



The Wolf - Humility

## Ningwanuk Meshquajese — Wings of Change Aboriginal Workers Education & Outreach Project

### Section 4: Ergonomics

Work shouldn't hurt, but for many workers it does. The worker often does highly repetitive, fast-paced work in awkward positions and eventually musculoskeletal injuries result. These injuries comprise more than half of the workers compensation claims in Manitoba. Ergonomics finds ways to adjust the work to better *fit the work to the worker* to avoid preventable pain and injuries.

#### Display Posters of Seven Sacred Teachings

**Wall posters available from**  
Occupational Health Centre 204-949-0811 or  
from Native Reflections - 1-800-522-9322  
email: [info@nativereflections.com](mailto:info@nativereflections.com)  
website: [www.nativereflections.com](http://www.nativereflections.com)

#### Form Sharing Circle

#### Smudge and Prayer

Introduce teachings about the Smudge and the ways of the Sharing Circle and the passing of the feather.

#### Introductions

Ask participants: their name, along with a comment about what they hope for/disappointed if it doesn't happen during this Circle

#### Equate 7 Sacred Teachings & 3 Worker's Rights

Give history about the *Ningwanuk Meshquajese — Wings of Change project* and why the Advisory group decided :  
7 Teachings + 3 worker's rights = Path to Workplace Health and Safety.

**Handout:**  
**Wings of Change fact sheet**

#### Skit: Work That Doesn't Fit the Worker

Select the skit(s) that are the best match for the work of the participants.

**See Resources for list of supplies needed**

Ask participants: What about the work in the skit would eventually contribute the strain and pain.

Answer: Risk Factors = repetition, force, awkward postures, vibration, insufficient rest breaks

Emphasize that intensity, duration and frequency are key considerations when determining the degree of risk.

### Work Related Strains and Pains

Ask the participants to place dots on the body map, Ask:

Where are your aches and pains at the end of the work day?  
What work activities are causing this discomfort for you?  
What are the risk factors as you do these work activities.

### Fit the Work to the Worker

Solutions at the Source of the problem are best.

Participants break into groups and each group is given a picture depicting ergonomic risk factors (front side of sheet only). The task is to redesign the work to better fit the worker.

Participants return to large group to discuss their solutions and compare them to solutions on back side of pictures.

### Evaluation

Distribute evaluation forms. Inform participants that their anonymous responses will be used solely to improve future sessions.

### Check-Out

Ask participants: Was there anything useful during this workshop and if so, how could it be incorporated into your workplace?

### Closing Reflection/Prayer

Invite participants to lead the closing prayer. Be prepared to say the prayer if no one volunteers.

**Draw body map on flip chart paper**

**Coloured dots**

**Ergonomic pictures (with ergonomic risk factors on one side, solution on other side)**

**Evaluation Form**

**Handouts:**

**Additional Fact sheets**

- Repetitive Strain Injuries
- Ergonomics
- Mouse Related Pain
- Lifting Safety

Inform participants about a useful ergonomic hazard inspection checklist.  
This tool is included as a resource in this section of the binder