

Neuromechanical response to repetitive workloads relative to current upper extremity ergonomics thresholds

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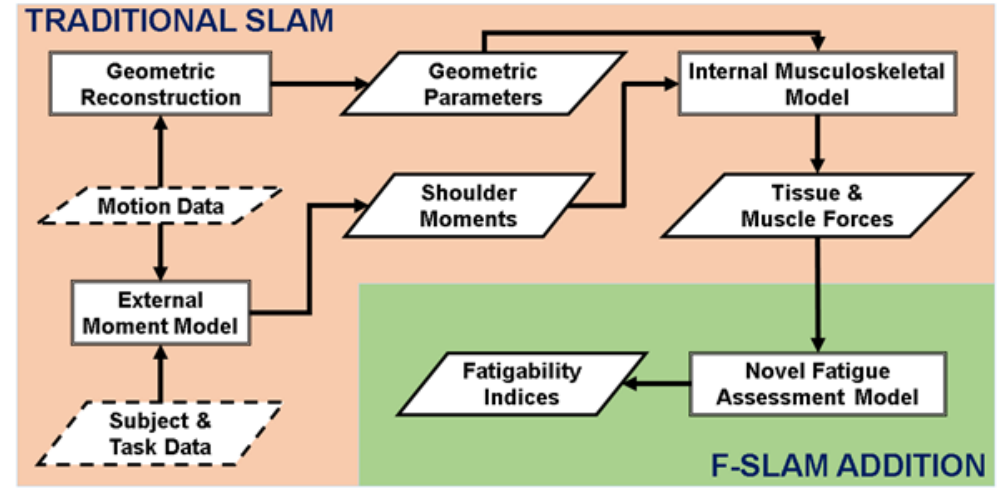
Daniel Muller (Abdel-Malek)



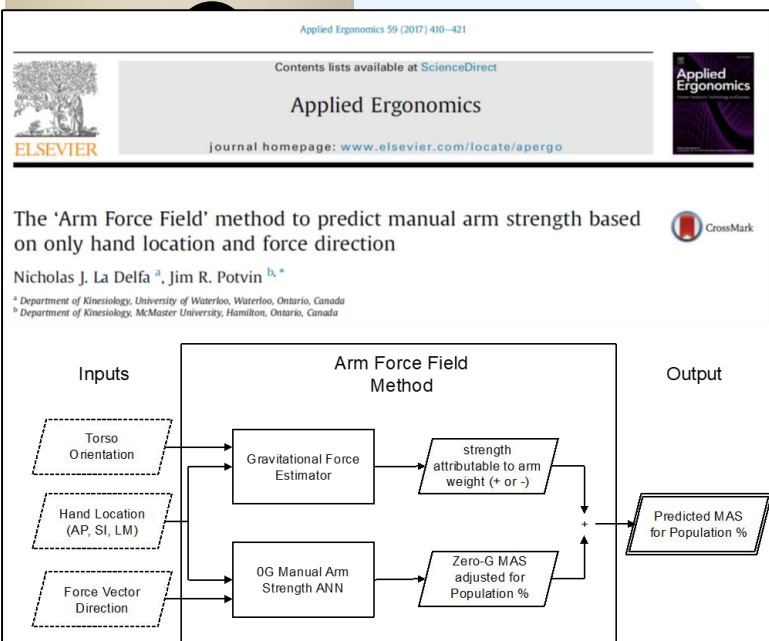
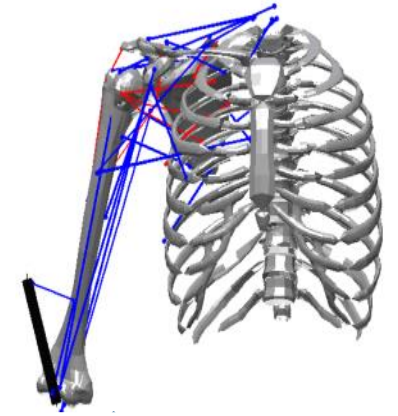
My Timeline



Dr. Jim Potvin



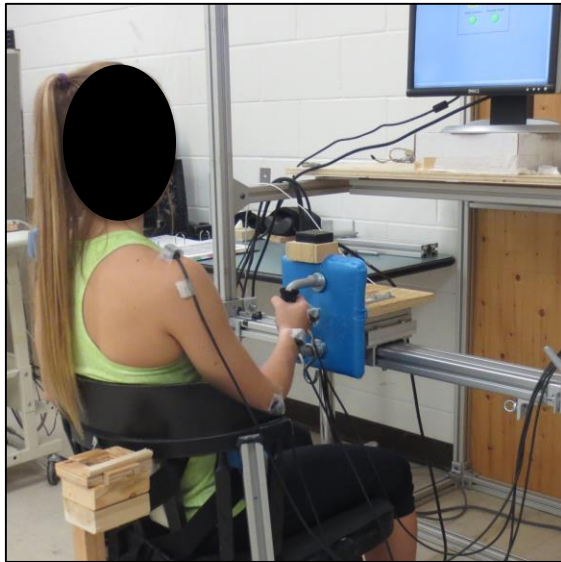
Dr. Clark Dickerson



Research Objective & Themes

The overall **GOAL** of my lab is to reduce musculoskeletal injuries, primarily through the enhancement of ergonomics strength and fatigue assessment tools within DHM work simulation.

Theme A
Understanding Human
Capability And Performance



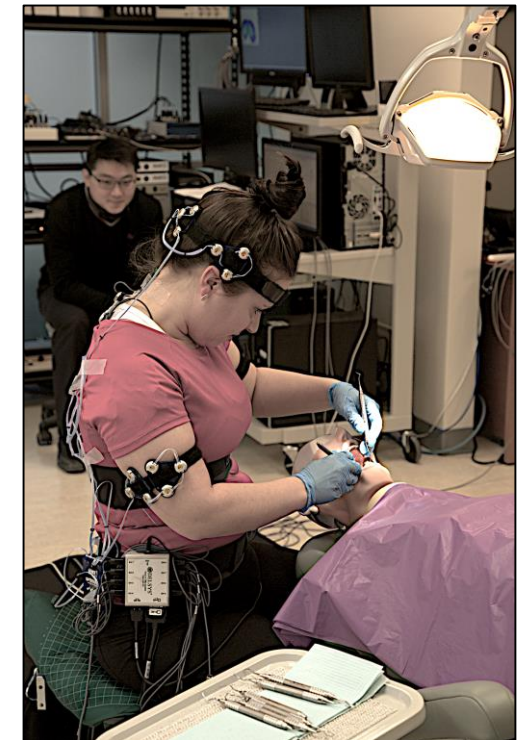
Theme B
Neuromuscular &
Mental Fatigue



Theme C
Digital Human
Modeling & Work
Simulation



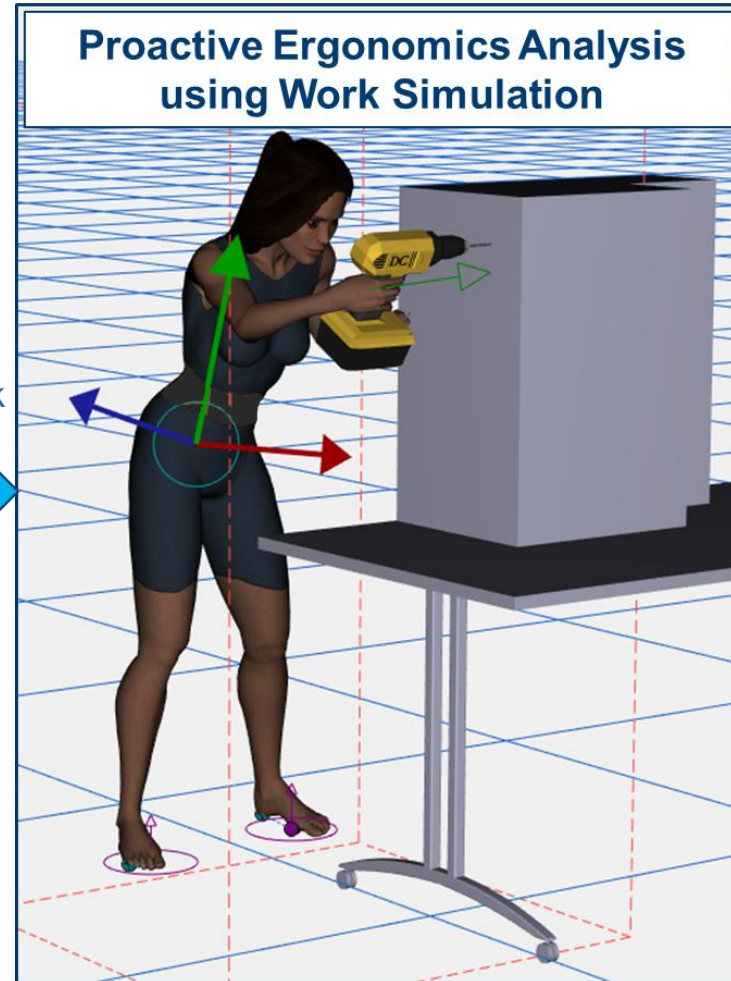
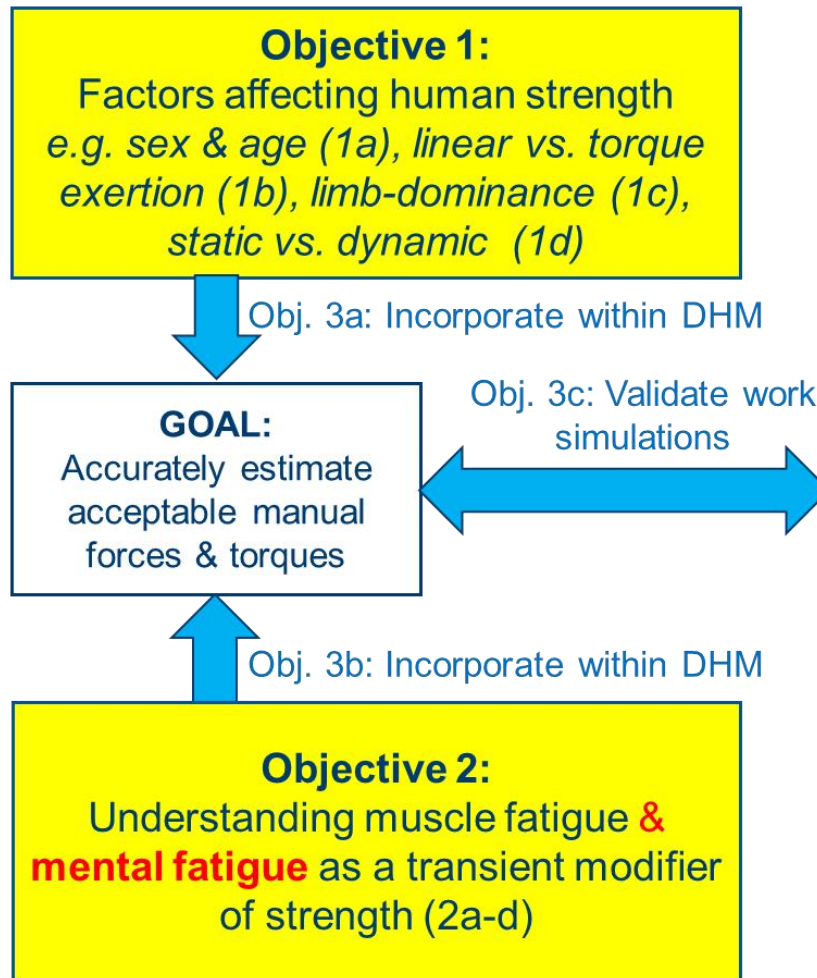
Theme D
Applied Research



Basic Research

Applied Research

How it all goes together (more specifically)



Muscle Fatigue

“an exercise induced **reduction in the ability of the muscle to produce force or power**, whether or not the task can be sustained. As a consequence of this definition, fatigue often begins **soon after the onset of sustained activity**, even though an individual can continue performing the task.”

Barry & Enoka (2007) in ‘The neurobiology of muscle fatigue – 15 years later’

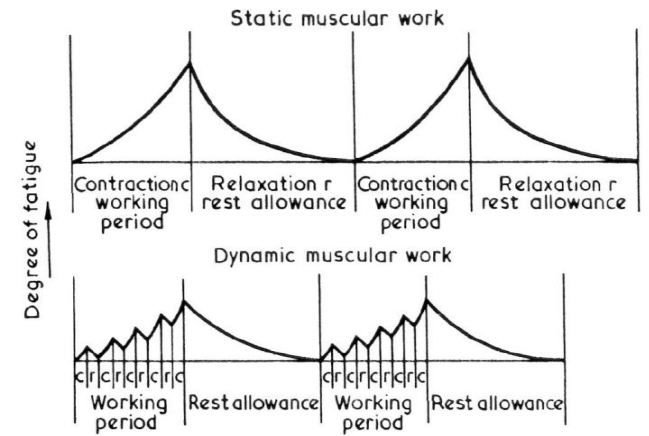
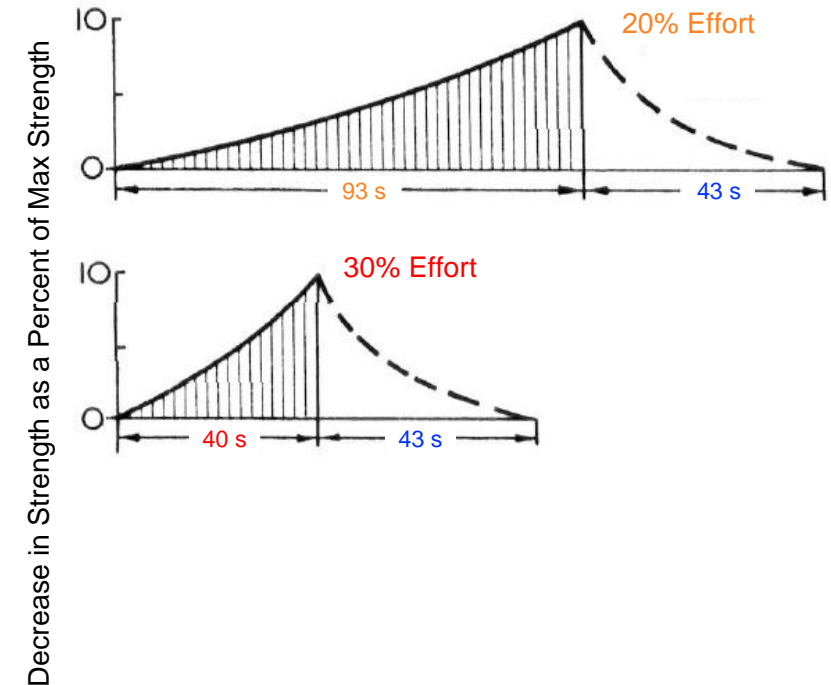
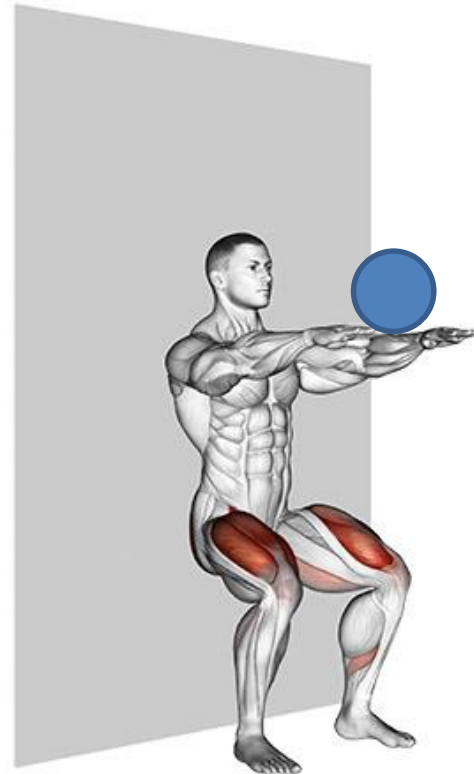


Fig 5 Change of the degree of fatigue in static and dynamic muscular work alternating with rest pauses (schematically) Rohmert (1973)

“a **process that results in the impairment of wellbeing, capacity, and/or performance as a result of [work] activity**”

Yung & Wells (2016) in CRE-MSD Position Paper 4164-8



Muscle Fatigue

“an exercise induced **reduction in the ability of the muscle to produce force or power**, whether or not the task can be sustained. As a consequence of this definition, fatigue often begins **soon after the onset of sustained activity**, even though an individual can continue performing the task.”

