

[Renumber current 868.42 as 868.43 to read as follows:]

868.43 Requests for Training

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868.5 Conflict of Interest

868.51 Full-time Medical Personnel

[Revise the text of 868.51a to read as follows:]

- a. Full-time medical personnel must not accept any postal employee as a private patient.
 - 1. *Medical personnel* are defined as physicians, nurses, and other professional personnel.
 - 2. This rule applies to new patients and does not affect physician-patient relationships that were in existence prior to the issuance of this subchapter.
 - 3. The exception is where an existing private relationship creates an actual conflict of interest (see 662.1), in which case the relationship must be terminated.

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[Move 870 in its entirety to 940 and revise the title and text of 870 to read as follows:]

870 Reserved

-- Reserved for future use --

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[Add new subchapter 890 to read as follows:]

890 Ergonomics Program

891 Scope

891.1 Authority

The Postal Service complies with applicable federal laws, regulations, and OSHA guidance materials regarding ergonomics.

891.2 Purpose

The Postal Service seeks to continuously improve and sustain safe and healthy working conditions. A proactive ergonomic management effort is an important component to:

- a. Prevent musculoskeletal disorders (MSDs) and
- b. Reduce or eliminate associated hazards or risk factors that may lead to their development.

An additional benefit of an effective ergonomics program is to optimize human performance and enhance overall efficiency and productivity.

891.3 Safety and Health Integration

The ergonomics program functions as a unit within Safety and OSHA Compliance Programs (SOCP). Notwithstanding, ergonomics utilizes, at a minimum, the established pro-

cedures and network of responsible functions and committees referenced in subchapters 810 and 820 to assist in satisfying the ergonomics program’s purpose (891.2) and compliance with national policy and the Occupational Safety and Health Act.

891.4 Ergonomic Compliance Directives

Ergonomic compliance directives will be issued by Postal Service management as necessary in satisfying its program purpose stated in 891.2. Directives will:

- a. Originate at the senior management level with recommendations by SOCP, and
- b. Then be disseminated to area level operations and safety concurrently for appropriate action.

892 Principles

892.1 Management Commitment, Involvement, and Accountability

The ergonomics program is dependent upon postal management demonstrating commitment, active involvement and accountability for overall ergonomics performance and compliance.

892.2 Definitions

The ergonomics program applicable terms are listed below:

- a. Ergonomics — The application of information about people and how the body functions to improve fit between employees, job tasks, and equipment.
- b. Musculoskeletal disorders (MSDs) — A category or group of injuries and illness that affect muscles, nerves, tendons, ligaments, joints, cartilage and spinal discs (soft tissues of the body).
- c. MSD Risk Factors — Actions in the workplace, workplace conditions, or a combination thereof, that may cause or aggravate a work-related musculoskeletal disorder; examples include:
 - 1. Forceful exertions,
 - 2. Awkward postures,
 - 3. Contact stress,
 - 4. Repetitive exertions, and
 - 5. Physical agents within the environment such as vibration, temperature, and lighting.

893 Program Elements

893.1 Management Commitment

Management, at all levels including first-line supervision, will provide leadership and adequate resources to establish and satisfy compliance expectations. The Postal Service will utilize a team approach with management as the team leader. Just as the line organization is responsible for attaining production levels, ensuring quality of perfor-