

WHY SHOULD YOU INVEST IN ERGONOMICS?

In the long term, there are several issues related to efficiency, safety and productivity that are positively affected by proper ergonomics.

01

FACT: Musculoskeletal disorders (MSDs) affect most employees

- Musculoskeletal disorders (MSDs) are the single largest occupational health hazard in Europe: up to three out of five employees report musculoskeletal symptoms *1
- Employees in the industrial sector have the most absences due to sickness, on average 16 working days per person/year *2

02

MEASURES: Proper ergonomics can reduce MSD-related absences as much as 72%

- As a result of measures that improve ergonomics, musculoskeletal symptoms and disorders were reduced 57% and absences due to MSDs reduced 72% *3

03

RESULTS: Productivity improved 46%

- Through measures that improved ergonomics, productivity improved 46% *3
- An example: a company of 200 industrial employees:
 - » 16 sickness absence days per employee (absence percentage 7.08%)
 - » When sickness absences decrease 10% (7.08% > 6.37%), **annual cost savings are more than 150,000 €** *4
- Employees who are satisfied with their work have ten times less sickness absences compared with their unsatisfied colleagues *5
- Unsatisfied employees are 10% more inefficient than an average employee whereas a satisfied employee is on average 12% more productive *5

Benefits of ergonomics to the EMPLOYER

- Improves occupational safety and reduces sickness absences
- Improves employees' performance
- Reduces occupational health care costs
- Increases productivity and efficiency
- Motivates and engages employees

Benefits of ergonomics to the EMPLOYEE

- Improves employees' health and well-being
- Healthy and safe working environments promote the ability to work and also have a positive effect on the ability to function during leisure time
- More satisfaction for your work



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*1: European Agency for Safety and Health at Work, Work-related musculoskeletal disorders: prevalence, costs and demographics in the EU –report: <https://osha.europa.eu/it/publications/msds-facts-and-figures-overview-prevalence-costs-and-demographics-msds-europe/view>, 2019

*2: Confederation of Finnish Industries: https://ek.fi/wp-content/uploads/sairauspoissaolot_opas.pdf, 2009, uploaded on 30 January 2020

*3: Goggins, R. W., et al. 2008. Estimating the effectiveness of ergonomics interventions through case studies: Implications for predictive cost-benefit analysis. *Journal of Safety Research* 39: 339–344.

*4: Varma Mutual Pension Insurance Company: Absence calculator: <https://www.varma.fi/en/other/Taskurit/cost-of-absence-calculator/> Cost of absence includes indirect costs, non-wages labour costs and salary cost.

*5: Oswald, Andrew J., Proto, Eugenio and Sgroi, Daniel. (2015) Happiness and productivity. *Journal of Labor Economics*, 33 (4), pp. 789-822.

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