

Healthy Healthcare Workers

Better Care • Pain-Free Practice

AOS Healthcare Ergonomics Programme • 2026



Protect the Caregiver • Prevent Injury • Work Smarter

Pain Is Not Part of the Job

Awkward posture + force + repetition + long hours

What hurts after duty?



Poor Ergonomics Has a Cost

Pain • fatigue • errors • absence • shorter careers

Adjust the work to fit the worker.



Find Your Neutral Spine

Ears over shoulders. Ribs over pelvis. Load close.

Adjust the work to fit the worker.



Stand Tall—Without Stiffness

Feet apart • knees soft • weight balanced • change position

Adjust the work to fit the worker.



Make the Chair Fit You

Feet supported • hips back • elbows near 90°

Adjust the work to fit the worker.



Bring the Screen to Eye Level

Top of screen near eye level • one arm away

Adjust the work to fit the worker.



Chart Without Becoming the Patient

Face the screen • support forearms • alternate sitting and standing

Adjust the work to fit the worker.



Set the OT Around the Surgeon

Table near elbow height • monitor ahead • tools within reach

Adjust the work to fit the worker.



The Team Shares the Load

Plan • communicate • use aids • move together

Adjust the work to fit the worker.



Never Lift a Patient Alone

Use a gait belt, slide sheet, hoist—or more hands

Adjust the work to fit the worker.



Move Your Feet, Not Your Spine

Wide base • load close • pivot • avoid twisting

Adjust the work to fit the worker.



Precision Work Needs Support

Dentistry: patient closer, elbows relaxed, vision aligned

Adjust the work to fit the worker.



Keep the Probe Close

Ultrasound: patient near • arm supported • wrist neutral

Adjust the work to fit the worker.



Your Phone Should Come Up

Raise the screen • support arms • avoid prolonged neck flexion

Adjust the work to fit the worker.



Reset Before Stiffness Starts

Every hour: 20 seconds each—neck, shoulders, wrists, back

Adjust the work to fit the worker.



Strength Protects the Caregiver

Twice weekly: legs • back • shoulders • grip

Adjust the work to fit the worker.



Audit the Work—Not the Worker

Equipment • layout • staffing • training • reporting

What can we change this week?



Healthcare Ergonomics Pledge

I will work safely, move regularly and report hazards.

- ✓ Maintain correct posture
- ✓ Use safe patient handling
- ✓ Take regular micro-breaks
- ✓ Stretch during long duties
- ✓ Report ergonomic hazards
- ✓ **Encourage safe teamwork**



Protect the Caregiver

Small changes today prevent lifelong injuries.

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