



Prevention of Repetitive Motion Injury

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INTRODUCTION

The City of Palm Springs has adopted this Program to minimize work related repetitive motion injuries (RMI) through implementation of work site evaluations, administrative and engineering control measures, and employee training. This program meets all requirements of the California Code of Regulations, Title 8, and Section 5110.

RESPONSIBILITY

The City Attorney is the plan administrator for Prevention of Repetitive Motion Injury in the City of Palm Springs. All managers and supervisors are expected to provide safety leadership, training and guidance within their departments and ensure program compliance.

DEFINITIONS

For purposes of this Program, the following definitions apply:

- **RMIs** – musculoskeletal injuries resulting from a job, process, or operation of identical work activity which have been the predominant cause of objectively identified and diagnosed musculoskeletal injuries to more than one employee reported within a twelve-month period after July 3, 1997. A licensed physician must objectively conduct the identification and diagnosis of the RMI.
- **Licensed Physician** – a person with an M.D. or D.O. degree licensed and diagnosing within the scope of his or her practice.
- **Predominant Cause** – 50% or more of the injury was caused by a work related repetitive job, process or operation of identical work activity.
- **Identical Work Activity** – the employees were performing the same work related repetitive motion task, such as but not limited to word processing, assembly or loading.

WORKSITE EVALUATIONS

Where more than one RMI is reported as defined above, a representative number of such jobs, processes or operations of identical work activities shall be evaluated for exposures which have caused RMIs.

CONTROL OF EXPOSURES

Any exposures that have caused RMIs shall, in a timely manner, be corrected or if not capable of being corrected have the exposures minimized to the extent feasible. The City will consider the following administrative and engineering controls in determining how to correct or minimize exposures:

- **Administrative Controls** – work pacing or work breaks.
- **Engineering Controls** – work station redesign, adjustable fixtures or tool redesign.

The City may also consider other control measures that would not impose additional unreasonable costs.

EMPLOYEE TRAINING

Employees shall be provided training that includes an explanation of:

- The Program to Minimize Repetitive Motion Injuries;
- The exposures which have been associated with RMIs;
- The symptoms and consequences of injuries caused by repetitive motions;
- The importance of reporting symptoms and injuries to the City; and
- Methods used by the City to minimize RMIs.

The training shall be provided to employees as follows:

- Upon establishment of the Program to Minimize Repetitive Motion Injuries;
- Upon hire to all new potentially exposed employees;
- Upon new job assignments for which training has not been previously received.

EMPLOYEE REPORTING OBLIGATIONS

All employees are encouraged to report all suspected RMIs or RMI symptoms through the worker's compensation process.

All employees report to the Human Resources Department all RMIs to the City, which have been objectively identified and diagnosed by a licensed physician which are suspected of being 50% or more caused by a job, process or operation at the City.