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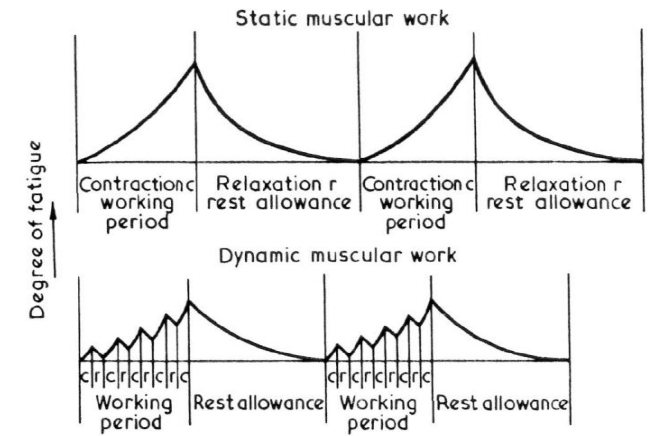
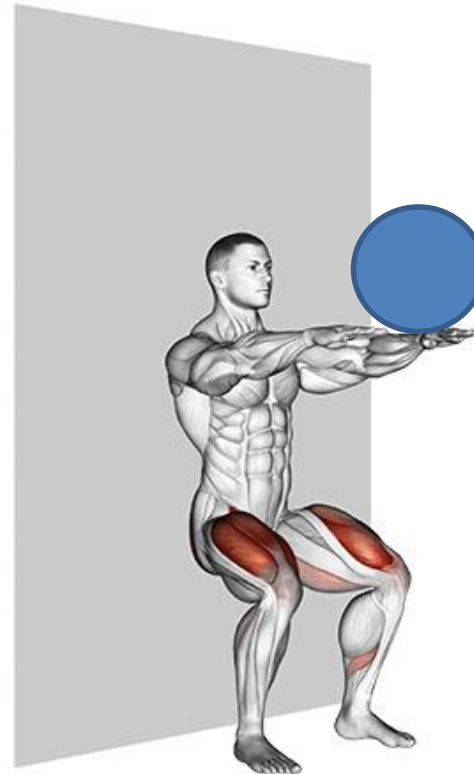
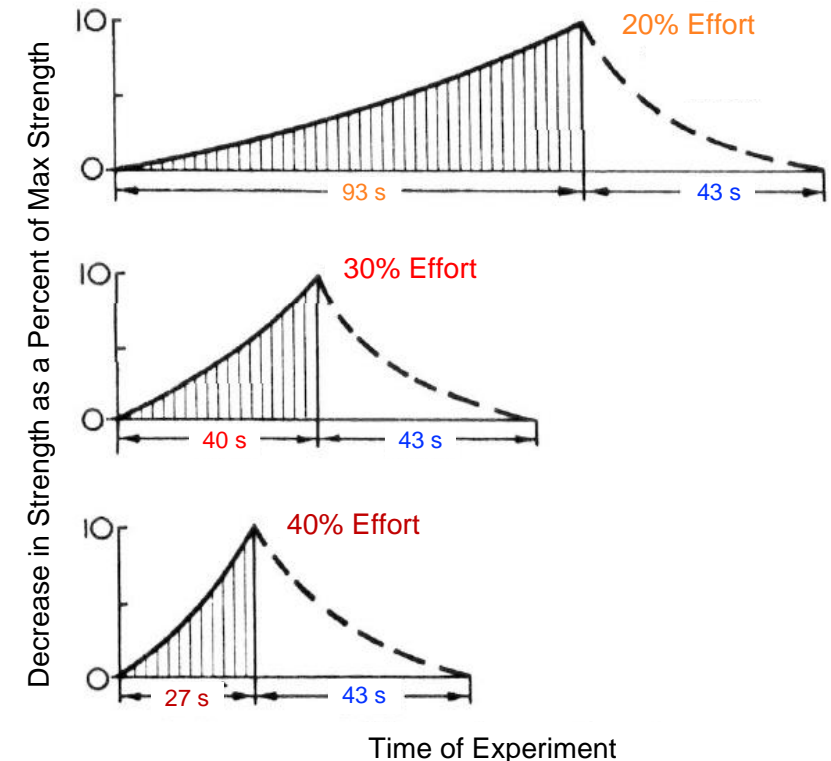
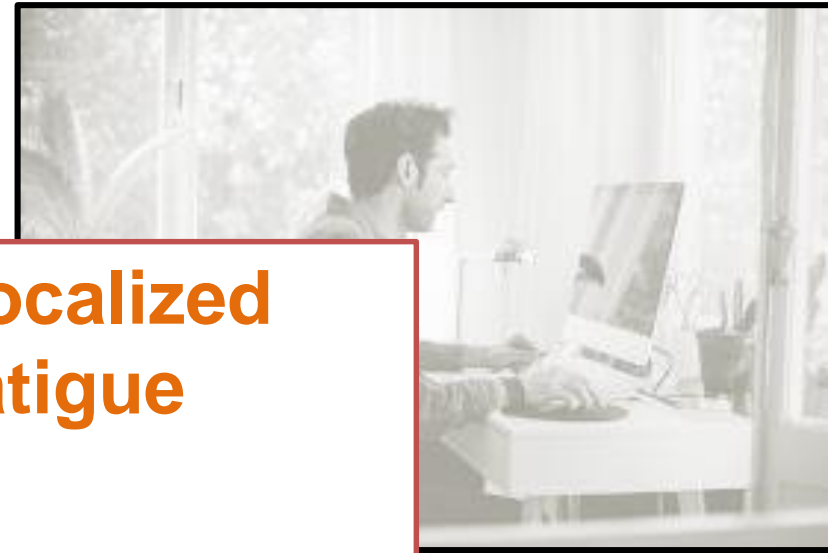


Fig 5 Change of the degree of fatigue in static and dynamic muscular work alternating with rest pauses (schematically) Rohmert (1973)





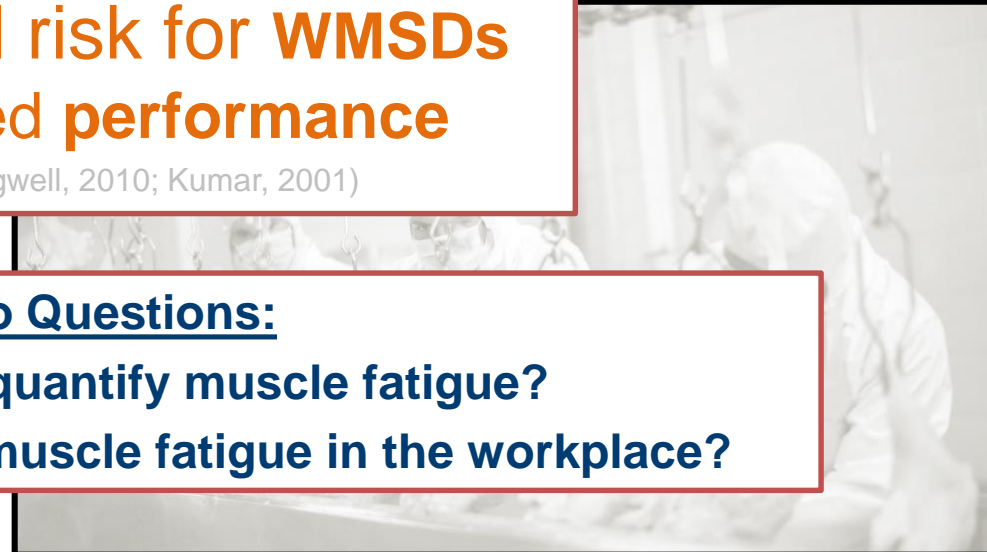
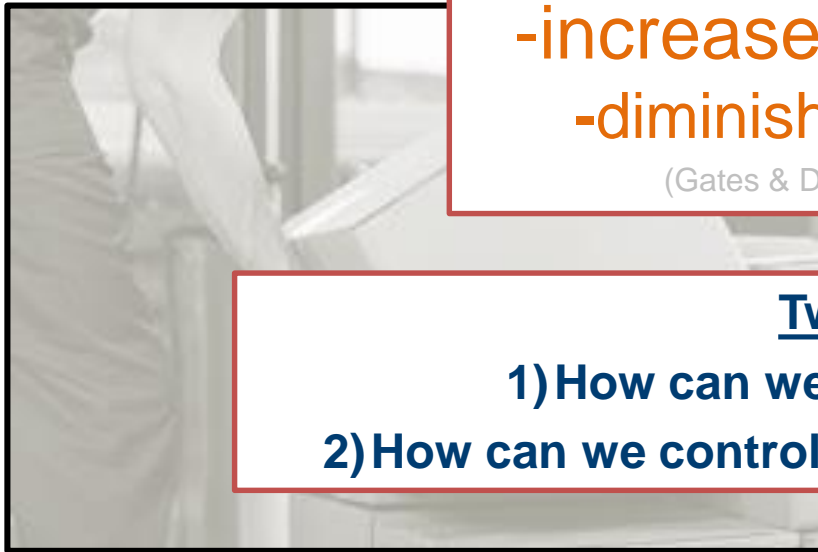


Persistent localized muscle fatigue



- increased risk for **WMSDs**
- diminished **performance**

(Gates & Dingwell, 2010; Kumar, 2001)



Two Questions:

- 1) How can we quantify muscle fatigue?
- 2) How can we control muscle fatigue in the workplace?

Quantifying localized muscle fatigue

- **Strength declines** (MVC output)
- **Myoelectric measures** (electromyography)
 - Increase in EMG amplitude
 - Decrease in EMG frequency spectrum

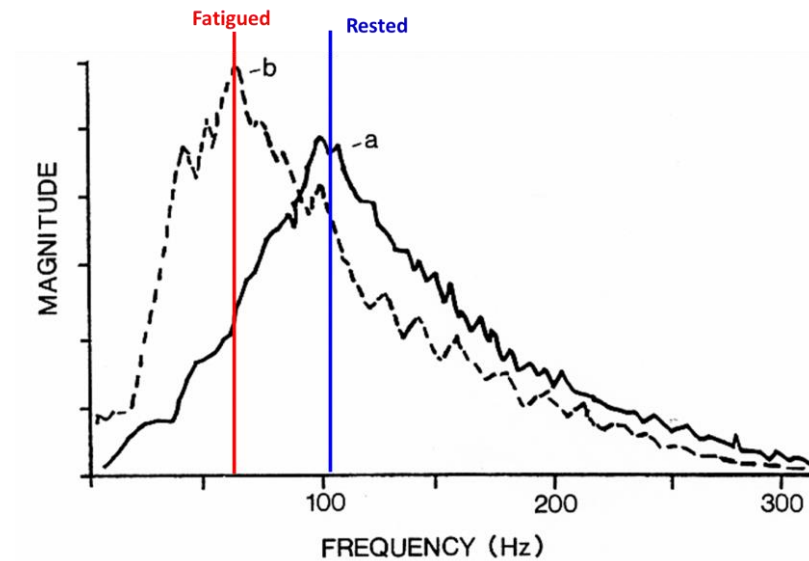
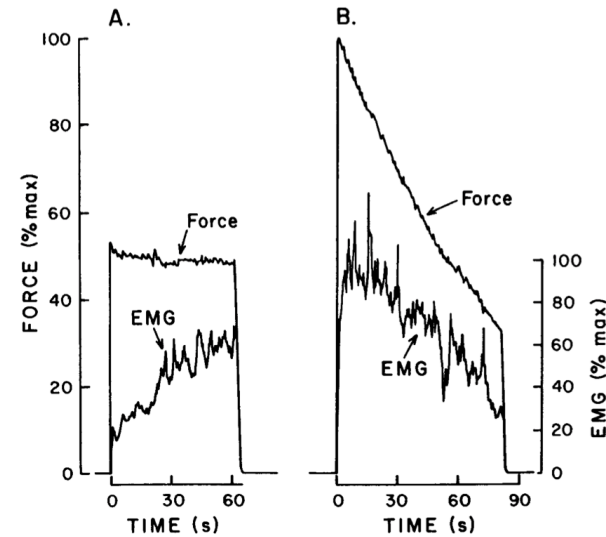
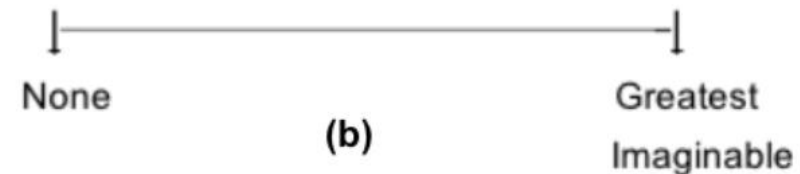
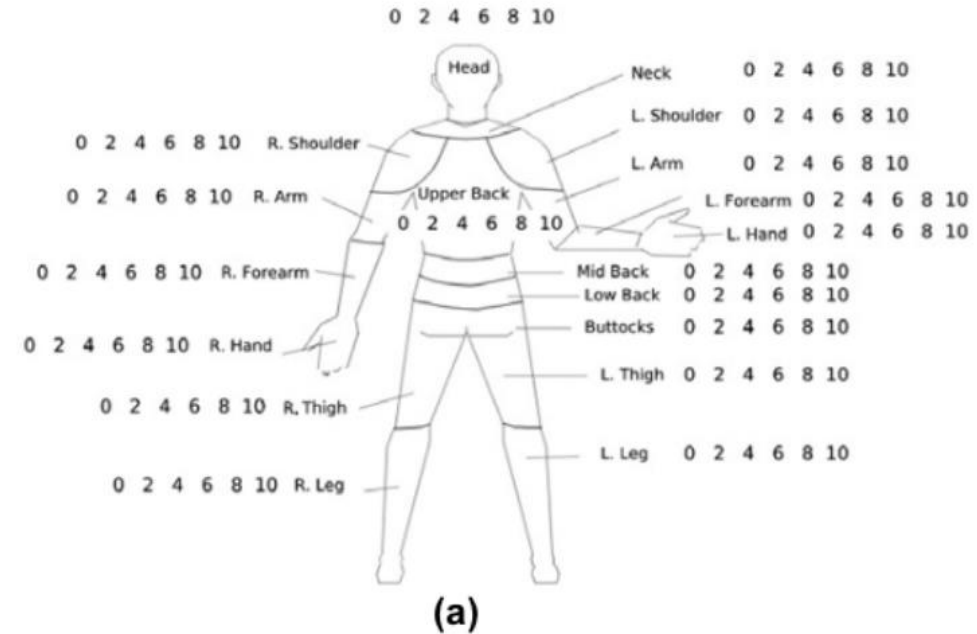


Figure 4. Force and smoothed rectified EMG activity during sustained voluntary isometric contractions of biceps brachii at A) a constant force held at 50% of the maximal initial value; and B) during a sustained maximal contraction.



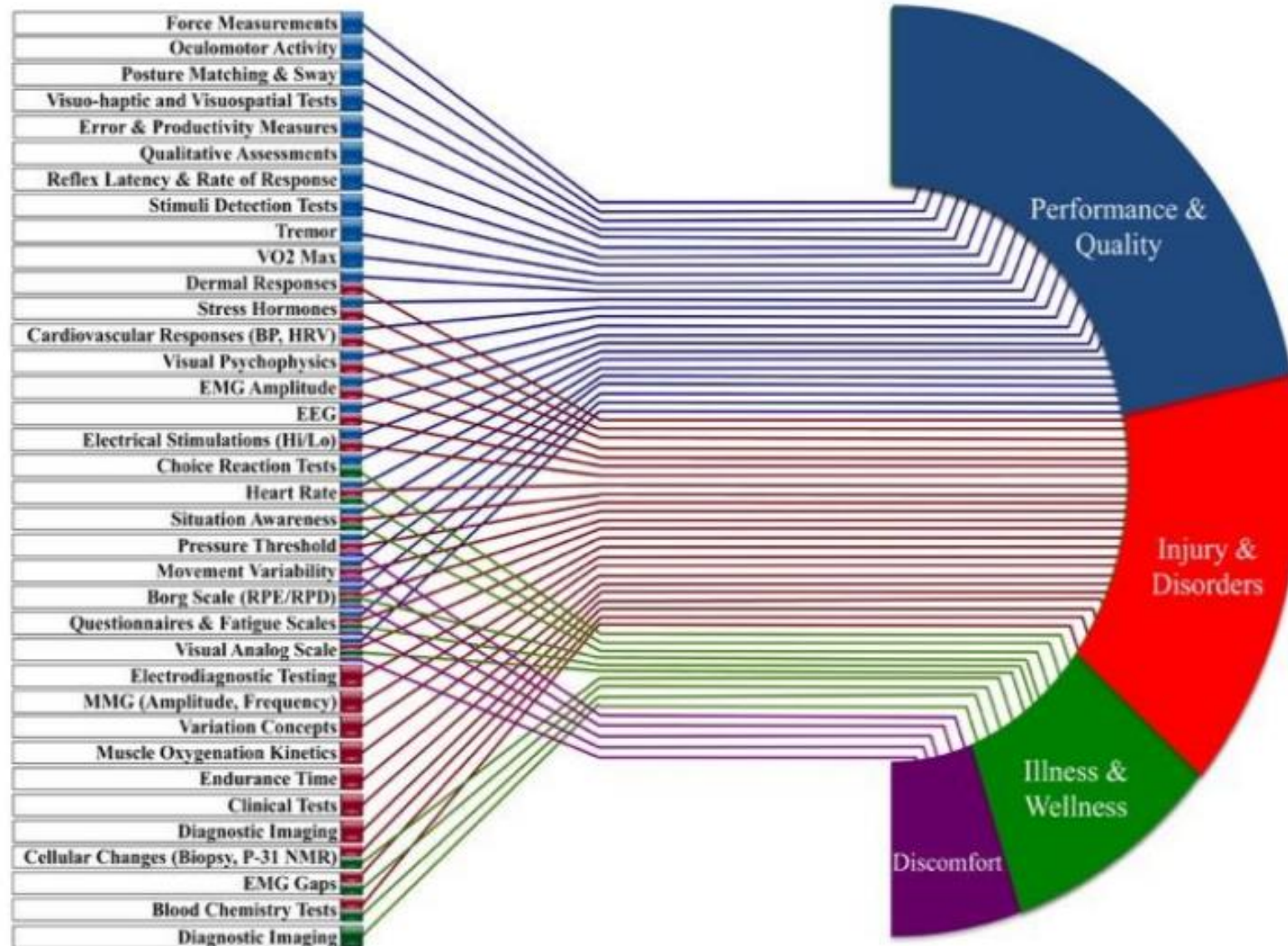
Quantifying localized muscle fatigue

- Strength declines (MVC output)
- Myoelectric measures (electromyography)
 - Increase in EMG amplitude
 - Decrease in EMG frequency spectrum
- **Psychophysical ratings** of perceived fatigue or discomfort
 - RPF, RPD via Borg CR-10 or Visual Analog Scales
 - Do raters truly understand what they are rating?

