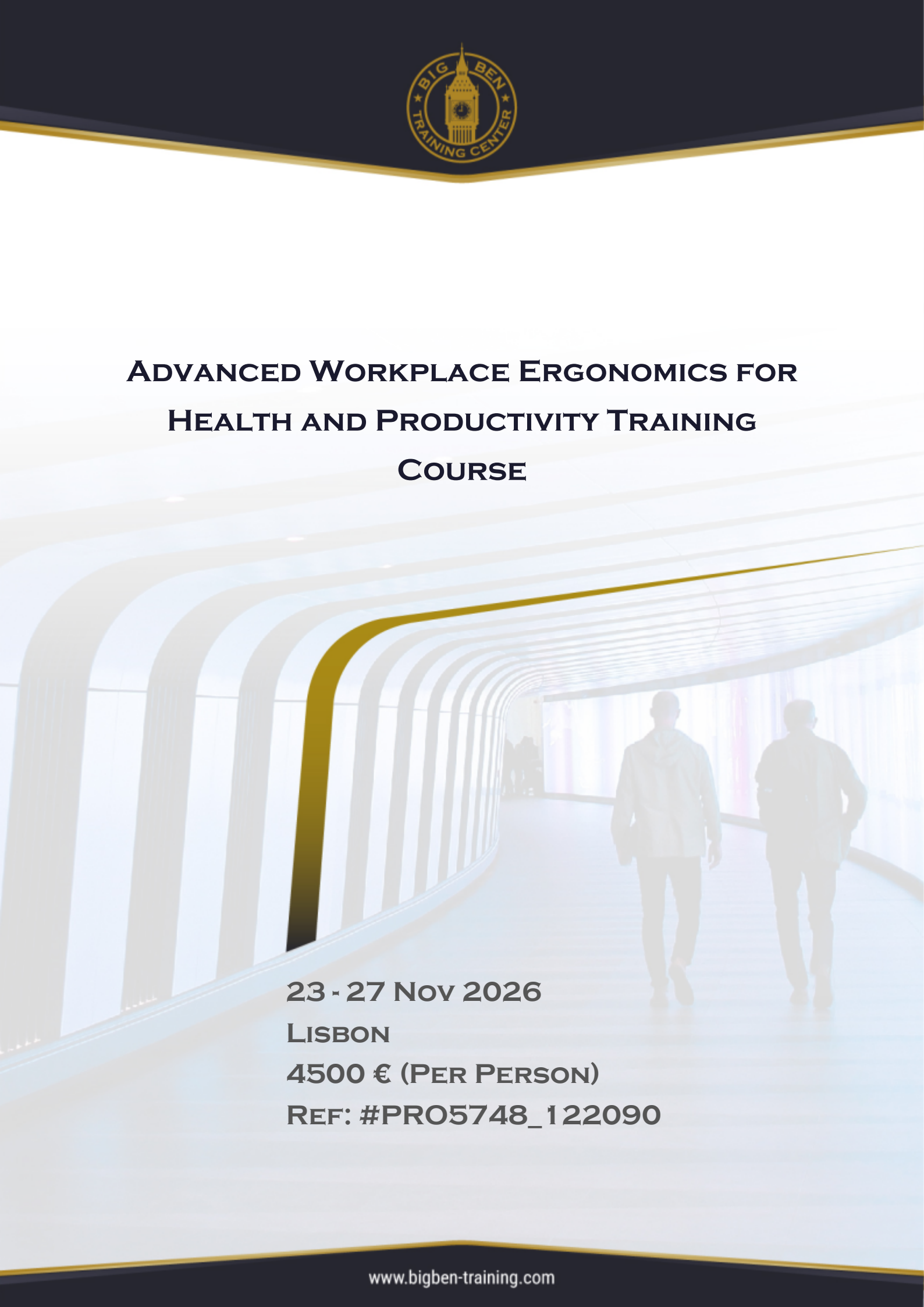
Advanced Workplace Ergonomics for Health and Productivity Training Course



