

Dear «First Name»

Welcome to the October Issue of our newsletter.

There are lots of contract and permanent jobs in Human Factors on the market now. Let us know if you are looking and we will point you in the direction of some good leads.

Workers with 2 jobs - double the trouble?

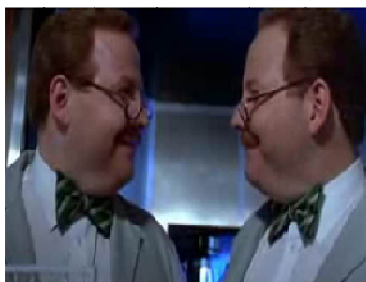
There is a rising tide of new businesses that are being run as a second job in the evenings and weekends. Due to the out of hours work, these entrepreneurs are being called '5 to 9ers'.

This makes sense from a job security point of view and to be able to give top up investment on a regular basis to the new venture. As less than 50% of new start companies last a year, this avoids the 'all or nothing' view and will encourage more to take up the fresh challenge

But what are the costs in real terms to the person and their primary employer? Let's not think too closely about the chance to use company time, copier, printer and phone at your day job but rather consider the effects of reduced sleep, relaxation and downtime as well as increased pressure

of tasks to do, strategic planning and the need for support services that may only be available in normal business hours; such as post office, deliveries, etc.

Mental capacity models tell us that 'switching off' is not just desirable but is essential for mental health. If the person's primary job requires little mental effort the extra activity may be a bonus, but if it is physically demanding then fatigue can become a real problem for both jobs.



companies. The level of risk associated with the errors must be industry dependant but injury to self and others has to be a significant concern.

We don't live in a nanny state and the HSE is not interested in dictating home life activities but at what point will a job description for safety critical industries need to be aware of aspects from outside work that may affect fatigue and attention on the job?

If you have an opinion

If you have any questions, [Email us](#)

Or call on
0800 612 7970

Human Factors in Design - Safety First!

JAMES DYSON AWARD

The James Dyson Award is for innovative design by the next generation of product designers. The criterion is simply: design something that solves a problem.

Last month, the winner of this year's competition was Automist, a potentially life saving fire dampening gadget that fits to standard taps. Industrial applications could also be made.

Second place went to an Endotracheal tube pressure alert system for patient

safety when intubated under general anaesthetic.

What is most pleasing about these awards is the way in which human behaviour variations have been taken into account, considering the likelihood and consequence of errors.

Adaptations of the designs during their development can be seen to encompass Human Factors principals such as inexperience, lack of maintenance, intentional system override, viewing angles and variations in use.

Third place was awarded to an ingenious folding 3 pin

UK plug, inspired by the thin Apple Macbook Air laptop. The ingenuity for the multi plug and USB adapters is great and this young designer will make a fortune. It was pleasing to see that life saving was put before pleasing in this award.

Links to the Youtube films and the Dyson page will be on the links for Consultant Members page soon. So [sign in](#) and have a look.

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Suicides at France Telecom

We are used to hearing about stress at work and the effects on our lives in terms of MSDs, poor performance, and relationship issues with colleagues and managers. France Telecom have just had their 24th suicide in the last 18 months. They employ over 100,000 staff so the rate is only slightly higher than the national average but many of those taking their life have specifically pointed fingers at their jobs. "Manage by terror", "atmosphere", "told I was of no use" are some of the damning comments from those who have attempted suicide in France Telecom.

Comment from the board have centered around the necessary changes and job cuts as streamlining and competition drive down costs within the company. Human Factors consultants / Ergonomists should be advising our customers on the issues:

- Stress awareness and training in resilience
- Change Management techniques
- Group behaviours and models of behavioural change

Time and again these large companies miss the whole concept of a human

centered approach to their business. Keen to be lean and efficient they concentrate on using an entrepreneurial style of managing, which reduces the input and self value of the staff carrying out the directives. They also now have issues with the organisational culture in staff's views of possible or acceptable outcomes for their problems.

A major change is needed in the corporate business world about the value of their staff and those trained to enhance their maximum potential - Us!

Stress Awareness day - 4th Nov 2009

Following the theme of stress, the 4th November 2009 is National Stress Awareness Day and is being backed by the HSE. This year a programme is put together by the International Stress Management Association (ISMA). Their excellent web site has resources for staff and managers.

This year is about 'Stressing the Positives', i.e. turning your personal views around to concentrate on what can



be done, what control we have and how to trust our instincts more.

There are tips, posters, games, questionnaires and some games.

ISMA is a registered charity but there are

services that can be paid for commercially through this site, so be aware of the commercial element. This is not run by the HSE.

If one of your customers is running an event for the National Stress Awareness Day, let us know and we can feature them in our next newsletter

Please send any comments or questions to:

enquiries@ergonomicsconsortium.com

This is supposed to be the funny bit...

A bold marketing campaign will fail if you can't deliver on your promises!



NEXT MONTH - Increased use of Lean and 6 sigma outside the supply chain?

To remove your name from our mailing list, please send a blank email to remove@ergonomicsconsortium.com