

# The VelocityEHS® Job Rotation Tool: A Summary

The theory behind job rotation as a risk mitigation tool is to rotate employees through jobs that stress different muscle groups to build recovery time into their work cycle. For example, if one job exposes employees to high risk for the elbows and the back, then ideally, we want to rotate them to a job where those body regions are exposed to low or no risk so that they can rest.

Optimizing these kinds of rotation schedules can be challenging depending on which body regions are being stressed. For instance, if the dominant hand is the body region identified as high risk in a particular job, it is nearly impossible to rotate employees to a different job that requires only very limited use of the hands. Therefore, as a preliminary support tool, our Industrial Ergonomics capability includes a **Job Rotation Tool** that looks at a list of jobs and organizes them into pairs, ensuring that no two consecutive jobs in the schedule expose the same body regions to high risk.

The user selects jobs to include in job rotation from the list of Manual Whole-Body Assessments at a particular location. The Job Rotation Tool then shuffles the selected jobs into a schedule in which no two consecutive jobs expose the same body regions to high risk.

### Job Rotation Tool

Step 1: Find Jobs Find jobs by selecting a location and time on task

Location: Enterprise > United States > Ohio > Cleveland

Time on Task per Week: ☐ < 4 hours ☐ 4 - 19 hours ☒ 20 - 40 hours ☐ > 40 hours

Step 2: Select Jobs Add or remove jobs by changing the Time on Task per Week

17 records found, displaying 1 to 10. [First/Prev] 1, 2 [Next / Last]

		Manual Whole-Body Assessment													Physical Stressors	Current LI
<input type="checkbox"/> Location	Job Name	Time on Task per Week	Current RPS	LH	RH	LE	RE	LS	RS	N	B	L				
<input checked="" type="checkbox"/> United States > Ohio > Cleveland	Palletizing and De-palletizing	20 - 40 hours	34	2	2	3	3	3	3	2	2	0	S	4.8		
<input checked="" type="checkbox"/> United States > Ohio > Cleveland	Wrap Removal	20 - 40 hours	24	2	2	2	2	2	2	2	2	0				
<input type="checkbox"/> United States > Ohio > Cleveland	Load shrink wrap	20 - 40 hours	22	2	2	2	2	2	2	1	2	0				
<input checked="" type="checkbox"/> United States > Ohio > Cleveland	Pan Packer	20 - 40 hours	22	2	2	0	1	3	2	1	2	2				
<input type="checkbox"/> United States > Ohio > Cleveland	Assembly Line	20 - 40 hours	19	1	2	2	1	2	2	2	1	1				
<input type="checkbox"/> United States > Ohio > Cleveland	Job 2519	20 - 40 hours	18	0	0	3	3	1	1	1	3	0				
<input checked="" type="checkbox"/> United States > Ohio > Cleveland	QC Samples	20 - 40 hours	14	2	2	1	1	1	1	1	1	0	S			

Job Rotation Results03/03/2025 05:47 PM

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4 records found.

		Manual Whole-Body Assessment														
Location	Job Name	Time on Task per Week	Current RPS	LH	RH	LE	RE	LS	RS	N	B	L	Physical Stressors	Current LI		
United States > Ohio > Cleveland	Palletizing and De-palletizing	20 - 40 hours	34	2	2	3	3	3	3	2	2	0	S	4.8		
United States > Ohio > Cleveland	Wrap Removal	20 - 40 hours	24	2	2	2	2	2	2	2	2	0				
United States > Ohio > Cleveland	Pan Packer	20 - 40 hours	22	2	2	0	1	3	2	1	2	2				
United States > Ohio > Cleveland	QC Samples	20 - 40 hours	14	2	2	1	1	1	1	1	1	0	S			

While job rotation can offer some temporary relief for rotating operators if workstation modifications are not feasible, there are limitations to be aware of:

- **Modern risk management research has de-emphasized job rotation as a control measure for MSD risk**, as it has not been shown to actually reduce musculoskeletal disorders in the workplace. Unlike engineering controls, which reduce or remove risk from the job, administrative controls like job rotation only reduce *exposure* to the risk, which remains in the job if engineering controls are not implemented.
- **The Job Rotation Tool is a simplistic method for supporting job rotation programs.** It does not apply the principles of job rotation holistically to the full list of jobs selected, so it does not necessarily maximize rest time for the high-risk body regions. In the above example, rather than moving the Pan Packer job to the end of the day to maximize rest for the left shoulder, the tool actually kept the order in which the jobs were selected from the list because that order didn't produce any *consecutive* jobs with the same high-risk (red) body areas.
- **The Job Rotation Tool can be applied only to jobs assessed with the Manual Whole-Body Assessment**; it has not been updated to include those assessed with the Advanced Whole-Body Assessment, which uses motion capture technology.

For more information about job rotation and the research around its efficacy, check out this [blog article](#) or watch this [Bottom Line video](#).