23 - 27 Nov 2026

Lisbon

4500 € (Per Person)

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Course Introduction / Overview:

This comprehensive training course provides a deep dive into the principles and practices of workplace ergonomics, a critical discipline for enhancing employee health, safety, and productivity. In today's competitive landscape, organizations are increasingly recognizing that a proactive approach to ergonomics is not just a regulatory necessity but a strategic advantage. This course moves beyond basic checklist compliance to instill a culture of ergonomic awareness and continuous improvement. We will explore the multifaceted nature of ergonomics, covering physical, cognitive, and organizational aspects to address the modern workplace's complexities. Drawing on foundational concepts from experts like Stephen Pheasant, author of the seminal text "Bodyspace: Anthropometry, Ergonomics and the Design of Work," participants will learn to identify, assess, and mitigate ergonomic risks that lead to musculoskeletal disorders (MSDs) and decreased performance. BIG BEN Training Center has designed this program to be intensely practical, equipping attendees with the tools to implement effective ergonomic interventions, justify them through cost-benefit analysis, and ultimately foster a healthier, more engaged, and highly productive workforce. This is an essential investment in your organization's most valuable asset, its people.

Target Audience / This training course is suitable for:

- Health and Safety (H&S) Managers and Officers.
- Human Resources (HR) Professionals and Managers.
- Facilities and Operations Managers.
- Occupational Health Specialists and Therapists.
- Production and Manufacturing Supervisors.
- Office Managers and Administrators.
- Engineers and Designers involved in workplace layout.
- Anyone responsible for employee well-being and workplace design.

Target Sectors and Industries:

- Manufacturing and Production.
- Information Technology and Telecommunications.
- Healthcare and Medical Facilities.
- Corporate and Professional Services.
- Logistics and Supply Chain Management.
- Construction and Engineering.
- Governmental agencies and public sector organizations.
- Education and Academic Institutions.

Target Organizations Departments:

- Human Resources.
- Health, Safety, and Environment (HSE).
- Operations and Production.
- Facilities Management.
- Engineering and Design.
- Employee Wellness and Corporate Health.
- Risk Management and Compliance.
- Training and Development.

Course Offerings:

By the end of this course, the participants will have able to:

- Identify and assess ergonomic hazards in both office and industrial environments.
- Apply fundamental principles of anthropometry and biomechanics to workstation design.
- Conduct systematic ergonomic risk assessments using established tools like RULA and REBA.
- Develop and implement effective strategies to prevent musculoskeletal disorders (MSDs).
- Design ergonomically sound workstations for computer users and remote employees.
- Evaluate and improve manual handling tasks to reduce physical strain and injury risk.
- Create a business case for ergonomic interventions through cost-benefit analysis.
- Develop a comprehensive, organization-wide ergonomics management program.
- Promote a proactive culture of health, safety, and well-being within the workplace.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to ensure maximum knowledge retention and practical application. This course eschews a purely lecture-based format in favor of a dynamic, interactive learning environment. Participants will engage in a blend of expert-led presentations, real-world case study analyses, and collaborative group workshops. A significant portion of the training is dedicated to hands-on activities, where attendees will practice using ergonomic assessment tools and redesigning simulated workstations. These practical sessions provide a safe space to apply theoretical knowledge and receive immediate, constructive feedback from the instructor and peers. We will utilize video analysis of job tasks, interactive problem-solving scenarios, and open forum discussions to explore complex challenges and innovative solutions. The course encourages participants to bring their own workplace-specific issues for discussion, ensuring the content is directly relevant and immediately applicable. This immersive and participatory approach guarantees that attendees leave not just with knowledge, but with the confidence and skills to drive meaningful ergonomic improvements within their organizations.

