

Repetitive Motion Injuries and Ergonomics Training

610.1 PURPOSE AND SCOPE

The purpose of this policy is to minimize the occurrence of work-related repetitive motion injuries (RMI) through work site evaluation, control of exposures and training of members whose assigned duties have a risk of RMIs (8 CCR 5110(b)).

610.2 POLICY

It is the policy of the Fresno County Fire Protection District that members shall be provided initial training any time their assigned duties have a risk of RMIs, as duties change and when members encounter new exposures to the risk of RMIs (8 CCR 5110(b)(1)).

The District shall correct any exposure that has caused an RMI in a timely manner. If the exposure cannot be corrected, the District shall take steps to minimize member exposure to the degree feasible, considering engineering controls such as workstation redesign, adjustable fixtures or tool redesign and administrative controls such as job rotation, work pacing or work breaks (8 CCR 5110 (b)(2)).

610.3 TRAINING REQUIREMENTS

- (a) Members shall be provided training that includes, but is not limited to, an explanation of the following (8 CCR 5110(b)(3)):
 - 1. The district's program to minimize RMIs
 - 2. The exposures that have been associated with RMIs
 - 3. The symptoms and consequences of injuries caused by repetitive motion
 - 4. The importance of reporting symptoms and injuries to the District
 - 5. Methods used by the District to minimize RMIs
- (b) Refresher training should be provided on an annual basis (8 CCR 5110).
- (c) Members shall receive RMI prevention training prior to performing duties that are known to be associated with the following circumstances:
 - 1. Work-related causation - RMIs have been predominantly caused (e.g., 50 percent or more) by a repetitive job, process, or operation.
 - 2. Relationship between RMIs at the workplace - Members incurring the RMIs were performing a job, process or operation of identical work activity. Identical work activity means that the members were performing the same repetitive motion task (e.g., word processing, assembly, loading).

Repetitive Motion Injuries and Ergonomics Training

3. The RMIs were musculoskeletal injuries that a licensed physician objectively identified and diagnosed.
4. The RMIs were reported by members to the District in the previous 12 months.

610.4 ADDITIONAL TRAINING AND INFORMATION

Additional training and information should be provided to members in the following circumstances:

- (a) When the work site evaluation is updated.
- (b) When exposure control measures are updated.
- (c) When the District becomes aware of new work-related exposures associated with RMIs.

At a minimum, the District should provide refresher training on an annual basis.

610.5 TRAINING RECORDS

The Training Chief shall be responsible for maintaining records of all RMI prevention training provided to members. Records should include, but are not limited to, the following:

- (a) The dates of the training sessions
- (b) A list of the topics or a summary of the content of the training sessions
- (c) The name or other identifier and job title of the members who received the training
- (d) The names, certificate number and qualifications of the persons conducting the training

The Training Chief should maintain the training records in accordance with established records retention schedules.

610.6 MANDATORY REPORTING

The District shall submit the mandated injury report annually for the previous 12-month period.