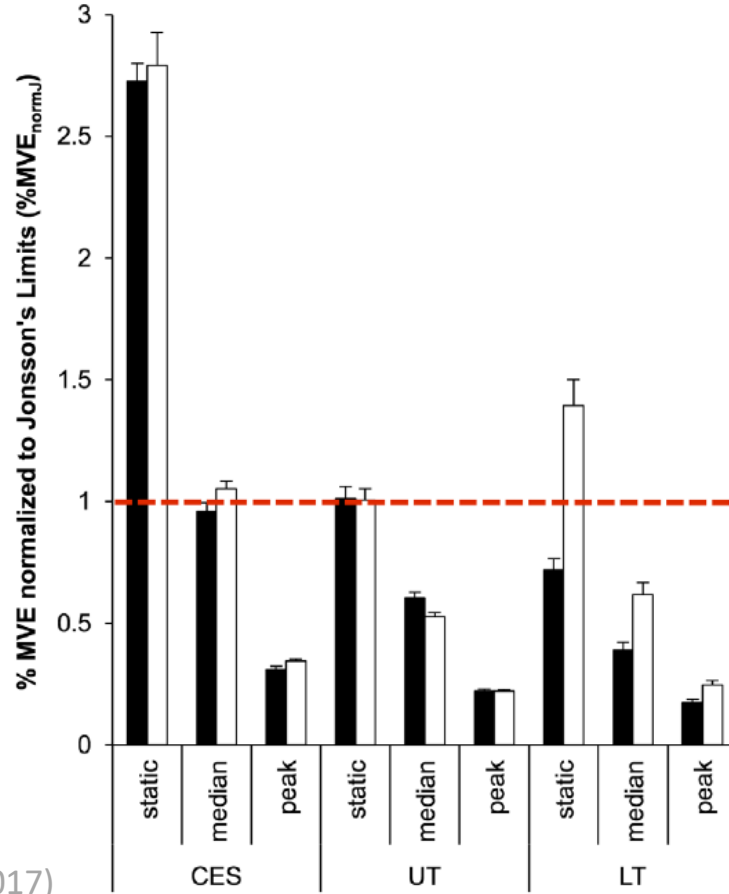


How Do We Measure Neuromuscular Fatigue at the Workplace? The Toronto CRE-MSD Workshop

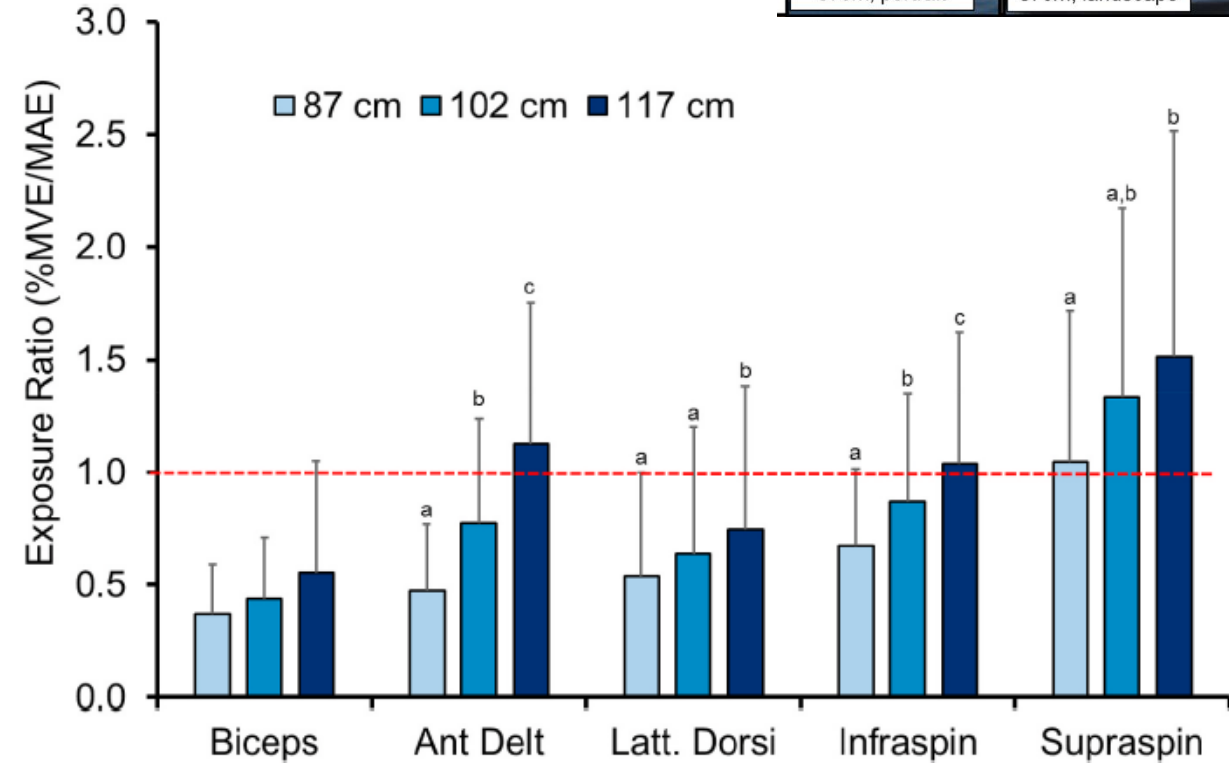
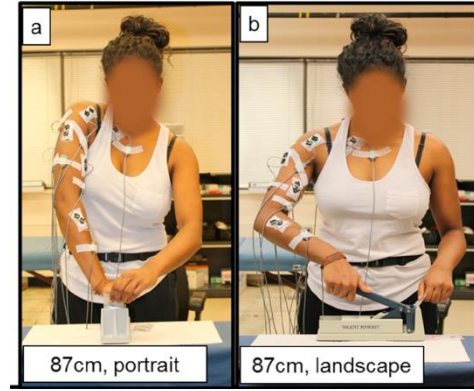
Marcus Yung and Richard Wells



Examples in Research: EMG



La Delfa et al (2017)



La Delfa et al (2021)

Examples in Research: EMG

- Great for comparisons between conditions/factors, quantifying how much fatigue is developing and comparing to standards
 - Can result in recommendations and best practices
- But, we can't do an EMG study on every possible work task
 - How can we proactively prevent or control fatigue?
 - Do work “thresholds” exist?
 - Preferably using more accessible inputs (e.g. force, repetition, duration, etc.)?

How can we control fatigue in the workplace?

Balancing effort and recovery time

Applied Ergonomics, 4.3, 158-162

Problems of determination of rest allowances

Part 2: Determining rest allowances in different human tasks

Walter Rohmert

Institut für Arbeitswissenschaft, University of Technology, Darmstadt

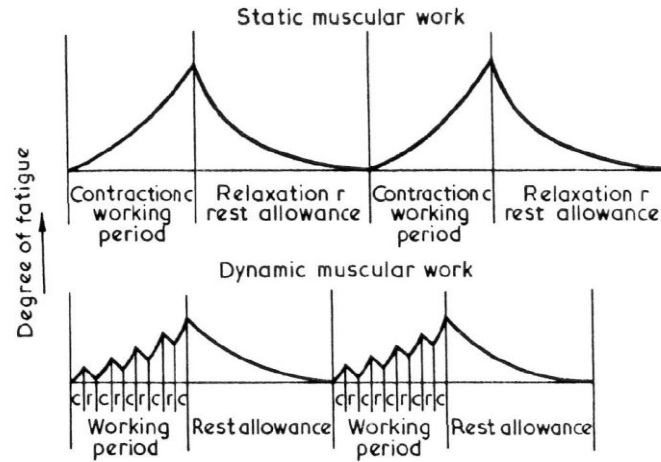
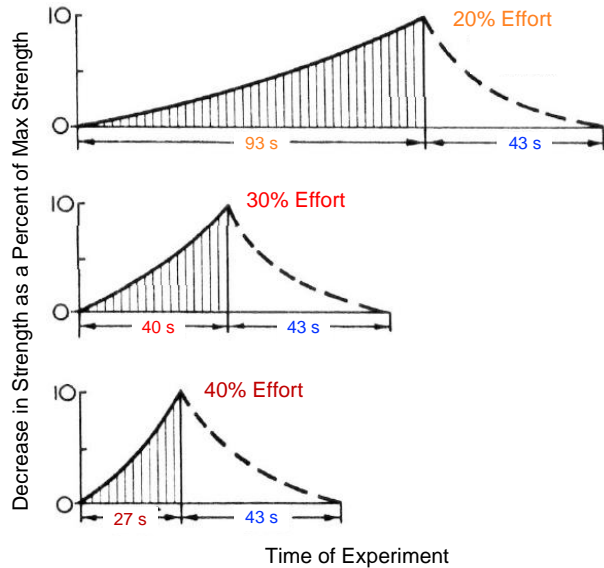


Fig 5 Change of the degree of fatigue in static and dynamic muscular work alternating with rest pauses (schematically)

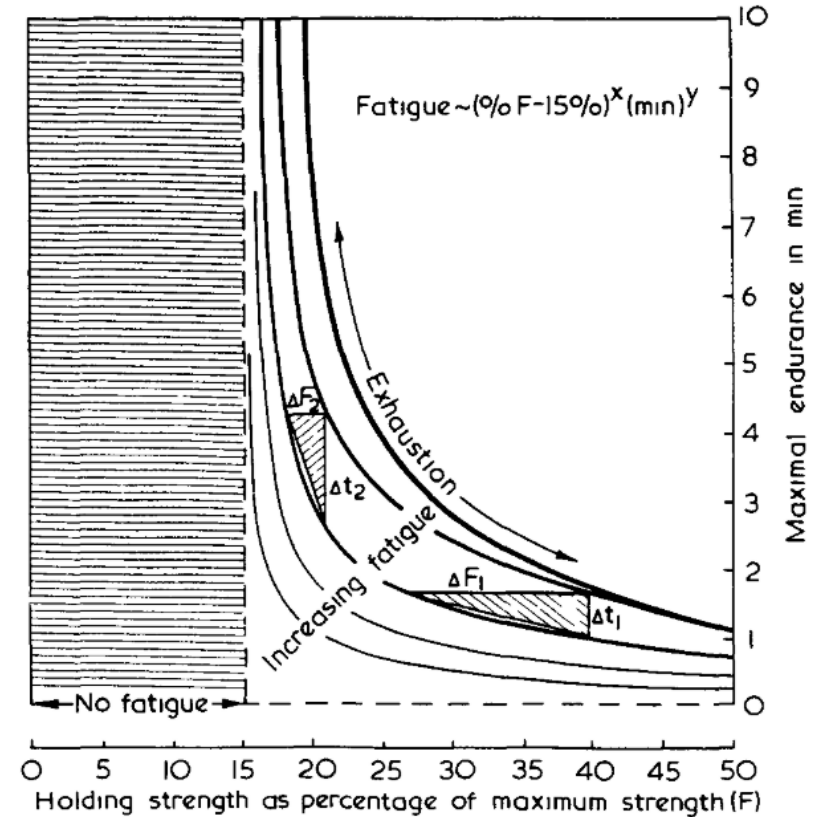
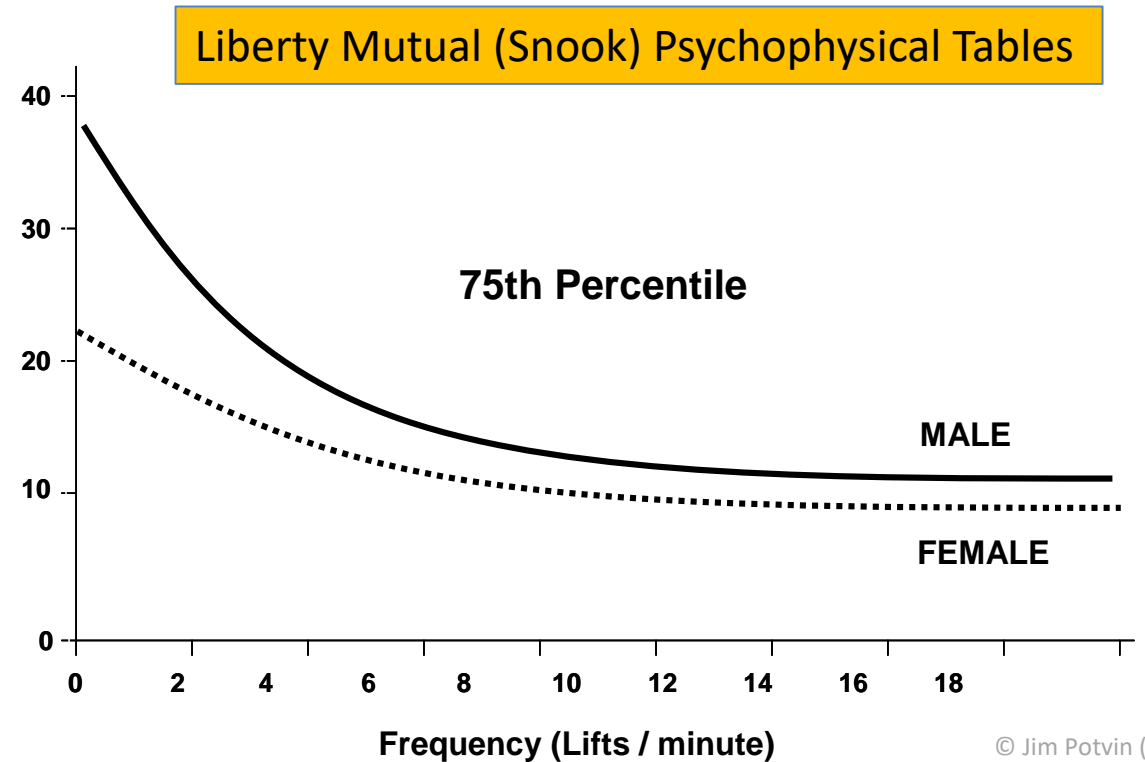
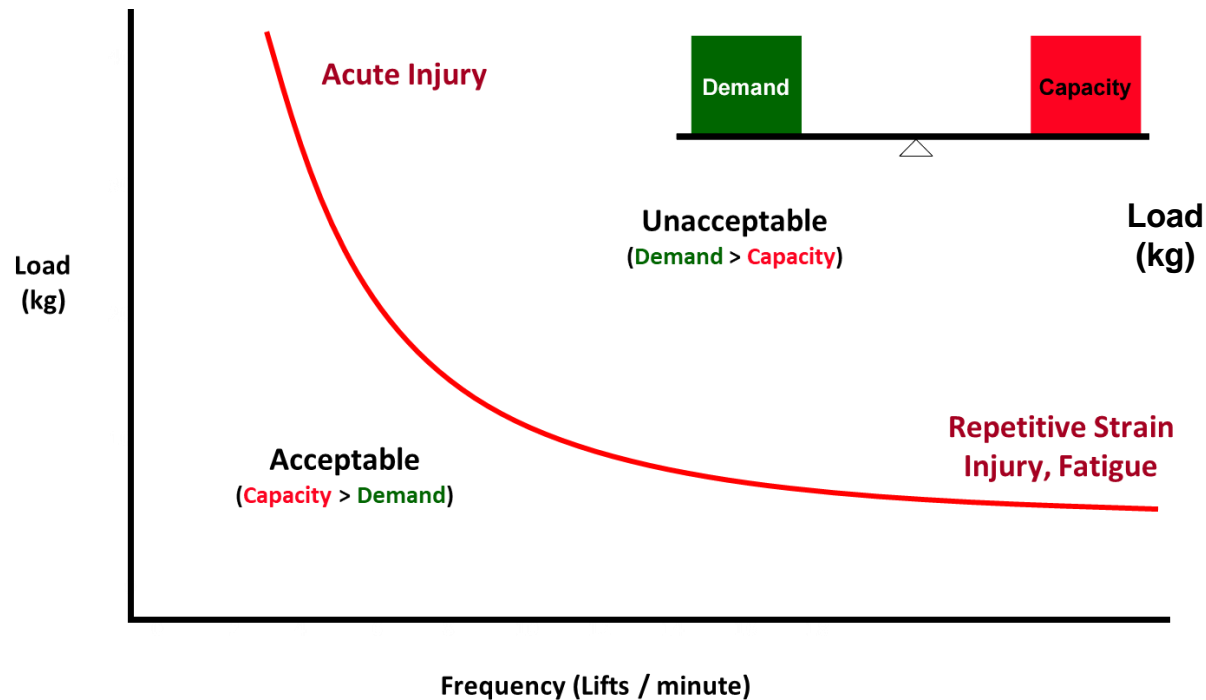


Fig 4. Optimizing fatigue in static muscular work (Δt curtailing duration of working period, ΔF lowering intensity of work)

How can we control fatigue in the workplace?

Reducing load based on frequency/repetition



How can we control fatigue in the workplace?

