

IMPACC

Offered by: CIS Onsite

AN ERGONOMICS PROGRAM THAT WORKS!

What is IMPACC?

IMPACC is a nationally recognized authority on ergonomics and work injury claims prevention. It is a unique work injury prevention system developed by a group of Physical Therapists working in hundreds of workplaces since 1983. **IMPACC** is a well-defined, structured program that is readily adaptable to any workplace.

What types of injuries does the IMPACC program strive to prevent?

The **IMPACC** program addresses musculoskeletal cumulative trauma disorders such as: carpal tunnel syndrome, tendonitis, shoulder and hand problems, neck pain and back injury.

How effective is the IMPACC program?

Very. **IMPACC** has been implemented in more than 500 companies, including several Fortune 500 firms, since 1983.

Companies have experienced **50-70-90% reduction in lost workdays** following implementation of the program. Most of these companies have also experienced **reduced Workers' Compensation costs, improved productivity, and enhanced employer-employee relations.**

What makes the IMPACC program so successful?

IMPACC therapists are medical ergonomic consultants. We are experts in the human body – how it works and how it breaks down.

Most ergonomic consultants in the U.S. are engineers. The traditional approach has been to assume that most work injuries are due to engineering problems that can only be fixed through expensive redesign of the workplace.

The therapists at **IMPACC** believe it is also very important to consider how workers use their bodies on the job. That is why we consider both **poor job design** and **risky worker habits.**

At **IMPACC** we look beyond expensive redesign of the workplace and focus on realistic, low-cost alternative work methods and on

correcting risky worker habits. This approach to work injury prevention is often far **more effective** and far **less expensive** than the traditional engineering approach.

Further, we consider the powerful issues of workplace politics and attitudes that can greatly increase Workers' Compensation costs and claims.

What does the IMPACC program consist of?

1) Work Risk Analysis:

- A review of the company's OSHA 300 log.
- An on-site ergonomic analysis of the design of the job being performed.
- An analysis of the worker's postures, movement patterns and behaviors.
- A report (written in plain English) that provides: a biomechanical description of the worker doing each job; a list of the observed risks for neck/arm/back injury with an explanation of the mechanisms of injury; and a prioritized list of corrective recommendations the company may consider for reducing these risks.

Work Risk Analysis (continued)
Corrective recommendations fall into 5 categories:

Engineering/Ergonomics:

Affordable job design changes to reduce required stresses of the job.

Education:

Both management and workers must understand the work injury problem, the risk factors and the solutions. Education creates motivation, commitment and good employer-employee relations.

Exposure Reduction:

If there is no feasible ergonomic design change for a stressful job, then Exposure Reduction is considered. This includes job rotation, sit-stand options, or the use of different movement patterns that allow over-used musculoskeletal structures to rest.

Exercise/Stretching:

Properly performed stretching exercises are very effective for reducing the risks of neck, arm and lower back problems. Frequent stretch breaks will not reduce productivity, but will increase it in most cases.

Enforcement/Empowerment:

The level of enforcement and accountability among management, supervisors and workers with regard to the injury prevention program will determine the company's return on investment.

2) Management Training:

Top/middle managers, supervisors and labor leaders receive aggressive, expert education on cumulative trauma disorders of the neck-arm and low back and on what causes injuries, claims and costs. Managers are then taught strategies for reducing these injuries, claims and costs. Training builds cooperative attitudes, skills and commitment.

3) Employee Motivation Training:

The goal of employee training is to motivate workers to use their bodies properly on the job and to take care of their working, aging body. We emphasize "fatigue-avoidance" tactics such as personal ergonomics, proper posture, stretching procedures, self-care responsibility, and the "Industrial Athlete" approach to work.

4) Ergonomics Team Training:

An in-house team receives advanced training so that they may

continue the effort to evaluate ongoing ergonomic risks, develop prevention tactics, and assure the long-term success of the prevention program.

How much does the IMPACC program cost?

Obviously, the fees associated with our services depend on the needs of the company and the size of the project. Typically, our fees average \$25-\$40 per employee. Companies generally save \$10 for every \$1 spent on the **IMPACC** program. Often, the prevention of just one significant work injury will more than pay for the program.

Does the IMPACC program comply with OSHA's ergonomic guidelines?

Yes. The **IMPACC** program closely follows OSHA ergonomic guidelines 3123 that describes how a company may best put together a program for ergonomics hazard control.

Where can I find more information about the IMPACC program?

Contact **CIS onsite** toll free at:
(866) 298-1312
www.CISonsite.com