



22. Work organization/stressors - other hazards



What do you notice about:

Note: For background information, see other side.

- production bonuses?

- job rotation?

In conclusion, the current situation

is acceptable

needs improvement

What *specific* improvements can be made?

Should we analyze the situation or the proposed solutions in more detail?

no

yes - more detail on other side





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We looked at ...	Why be concerned? (consequences)	Recommendations
Production bonuses	Productivity incentives lead to: <ul style="list-style-type: none">• A faster pace of work• Increased fatigue• Adverse work conditions, more injuries	<ul style="list-style-type: none">• Eliminate production or risk-incentive bonuses• Give priority to health and safety, while respecting operators' interests and productivity constraints• If there are bonuses, integrate them permanently into the wages, while minimizing the stressors
Job rotation	Lack of rotation leads to: <ul style="list-style-type: none">• Constant posture, movements, and strain• Monotony and a decline in alertness• Increased risk of incidents	<ul style="list-style-type: none">• Enhance staff flexibility and versatility• Organize the work so that:<ul style="list-style-type: none">- the same task is performed for less than an hour- two or more tasks using different muscle groups are alternated (being careful to provide rest for the back)

Translated and adapted from SOBANE materials, available at www.sobane.be/fr/tms_obs.html