Reducing load based on frequency/repetition

NIOSH Revised Lifting Equation – Waters et al 1993

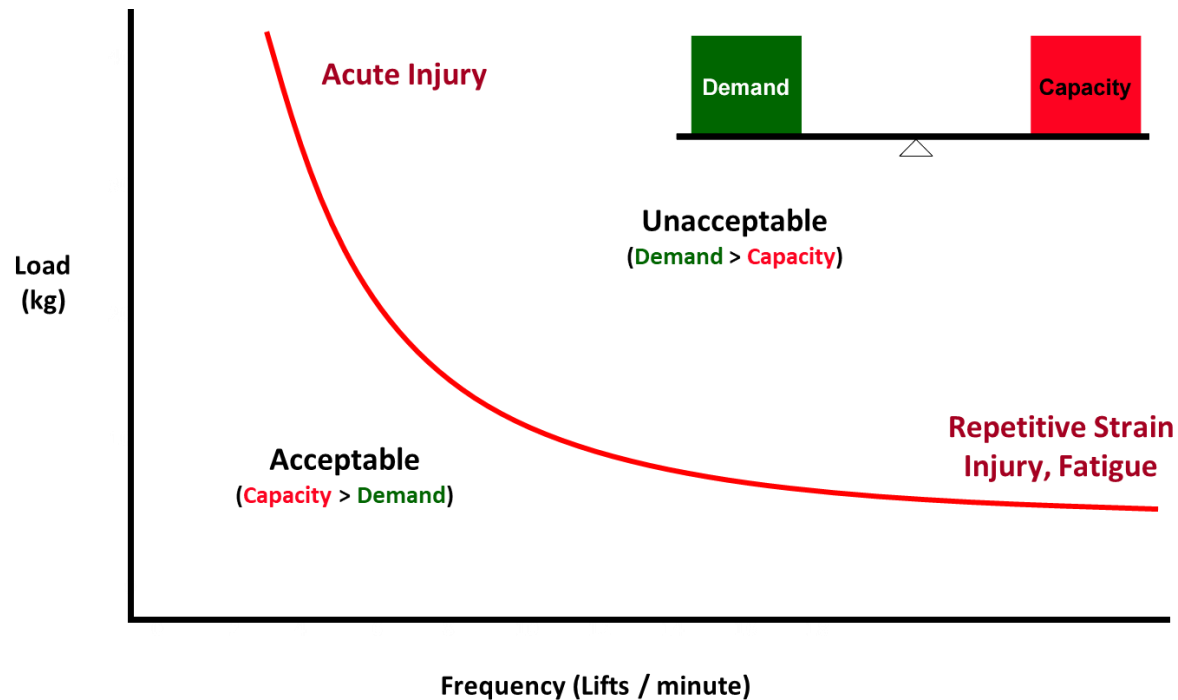
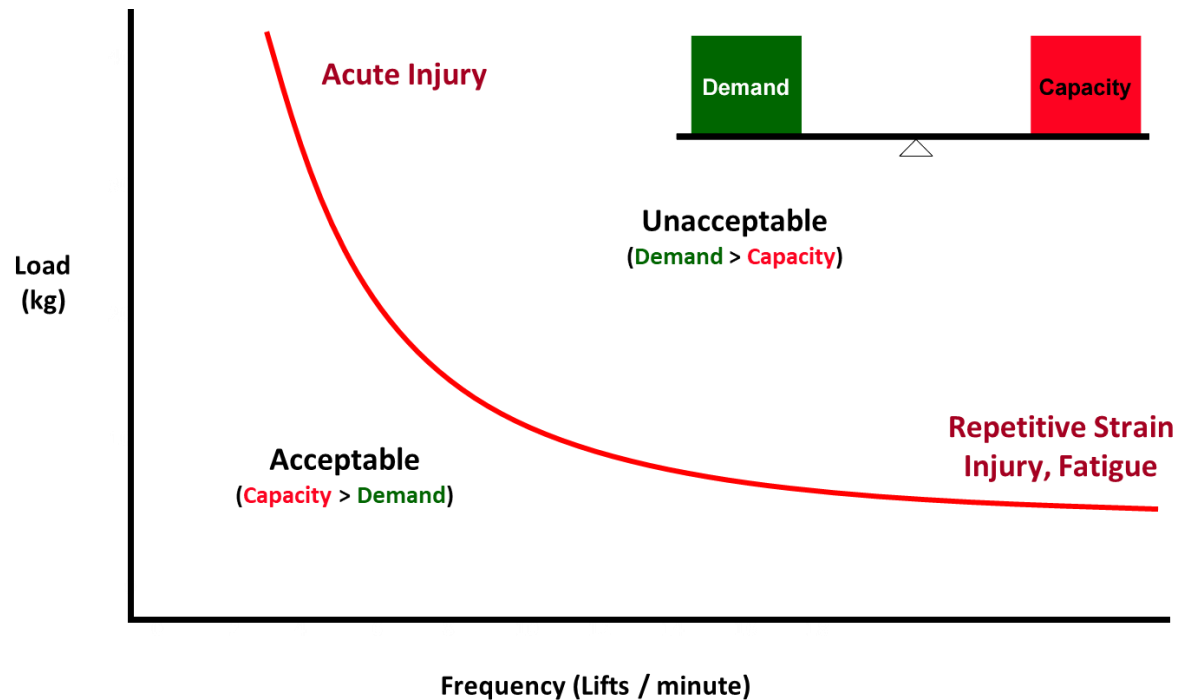


Table 7. Frequency multiplier (FM).

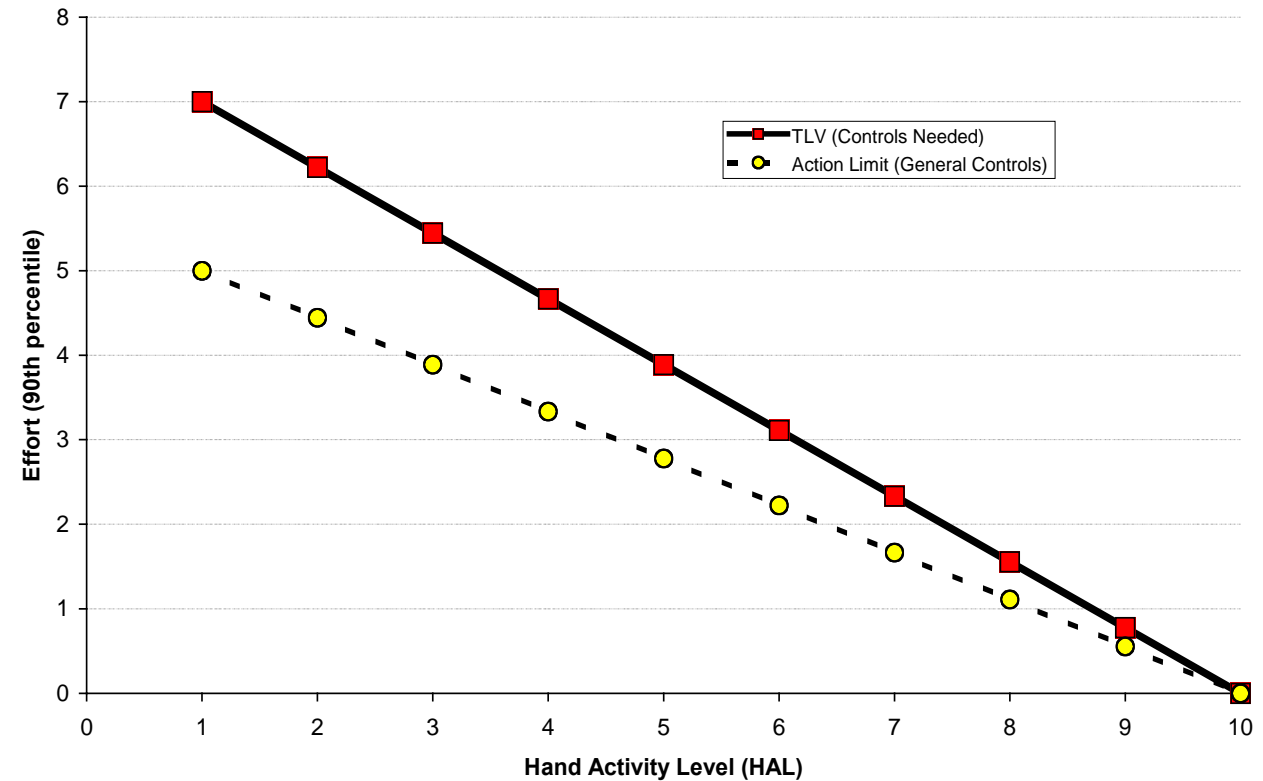
Frequency lifts/min	Work duration					
	≤ 1 h		≤ 2 h		≤ 8 h	
	V < 75	V ≥ 75	V < 75	V ≥ 75	V < 75	V ≥ 75
0.2	1.00	1.00	0.95	0.95	0.85	0.85
0.5	0.97	0.97	0.92	0.92	0.81	0.81
1	0.94	0.94	0.88	0.88	0.75	0.75
2	0.91	0.91	0.84	0.84	0.65	0.65
3	0.88	0.88	0.79	0.79	0.55	0.55
4	0.84	0.84	0.72	0.72	0.45	0.45
5	0.80	0.80	0.60	0.60	0.35	0.35
6	0.75	0.75	0.50	0.50	0.27	0.27
7	0.70	0.70	0.42	0.42	0.22	0.22
8	0.60	0.60	0.35	0.35	0.18	0.18
9	0.52	0.52	0.30	0.30	0.00	0.15
10	0.45	0.45	0.26	0.26	0.00	0.13
11	0.41	0.41	0.00	0.23	0.00	0.00
12	0.37	0.37	0.00	0.21	0.00	0.00
13	0.00	0.34	0.00	0.00	0.00	0.00
14	0.00	0.31	0.00	0.00	0.00	0.00
15	0.00	0.28	0.00	0.00	0.00	0.00
>15	0.00	0.00	0.00	0.00	0.00	0.00

How can we control fatigue in the workplace?

Reducing load based on frequency/repetition



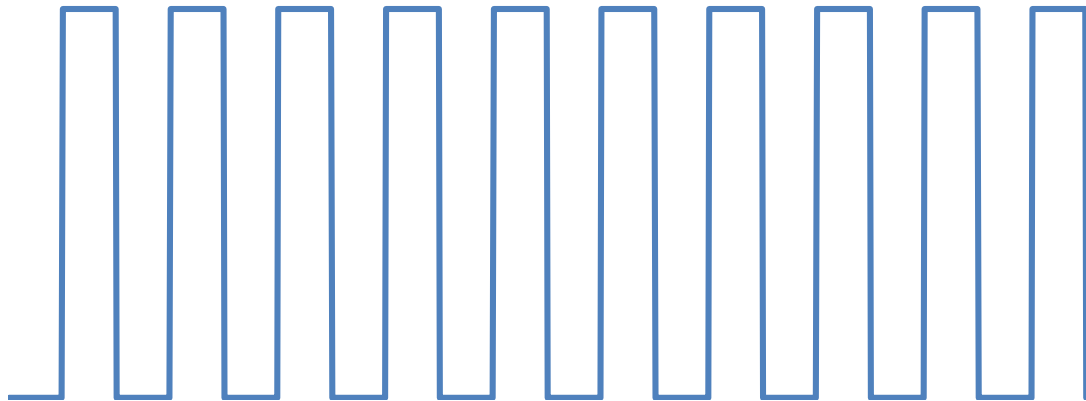
ACGIH TLV for Hand Activity Level (1999)



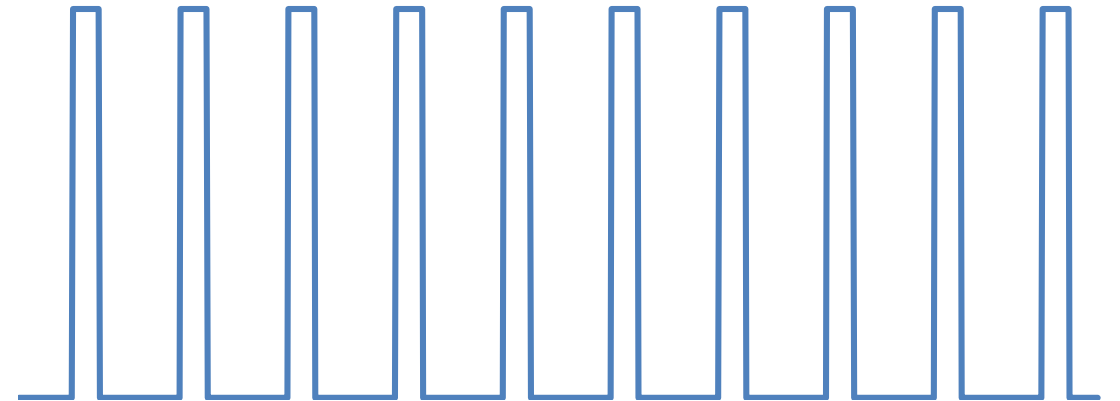
How can we control fatigue in the workplace?

Reducing load based on duty cycle?

10 repetition/min
50% duty cycle



10 repetition/min
25% duty cycle



How can we control fatigue in the workplace?

Reducing load based on duty cycle?

Predicting Maximum Acceptable Efforts for Repetitive Tasks: An Equation Based on Duty Cycle

Jim R. Potvin, McMaster University, Hamilton, Ontario, Canada

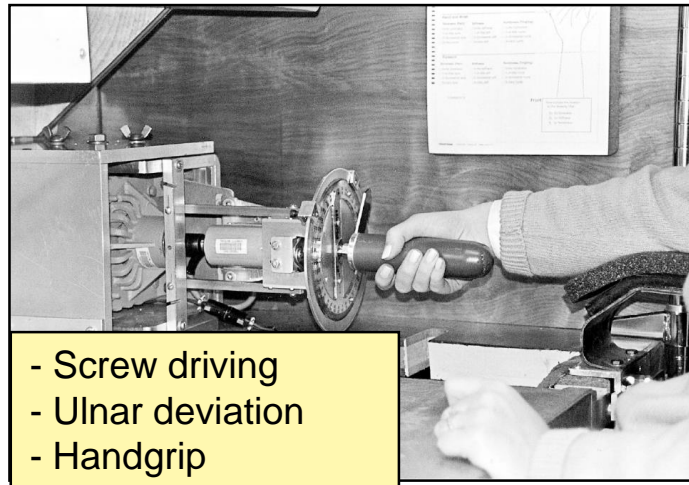
HUMAN FACTORS

Vol. 54, No. 2, April 2012, pp. 175-188

Maximum Acceptable Effort (MAE) Equation

- Inclusion criteria:

1. determine some maximum acceptable demand for upper limbs
2. acceptable for 8 hours
3. task has no assistive devices or tools
4. training over multiple days for each task
5. testing on only one task per day
6. adjustment period at least 40 mins on testing day
 - Muppasani & Fernandez (1996)
7. effort durations were provided or could be estimated



- Screw driving
- Ulnar deviation
- Handgrip

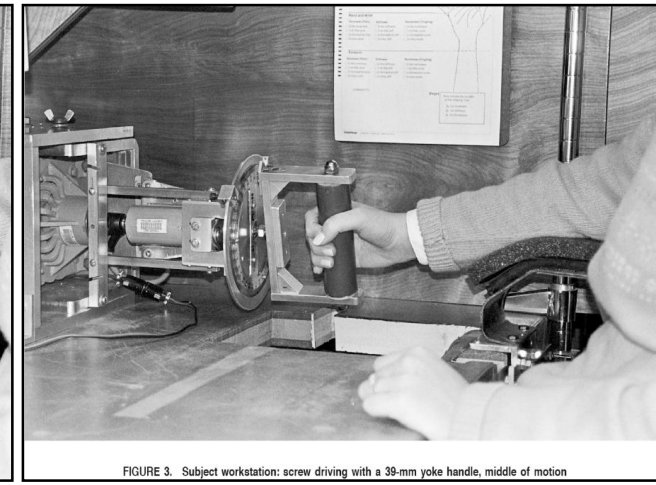


FIGURE 3. Subject workstation: screw driving with a 39-mm yoke handle, middle of motion

Maximum Acceptable Effort (MAE) Equation

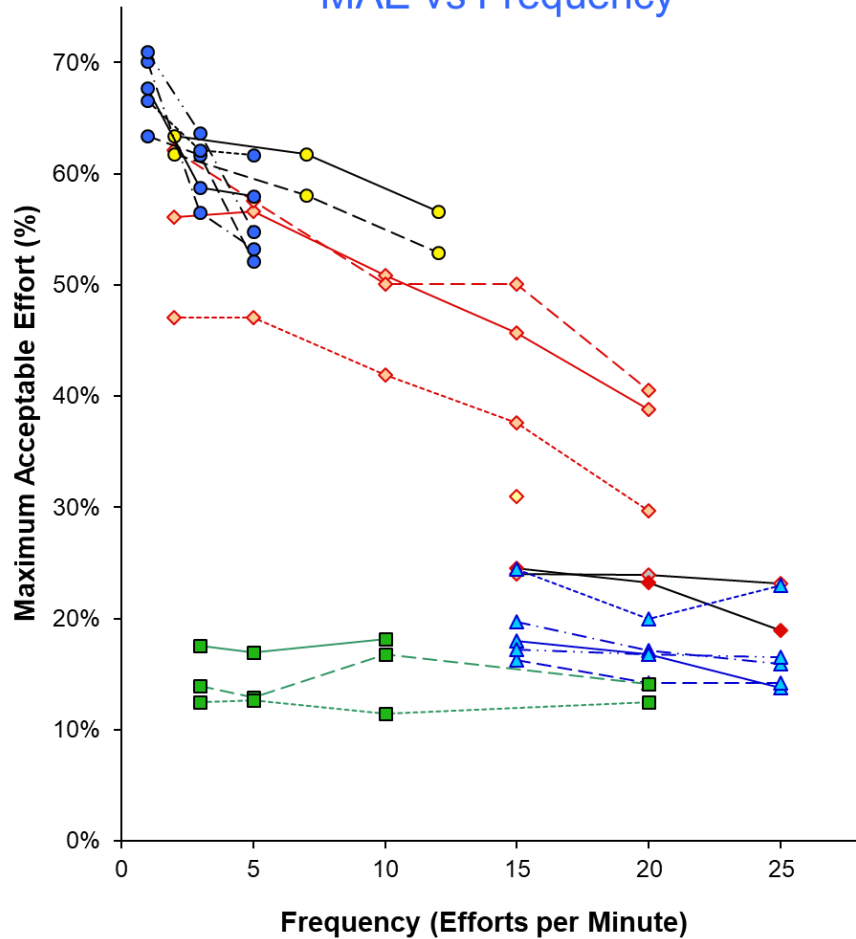
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- effort durations were provided or could be estimated

