
- **Assessment**
 - **Job Requirements / Physical Demands Survey**
 - **Risk Assessment Codes**
 - **DOEHRS**



Bottom Up: Tools

- **Hazard Prevention and Control**
 - Low cost / Productivity focus
 - Administrative Controls
- **Health Care Management**
 - **Clinical Practice Guidelines**
 - Low Back Pain
 - Work-Related Musculoskeletal Disorders



Bottom Up: Tools

- **Education and Training**
 - **40 hour standard course**
 - **Over 2000 DOD SOH personnel trained**
 - **Worker/Supervisor materials**
 - **USUHS Master of Public Health Program**
 - **Concentration in Occupational Ergonomics**
 - **Start Summer 2001**



Acquisition

- **Immediate Issue: Informed Consumers**
 - (UNICOR)
- **Larger Issue: System Design and Development**
 - Physical Demands
 - Advanced Technology Effect



Research

- **Focus: Translation into Practice**
- **Service Initiatives**
- **Partnership Efforts (USUHS):**
 - **Back injury prediction study**
 - **Low Back Pain 2° Prevention Predictor Study**



Future

- **Leverage Resources and Initiatives**
- **Installation Program Development**
 - Institutionalization
- **Culture change**