

Workplace Accommodations and Ergonomics

Injury prevention is an important aspect of many companies' workers' compensation cost-containment programs. Two prevention strategies are "accommodations" and "ergonomics."

Accommodations

Accommodations are changes or adjustments to a job or work environment that will enable a worker to perform the job. Types of accommodations include: making existing facilities readily accessible and usable; restructuring job duties or tasks; modifying work schedules; acquiring or modifying equipment or devices; providing readers or interpreters and modifying exams, training materials or policies.

Ergonomics

Ergonomics is the term used to describe a process of designing more user friendly jobs by reducing or eliminating job hazards that can cause injury and illness. Some jobs are typically performed using awkward postures, excessive force or significant repetition. Making ergonomic improvements in the workplace can result in fewer injuries, reduced absenteeism, decreased turnover, increased efficiency, improved work quality, higher morale and lower workers' compensation costs.

Businesses can obtain information on these strategies from Michigan Rehabilitation Services (MRS), a division of the Department of Human Services. MRS provides assistance and information to businesses that are considering workplace adjustments for their workers. This assistance is available at each of the MRS offices throughout the state. Call 1-800-605-6722 (voice) or 1-888-605-6722 (TTY) for office locations or more information. There is no charge for the initial consultation.

Accommodation Center

The state also operates the Business Network Unit's Accommodation Centers, with locations in Lansing and Oak Park. These centers use a comprehensive team approach to design and provide accommodations and ergonomics for specific employer needs. Services to businesses include:

- Work station and seating evaluations.
- Ergonomic risk factor assessments.
- Ergonomics training.
- Assistive technology assessments.
- Complete follow-up on all services provided.

Please contact the Accommodation Center nearest you:

Oak Park Accommodation Center
25900 Greenfield Road, Suite 430
Oak Park, MI 48237
877-620-7939
(toll free, voice/TTY)

Lansing Accommodation Center
1048 Pierpont, Suite 6
Lansing, MI 48913
888-271-8337
(toll free, voice/TTY)

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STATE OF MICHIGAN
Department of Human Services

MRS PROMOTING
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