Study	Subjects	Freq (/min)	Duration (s)	Duty Cycle (s/min)	Duty Cycle (%)	Tasks	
Snook et al (1995)	2 days/week	15	2	0.810	1.62	2.7%	- Wrist flexion: power grip - Wrist flexion: pinch grip - Wrist extension: power grip (n = Total of 15 tasks)
			5	0.810	4.05	6.8%	
			10	0.810	8.10	13.5%	
			15	0.810	12.15	20.3%	
	20	0.810	16.20	27.0%			
	5 days/week	14	15	0.810	12.15	20.3%	- Wrist flexion: power grip (n = 1)
Snook et al (1997)	11	15	1.120	16.80	28.0%	- Ulnar deviation: power grip (n = 3)	
		20	1.050	21.00	35.0%		
		25	1.080	27.00	45.0%		
Snook et al (1999)	20	15	0.640	9.60	16.0%	- Wrist extension: pinch grip (n = 3)	
		20	0.610	12.20	20.3%		
		25	0.550	13.75	22.9%		
Ciriello et al (2002)	Ulnar Deviation	10	15	1.080	15.00	27.0%	- Ulnar deviation: power grip (n = 3) - Supination: 31 mm screwdriver - Supination: 40 mm screwdriver - Supination: 39 mm yoke - Pronation: 31 mm screwdriver (n = 12)
			20	1.080	20.00	36.0%	
			25	1.080	25.00	45.0%	
	Pronation & Supination		15	1.215	15.00	30.4%	
			20	1.215	20.00	40.5%	
Moore & Wells (2005)	Duty Cycle = 25%	8	3	5.000	15.00	25.0%	- Wrist extension: in-line powered screwdriver (n = 11)
			5	3.000	15.00	25.0%	
			10	1.500	15.00	25.0%	
	Duty Cycle = 50%		3	10.000	30.00	50.0%	
			5	6.000	30.00	50.0%	
			10	3.000	30.00	50.0%	
	Duty Cycle = 83.3%		20	1.500	30.00	50.0%	
			3	16.667	50.00	83.3%	
			5	10.000	50.00	83.3%	
			10	5.000	50.00	83.3%	
		20	2.500	50.00	83.3%		
Potvin et al (2006)	24	2	0.160	0.32	0.5%	- Push: pulp pinch - Push: finger tip (n = 6)	
		7	0.160	1.12	1.9%		
		12	0.160	1.92	3.2%		
Andrews et al (2008)	15	1	0.685	0.69	1.1%	- Hose insertions: 5 hand locations (n = 15)	
		3	0.717	2.15	3.6%		
		5	0.721	3.61	6.0%		

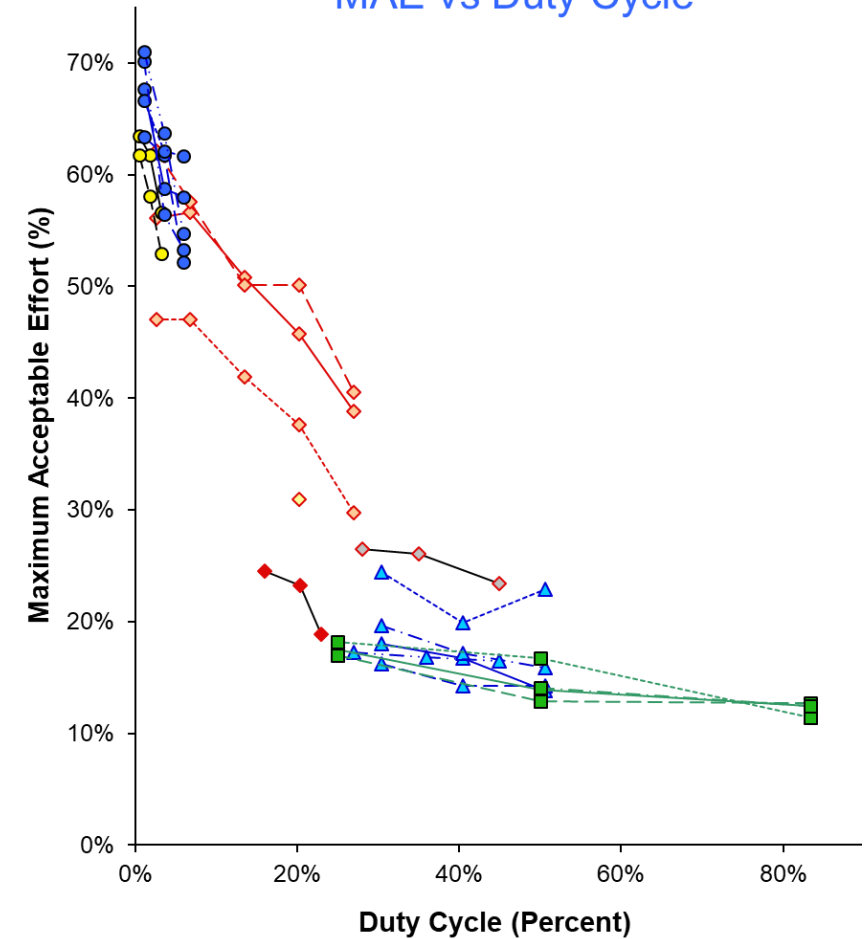
Maximum Acceptable Effort (MAE) Equation

MAE vs Frequency

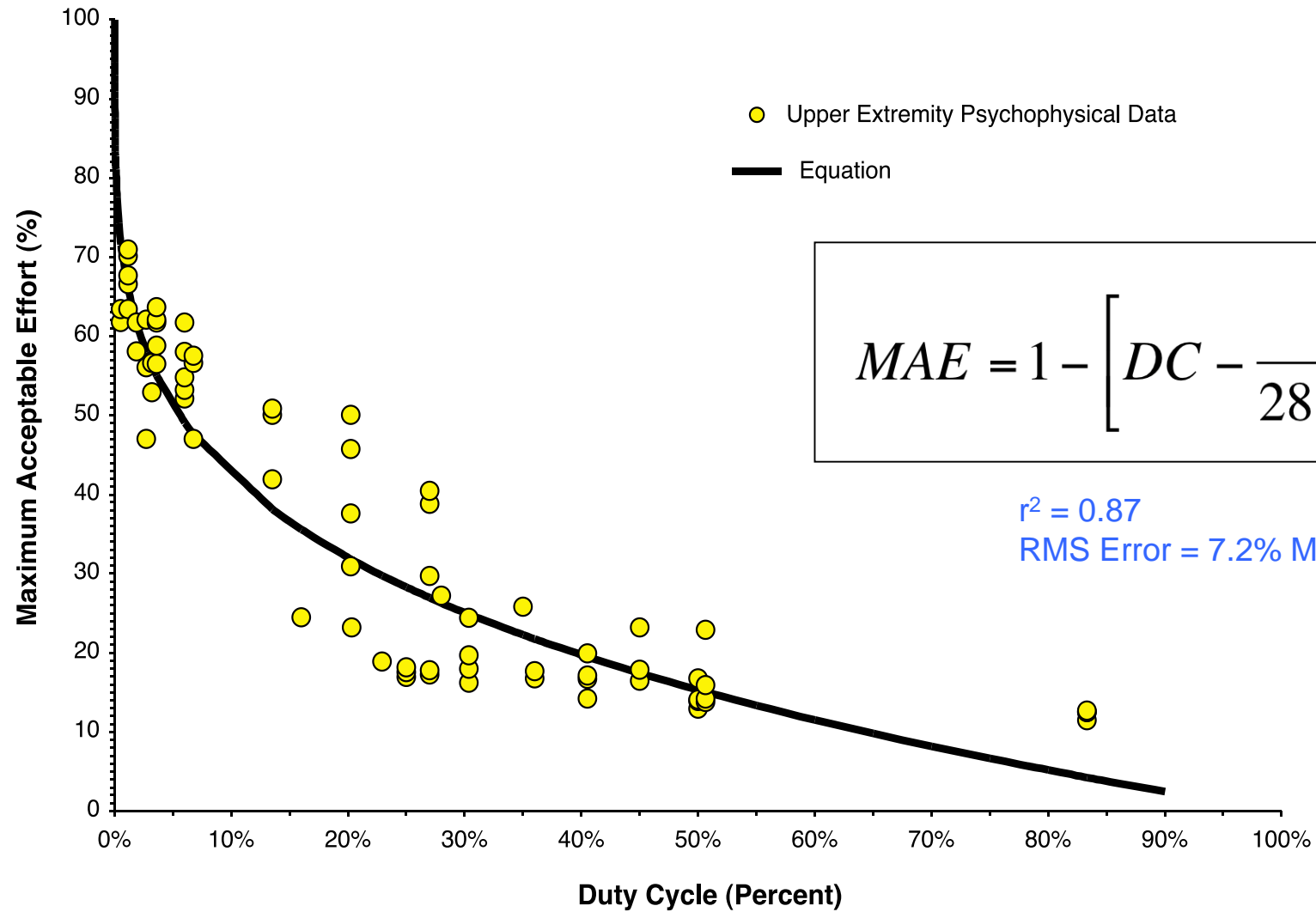


- ◇— Snook et al (1995) 2D - Wrist Flexion (Power Grip)
- -◇- - Snook et al (1995) 2D - Wrist Flexion (Pinch Grip)
- -◇- - Snook et al (1995) 2D - Wrist Extension (Power Grip)
- ◇ Snook et al (1995) 5D - Wrist Flexion (Power Grip)
- ◇— Snook et al (1997) Ulnar Deviation
- ◇— Snook et al (1999) Wrist Extension (Pinch Grip)
- △— Ciriello et al (2002) Supination (31 mm handle)
- -△- - Ciriello et al (2002) Supination (40 mm handle)
- -△- - Ciriello et al (2002) Supination (39 mm yoke)
- △— Ciriello et al (2002) Pronation (31 mm handle)
- △— Ciriello et al (2002) Ulnar Deviation
- Moore & Wells (2005) Wrist Extension - DS = 0.25
- -■- - Moore & Wells (2005) Wrist Extension - DS = 0.50
- -■- - Moore & Wells (2005) Wrist Extension - DS = 0.83
- Potvin et al (2006) Pulp Pinch Push
- -○- - Potvin et al (2006) Finger Push
- Andrews et al (2007) Hose Insertion - (Medial Far)
- -●- - Andrews et al (2007) Hose Insertion - (Medial Near)
- -●- - Andrews et al (2007) Hose Insertion - (Push Forward)
- Andrews et al (2007) Hose Insertion - (Pull Back)
- Andrews et al (2007) Hose Insertion - (Push Down)

MAE vs Duty Cycle



Maximum Acceptable Effort (MAE) Equation



Maximum Acceptable Effort (MAE) Equation

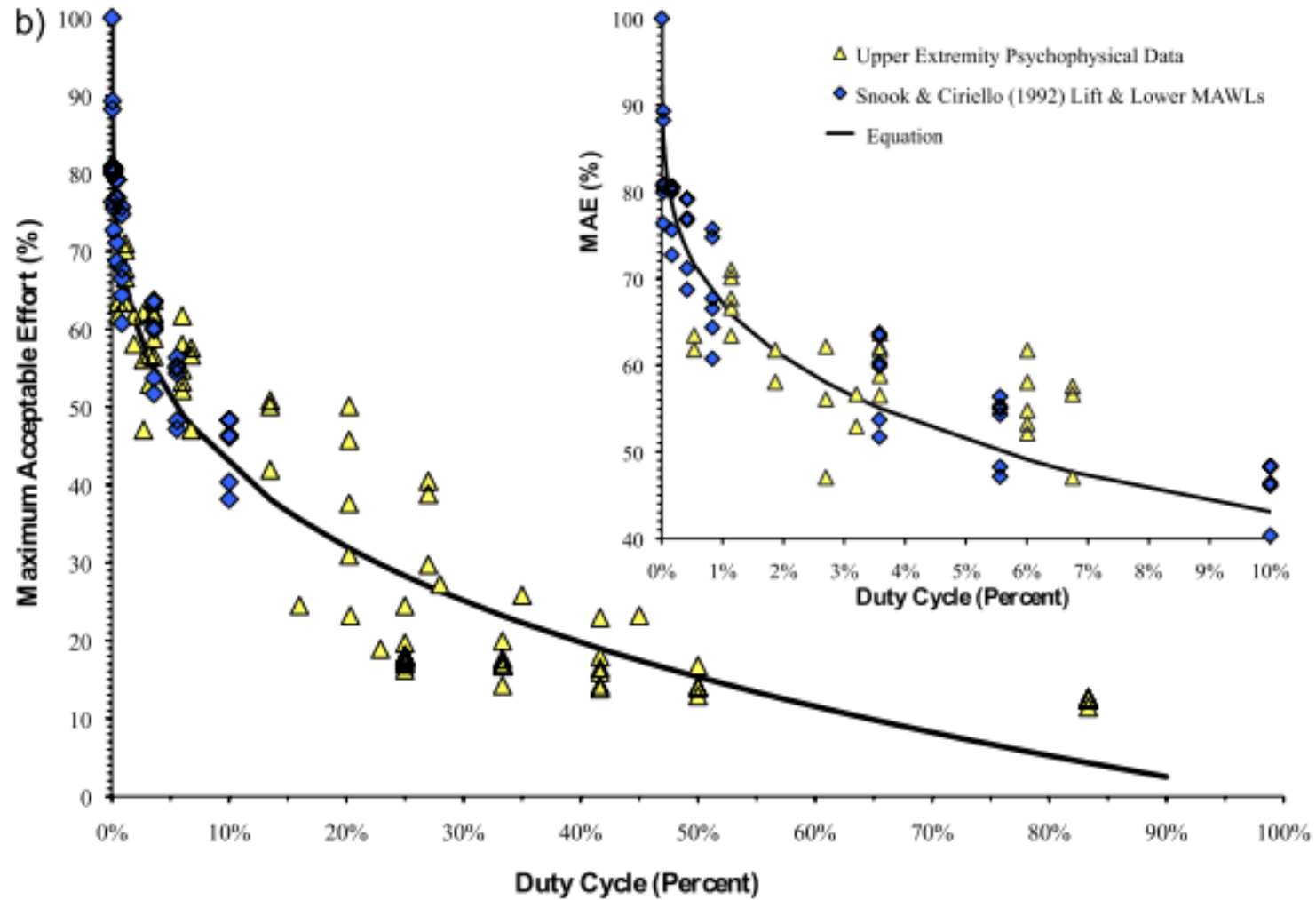
Work 41 (2012) 397-400
DOI: 10.3233/WOR-2012-0189-397
IOS Press

An equation to predict maximum acceptable loads for repetitive tasks based on duty cycle: evaluation with lifting and lowering tasks

Jim R. Potvin^{a*}
^aDepartment of Kinesiology, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4K1

The shape of the MAE equation also fits lifting/lowering data

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How can the MAE be used in practice?

The screenshot displays the Arm Force Field (AFF) software interface. The top-left panel shows the 'Asset' list with 'CsPointLoad' selected, and its 'Force' value is set to 45. A red arrow points from this value to a green box labeled '45 N force'. The main 'Arm Force Field' window has the following settings:

- General: Gender: Female, Body Weight: 58.7 Kg, Body Height: 1.6 m
- Inputs: Cycle Time: 8 Hours, Frequency: 1, Duration Range: 0.2, Maximum Acceptable Effort (%): 100
- Enter Applied Force Magnitudes: Left Arm: 8 N, Right Arm: CsPointLoad (45 N)

The bottom section shows the results of the 'Estimate Arm Force' calculation:

Parameter	Value
Left Arm Force Applied (N)	100
Right Arm Force Applied (N)	45
Estimate Percent Capable (Right Arm)	97.7
Estimate Maximum Acceptable Forces (Right Arm)	89.1

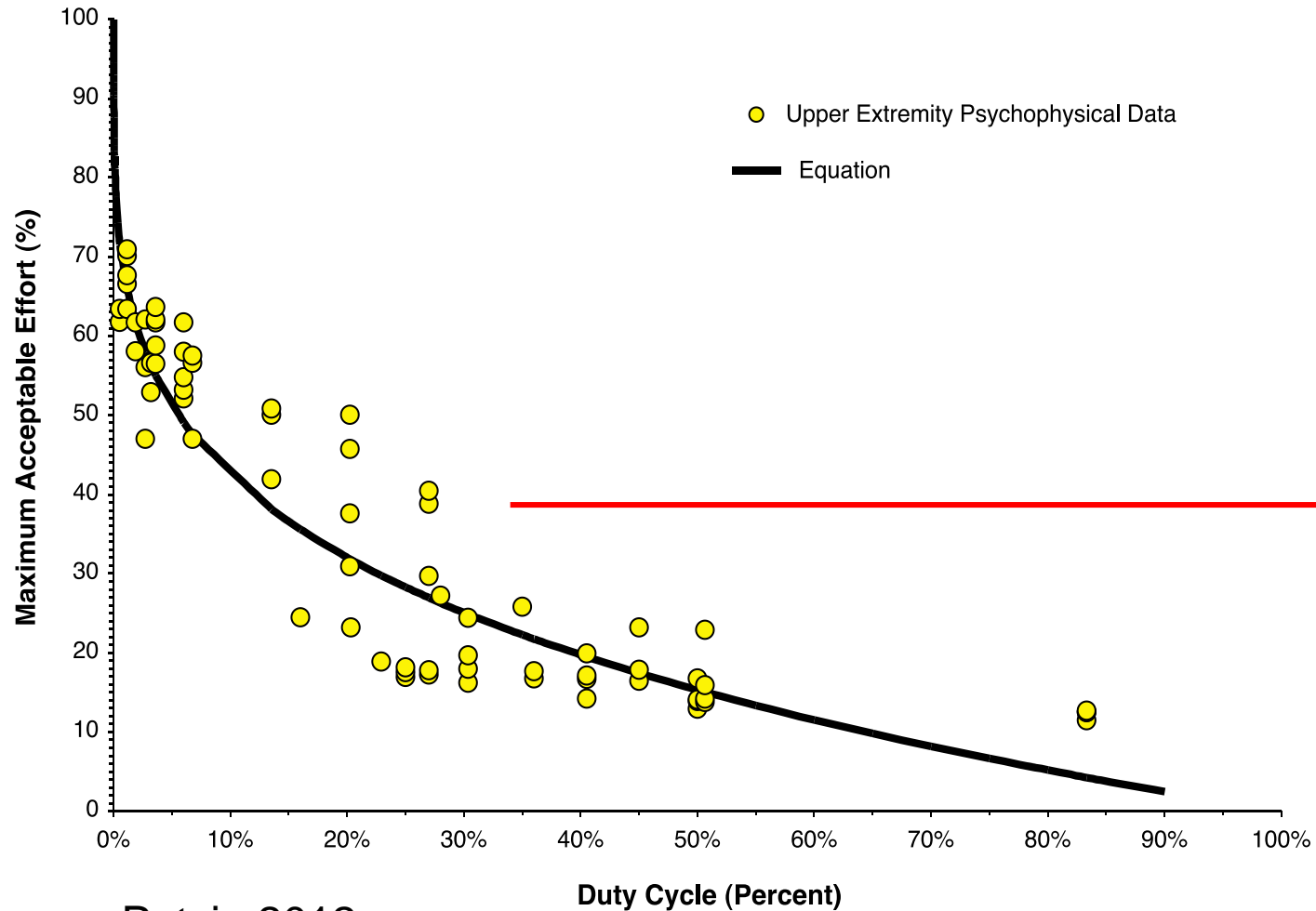
Red boxes highlight the 97.7% and 89.1 N values. A red arrow points from the 45 N force input to the 89.1 N MAE result.