Course Agenda (Course Units):

Unit One: Foundations of Ergonomics and Human Factors

- Introduction to Ergonomics and Human Factors Engineering.
- The Business Case for Ergonomics: Productivity, Quality, and Safety.
- Understanding Musculoskeletal Disorders (MSDs) and Their Causes.
- The Three Pillars: Physical, Cognitive, and Organizational Ergonomics.
- Key Principles of Anthropometry and Biomechanics in Workplace Design.
- Legal and Regulatory Frameworks for Workplace Ergonomics.
- The Role of Ergonomics in a Holistic Employee Wellness Program.

Unit Two: Ergonomic Risk Assessment and Analysis

- Proactive vs. Reactive Ergonomics.
- Methods for Identifying Ergonomic Hazards and Risk Factors.
- Conducting Job Hazard Analysis (JHA) with an Ergonomic Focus.
- Introduction to Ergonomic Assessment Tools and Checklists.
- Detailed Application of Rapid Upper Limb Assessment (RULA).
- Detailed Application of Rapid Entire Body Assessment (REBA).
- Using the NIOSH Lifting Equation for Manual Handling Tasks.
- Documenting Findings and Prioritizing Ergonomic Interventions.

Unit Three: Office Ergonomics and the Modern Workspace

- Designing the Optimal Computer Workstation.
- The Ergonomics of Seating: Chair Selection and Adjustment.
- Monitors, Keyboards, and Input Devices: Setup and Best Practices.
- Lighting, Glare, and Environmental Factors (Visual Ergonomics).
- Managing Ergonomics for Standing Desks and Sit-Stand Workstations.
- Ergonomics for Remote and Hybrid Work Environments.
- Strategies for Preventing Digital Eye Strain and Repetitive Strain Injuries (RSI).
- Promoting Movement and Microbreaks in Sedentary Roles.

Unit Four: Industrial and Manual Handling Ergonomics

- Principles of Safe Lifting and Manual Material Handling.
- Ergonomic Design of Hand Tools and Equipment.
- Workstation Design for Manufacturing and Assembly Lines.
- Reducing Risks Associated with Awkward Postures and Repetitive Tasks.
- Vibration and Its Impact on the Human Body.
- Ergonomic Solutions for Logistics, Warehousing, and Field Work.
- The Role of Personal Protective Equipment (PPE) in an Ergonomics Program.
- Case Studies in Industrial Ergonomic Improvements.

Unit Five: Implementing and Managing an Ergonomics Program

- Developing a Strategic, Organization-Wide Ergonomics Process.
- Gaining Management Commitment and Employee Involvement.
- Forming and Training an Effective Ergonomics Team.
- Conducting Ergonomics Training for Employees and Supervisors.
- Measuring the Impact: Metrics, ROI, and Cost-Benefit Analysis.
- Integrating Ergonomics into Purchasing and Design Processes.
- The Future of Ergonomics: Wearable Technology, AI, and Exoskeletons.
- Creating a Sustainable Culture of Continuous Ergonomic Improvement.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How might the integration of AI and wearable technology fundamentally shift ergonomic assessments from reactive problem-solving to predictive injury prevention?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself through its holistic and strategic approach to workplace ergonomics. While many programs focus narrowly on either office or industrial settings, this curriculum comprehensively integrates both, recognizing that modern organizations often encompass a diverse range of work environments. We move beyond mere theoretical knowledge and checklist-based compliance, emphasizing the development of critical thinking and problem-solving skills. A key differentiator is the strong focus on program implementation and management in Unit Five, equipping participants not just to perform assessments but to build a sustainable, organization-wide ergonomics culture. The course content is grounded in established scientific principles, yet it is forward-looking, exploring the impact of emerging technologies like AI and wearables. Rather than simply teaching how to use assessment tools, we delve into the 'why' behind them, ensuring participants can select the right tool for any situation and interpret the results to create effective, data-driven interventions. The practical, case-study-driven methodology ensures that learning is directly applicable, empowering attendees to return to their workplaces and drive tangible improvements in employee health, safety, and productivity.