But, what if task is repetitive?
Example:
Frequency = 12 efforts/min
Duration effort = 0.7 seconds

AFF predicts 1 RM strength of 89.1 N

Given task demand of 45 N, this is **acceptable** to 97.7% of females

Accounting for duty cycle



Potvin 2012

Arm Force Field
(or any strength value)

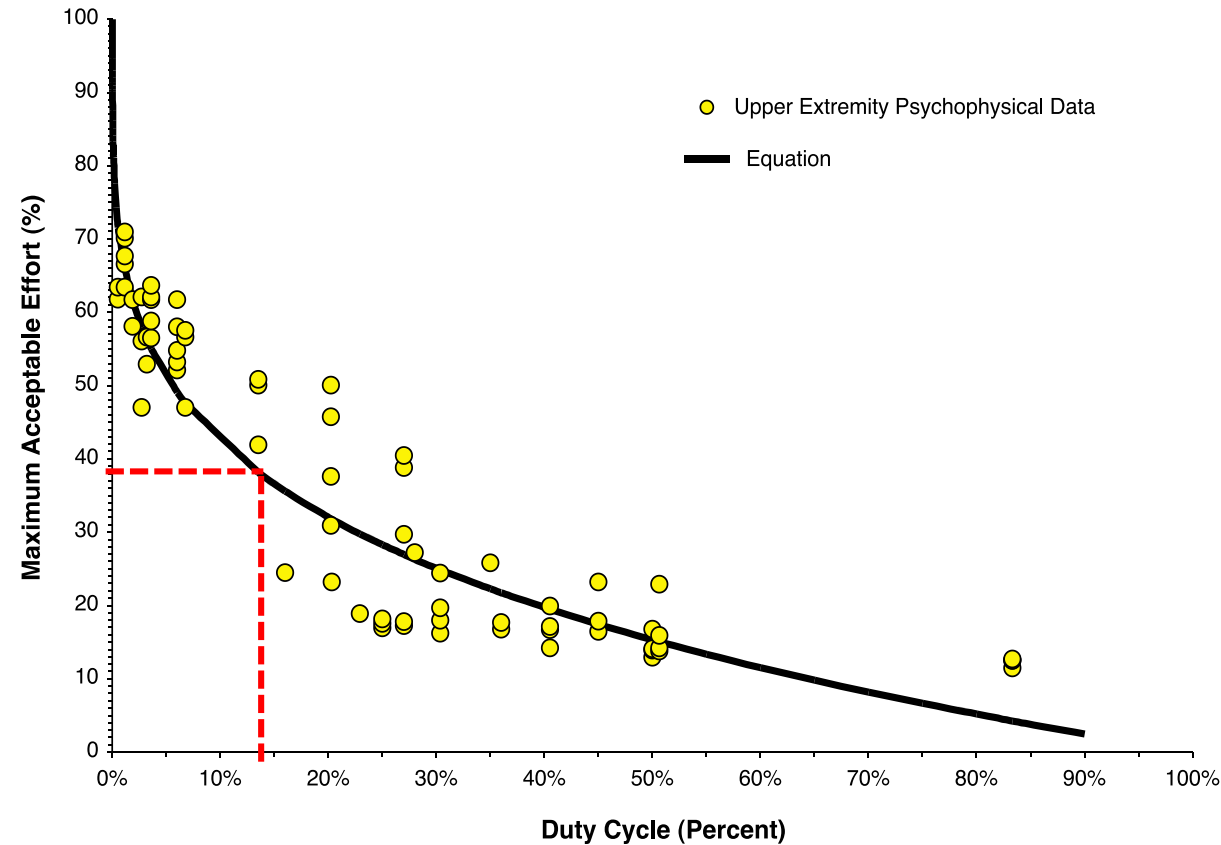
Determine Strength
1 RM for 75% female
 $f=0.002/\text{min}$, low duration

Apply MAE Correction
 $\text{AFF Strength} \times \text{MAE correction}$

Acceptable force corrected for
repetition/duration

Accounting for duty cycle

- What if task has following parameters:
 - Frequency = 12 efforts/min
 - Duration effort = 0.7 s
- $DC = (12 \times 0.7)/60 = 0.14$ (14%)
- $MAE = 1 - (0.14 - 0.000035)^{0.24} = 0.38$
(38%)



How can the MAE be used in practice?

Asset Properties:

RelativeDirection	False
Force	45
Common	
Name	CsPointLoad
Joint	FingerMiddle_Right1_1
Position	(-1.1894, 0.6365, -0.4329)
Rotation	(127.4383, 14.9772, -11.1243)

Arm Force Field Panel:

General: Gender: Female, Body Weight: 58.7 Kg, Body Height: 1.6 m

Inputs: Cycle Time: 1 Minutes, Frequency: 12, Duration Range: 0.7, Maximum Acceptable Effort (%): 38

Enter Applied Force Magnitudes: Left Arm: 8 N, Right Arm: 45 N

Estimate Percent Capable: Left Arm: 100, Right Arm: 97.7

Estimate Maximum Acceptable Forces: Pct Capable: 75, Left Arm: 30.4, Right Arm: 33.5

Text Box 1: 45 N force

Text Box 2: MAE corr. = 38%

Text Box 3: AFF corrected for DC = strength x MAE
= 89.1 N x (0.38)
= ~34 N (now below 45 N)
Therefore, unacceptable at current duty cycle

ACGIH TLV for Localized Fatigue (2016)



Upper Limb Localized Fatigue: TLV(R) Physical Agents 7th Edition Documentation

ACGIH(R)

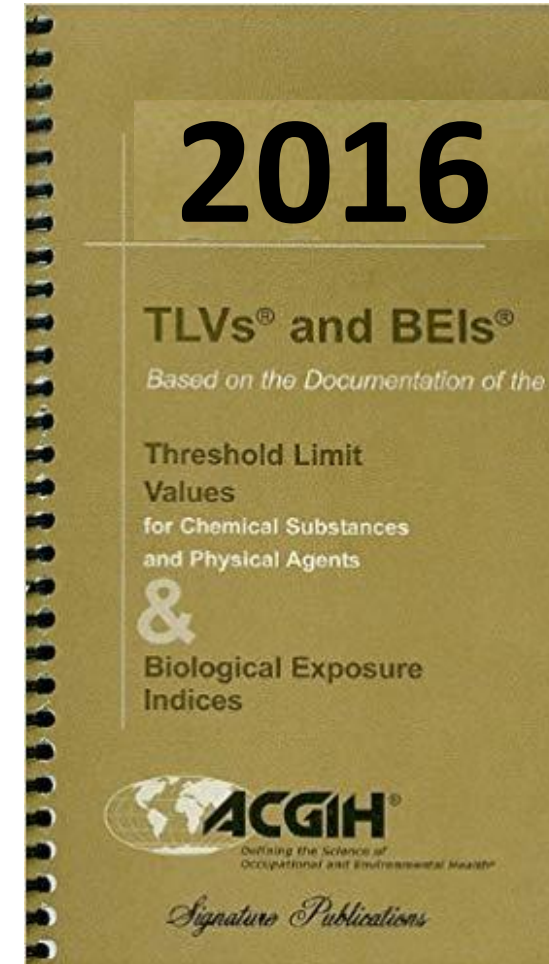
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ACGIH TLV: Localized Muscle Fatigue

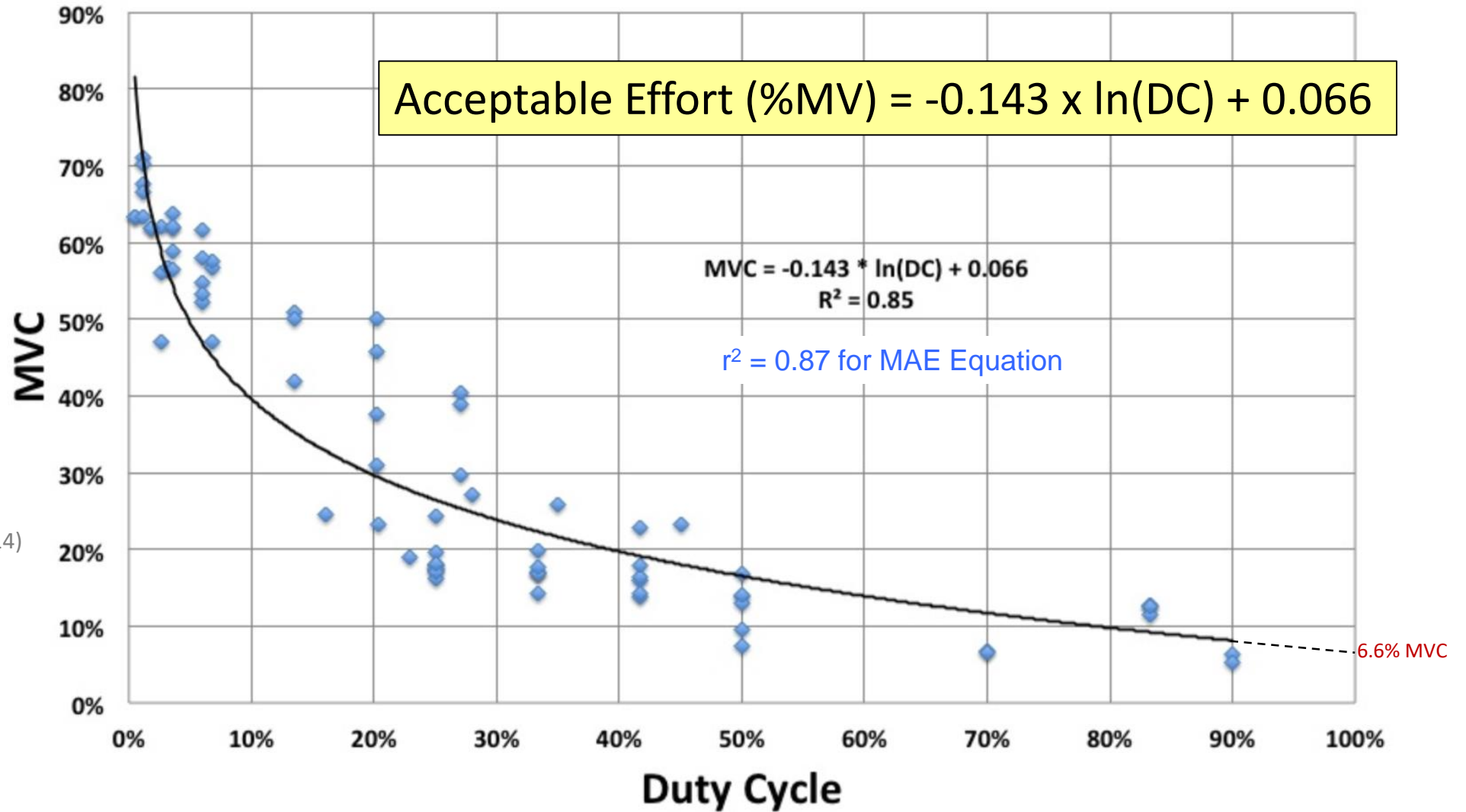


FIGURE 7. TLV[®] describing maximum voluntary contraction (MVC) versus duty cycle based on data from Potvin (2012, Figure 3) plus Sonne and Potvin (2014). Exponential model fitted to data from 0.5% to 90% duty cycle.

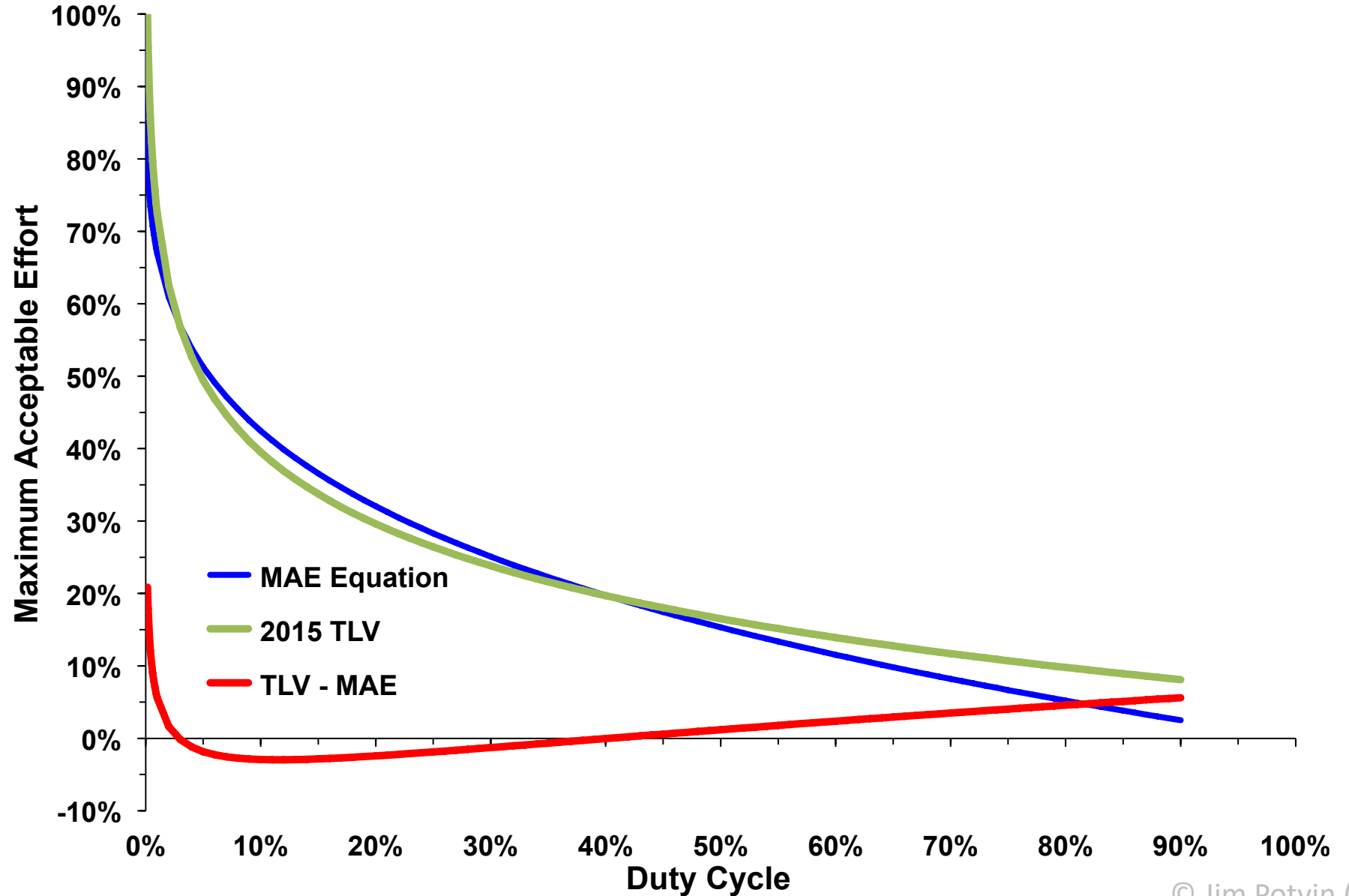
MAE vs ACGIH TLV

$TLV = -0.143 \times \ln(DC) + 0.066$

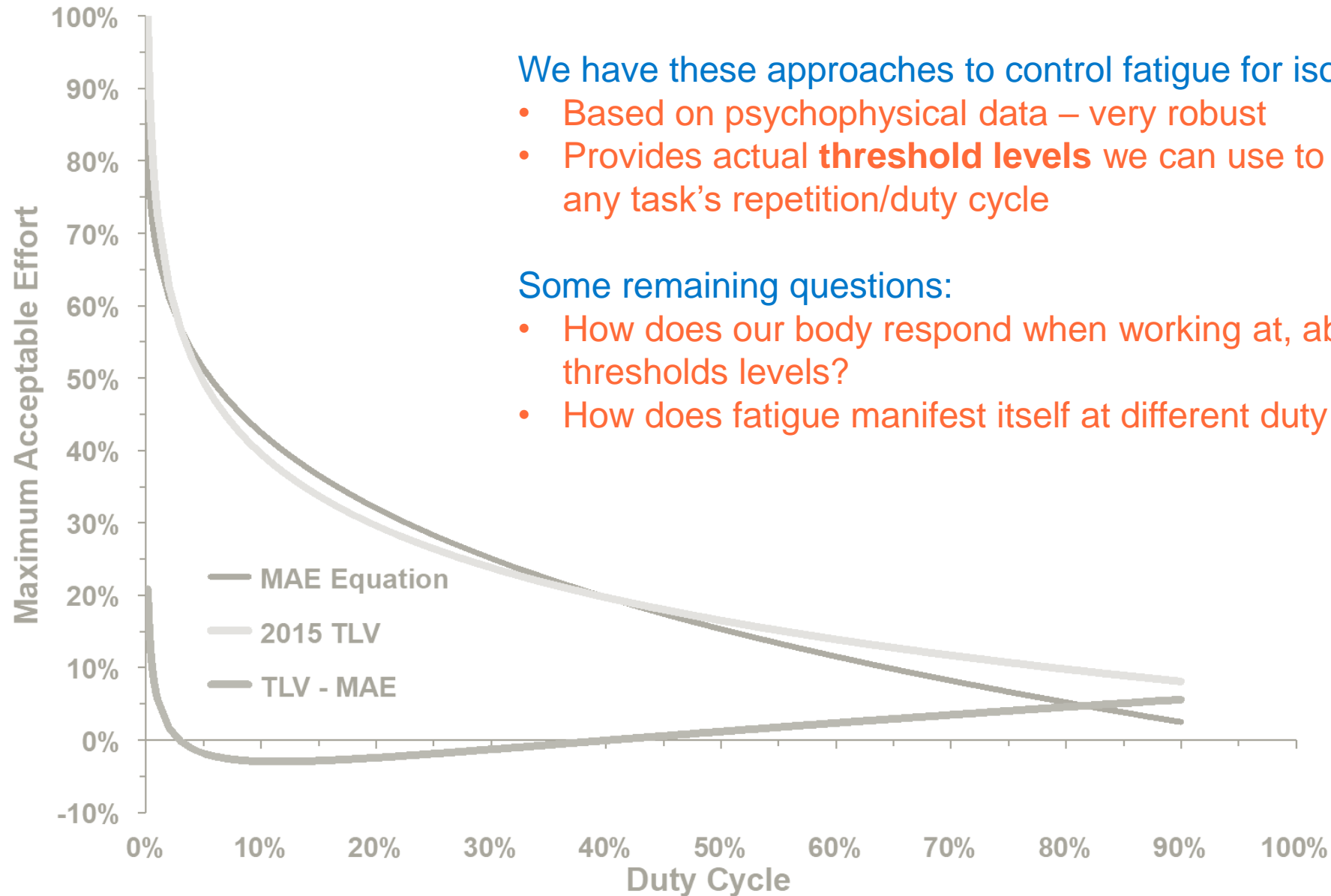
allows: 6.6% MVC at DC = 1.0
100% MVC for 42s/day

$MAE = 1 - DC^{0.24}$

allows: 0% MVC at DC = 1.0
100% MVC for 1s/day



Next Steps: Validation?



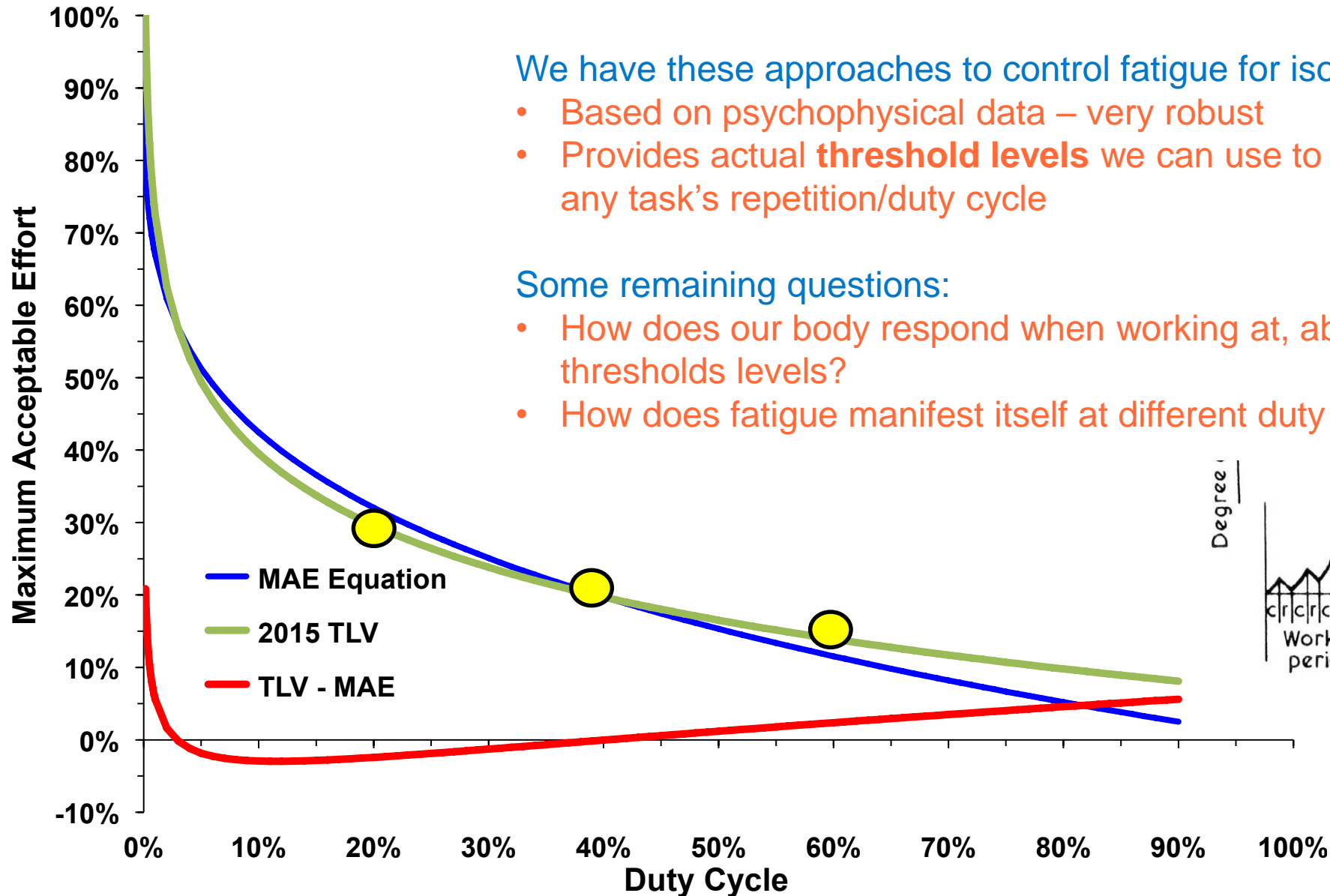
We have these approaches to control fatigue for isolated tasks

- Based on psychophysical data – very robust
- Provides actual **threshold levels** we can use to adjust force levels based on any task's repetition/duty cycle

Some remaining questions:

- How does our body respond when working at, above or below these thresholds levels?
- How does fatigue manifest itself at different duty cycles along the curve?

Next Steps: Validation?

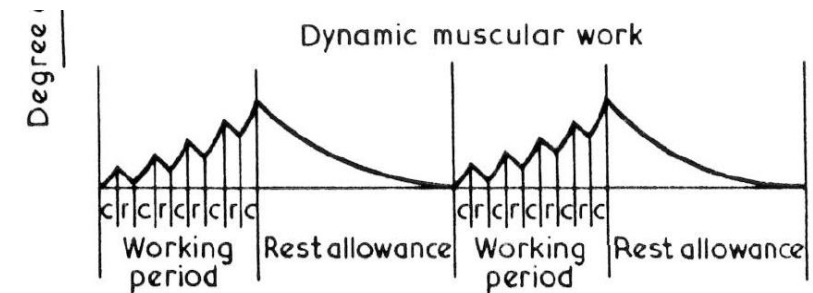


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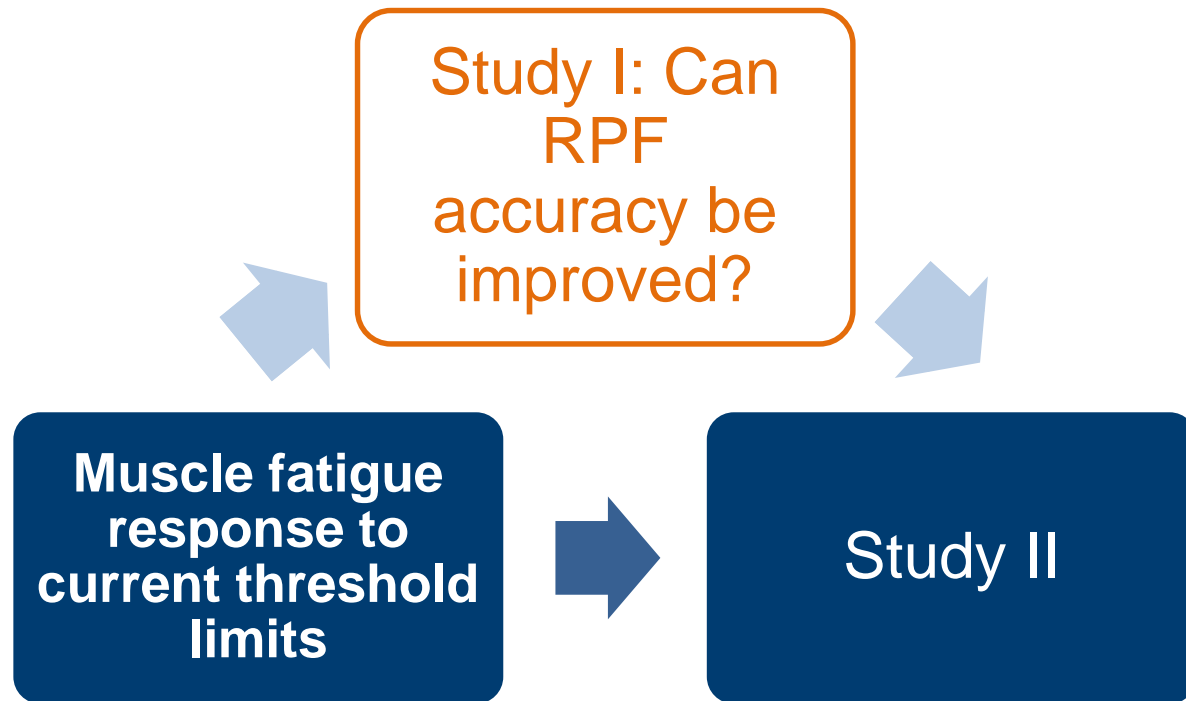
- How does our body respond when working at, above or below these thresholds levels?
- How does fatigue manifest itself at different duty cycles along the curve?



Is the amount of fatigue development the same at different points along this curve?

Goals/Objectives

- Evaluation of current thresholds of exposure for upper extremity work (**Study 2**)
- Improving the quantification of Localized Muscle Fatigue (LMF) (**Study 1**)



RPF – strongly correlated to **force declines & EMG measures**

- Inconsistent provision of **scale familiarization**
- **Misunderstood** by participants?

Study 1 Research Question

Does a period of familiarization improve the accuracy of RPF relative to classical measures of LMF (e.g. force output, EMG amplitude & mean power frequency)?

THEORETICAL ISSUES IN ERGONOMICS SCIENCE
<https://doi.org/10.1080/1463922X.2020.1827079>



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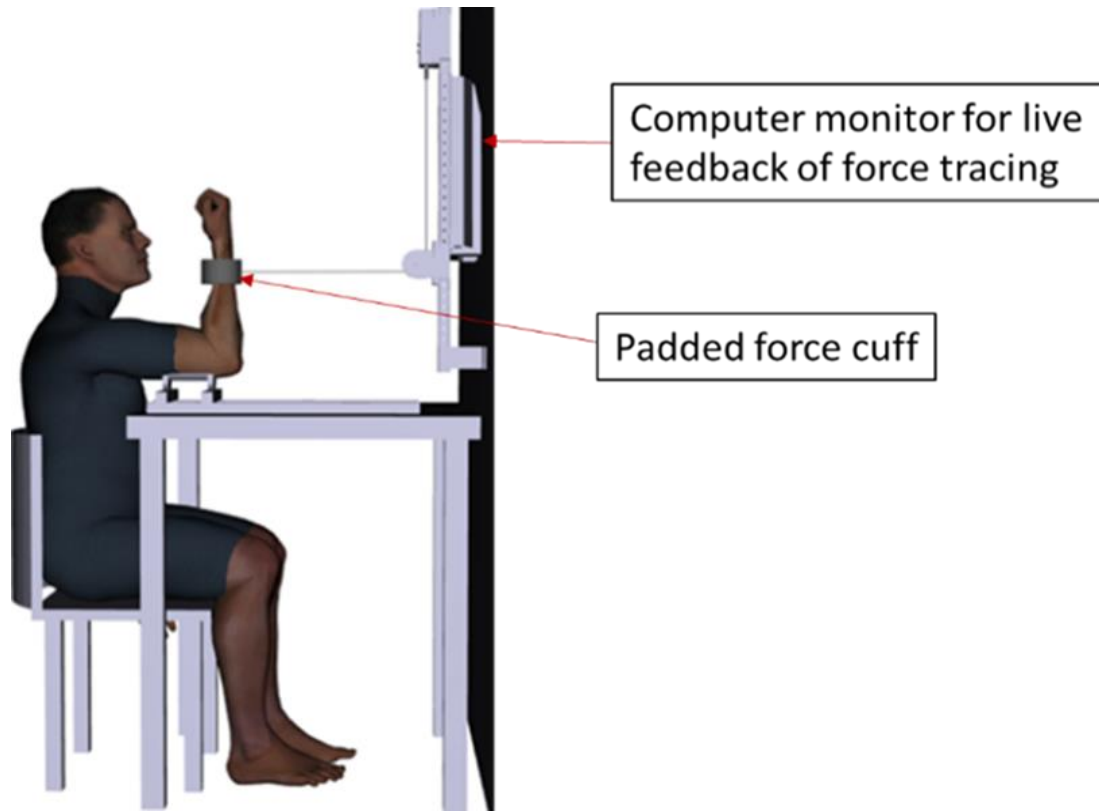


Calibrating ratings of perceived fatigue relative to objective measures of localised muscle fatigue using a feedback-based familiarisation protocol

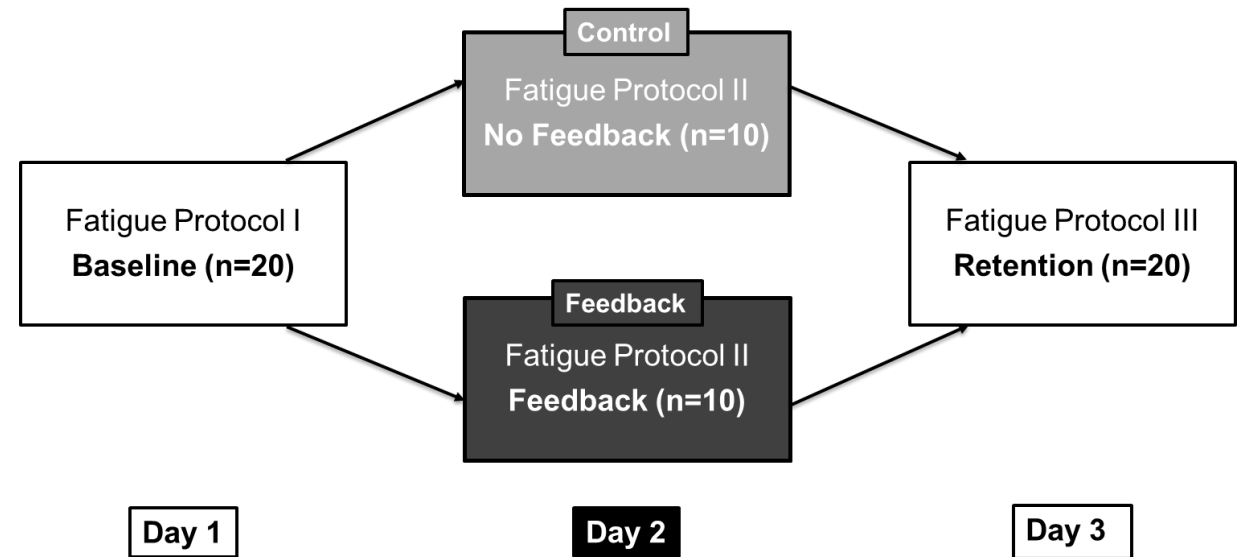
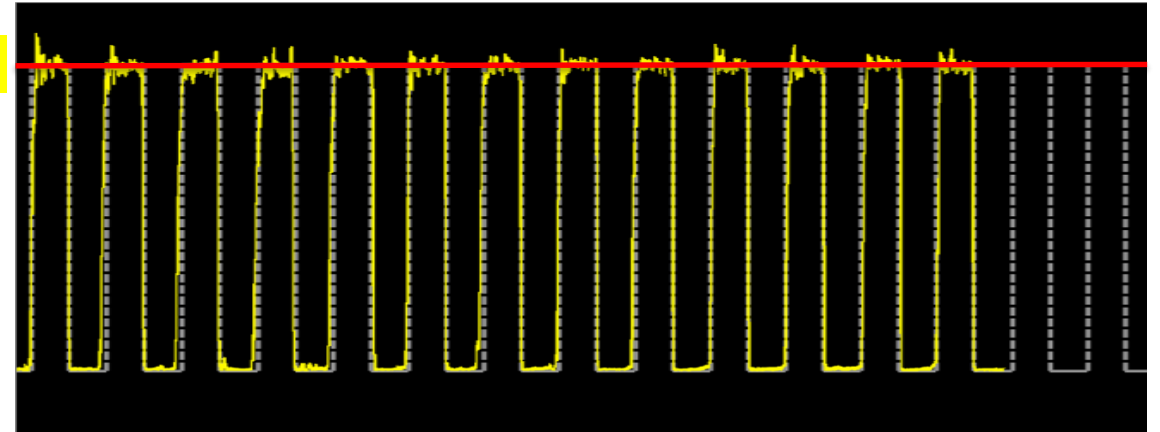
Daniel M. Abdel-Malek^a, Ryan C. A. Foley^a, Fahima Wakeely^a, Jeffrey D. Graham^b
and Nicholas J. La Delfa^a

^aFaculty of Health Sciences (Kinesiology), University of Ontario Institute of Technology, Oshawa, Ontario, Canada; ^bDepartment of Family Medicine, McMaster University, Hamilton, Ontario, Canada

Experimental Procedures & Protocol

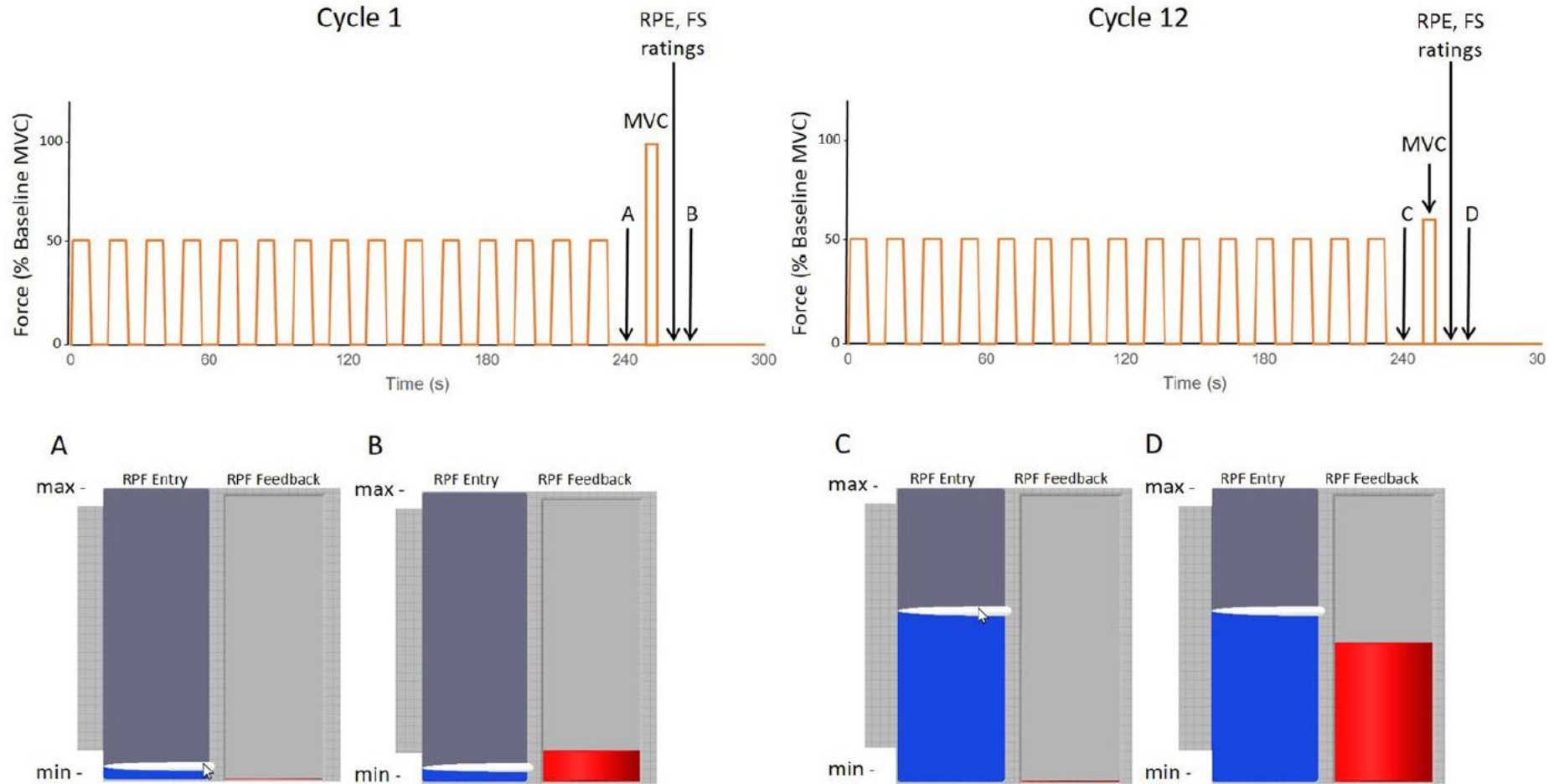


50%MVC



RPF Feedback

Only provided to Feedback group on Day 2



Data Analysis

In (or after) final plateau, we obtained:

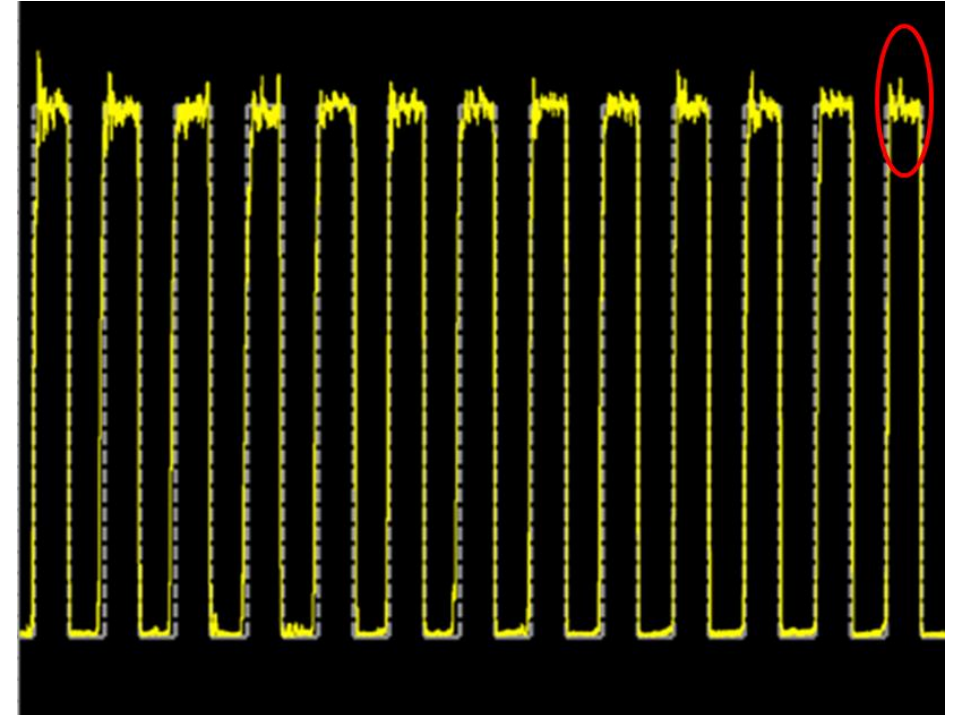
- EMG amplitude
- EMG Mean Power Frequency (MnPF)
- RPF
- Decline in MVC

All fatigue measures:

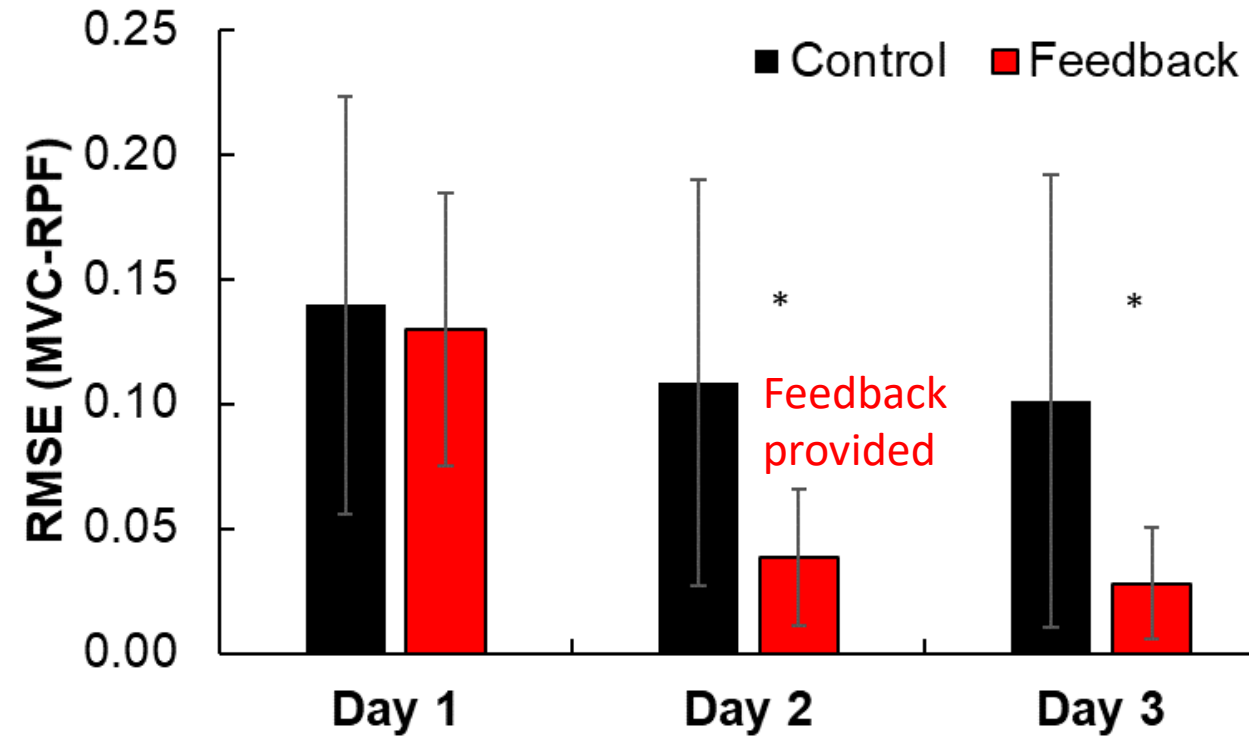
- Normalized to baseline
- Time-normalized via rubber-banding
- Fatigue-normalized (-1 multiplier)

Dependent variables - (1) average error and (2) RMSE between:

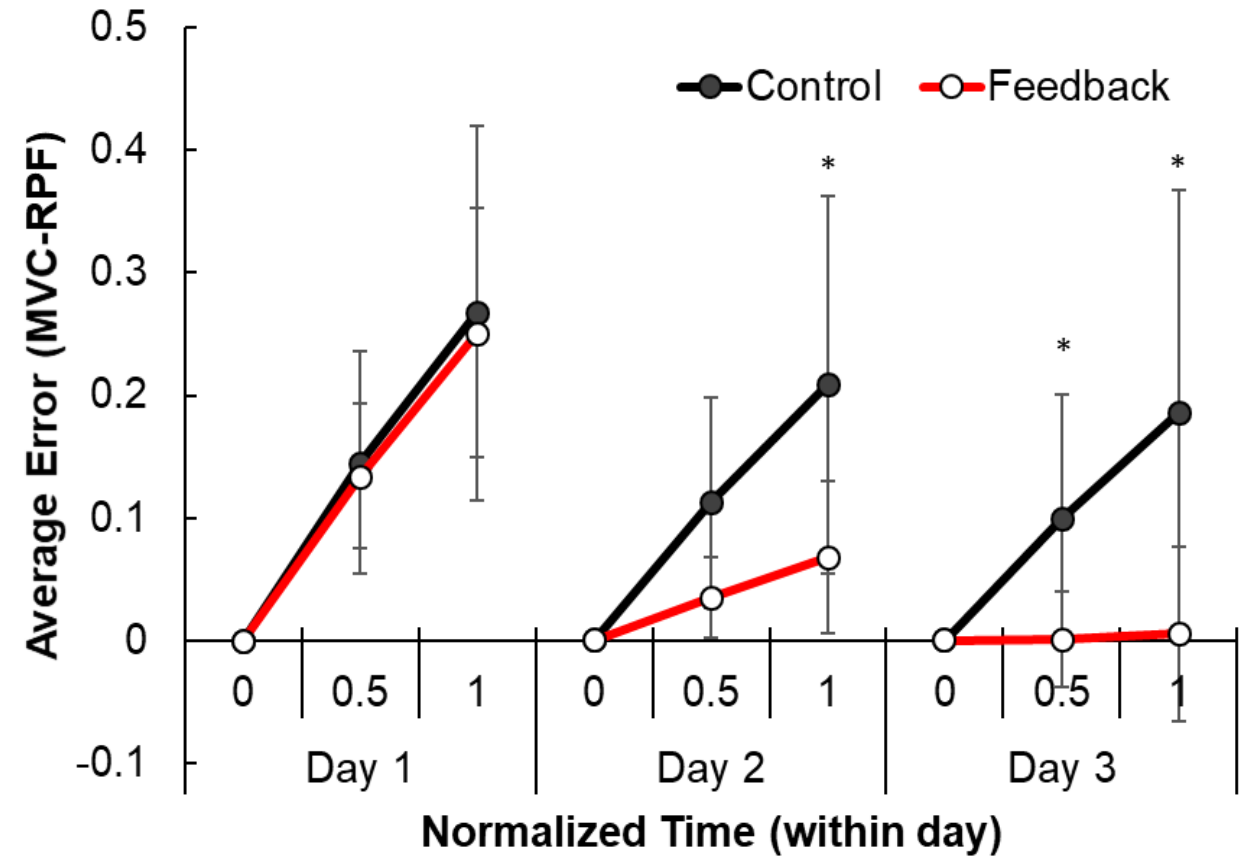
- RPF-MVC
- RPF-aEMG
- RPF-MnPF



Results: RPF-MVC

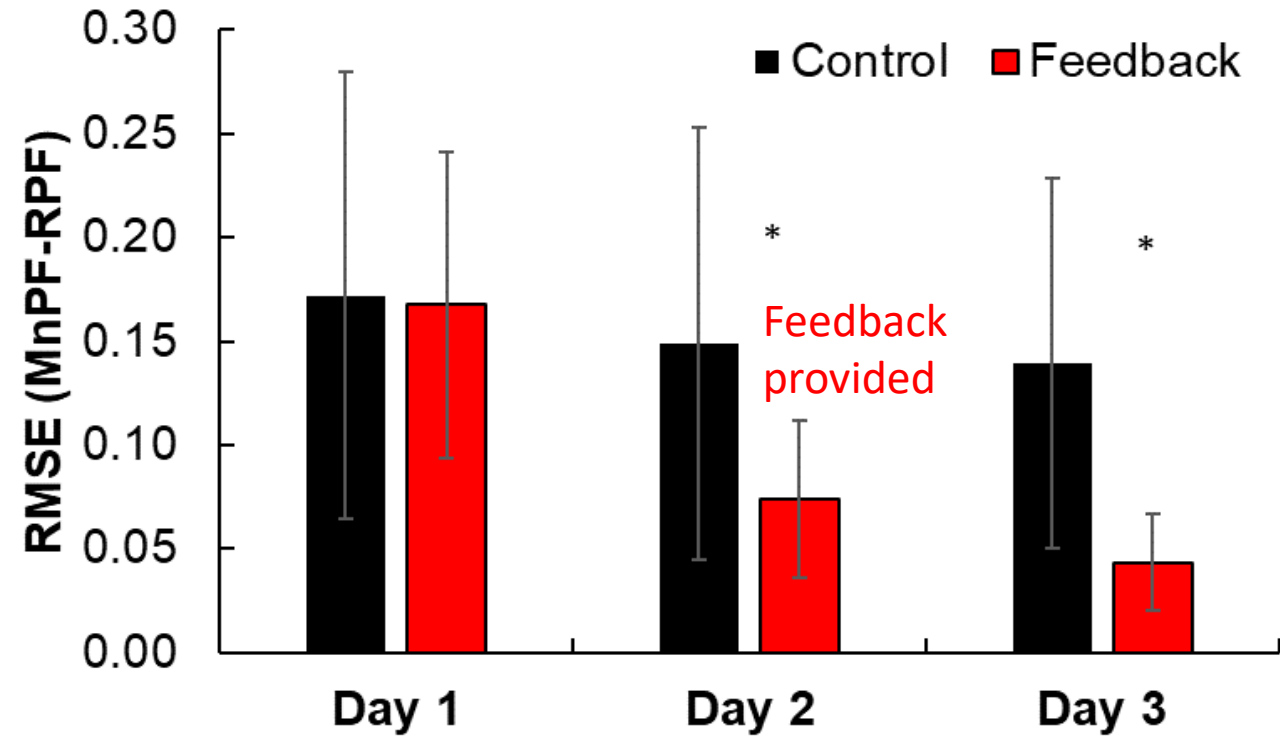


($F = 5.388$, $p < 0.01$, $\eta^2 = 0.230$)

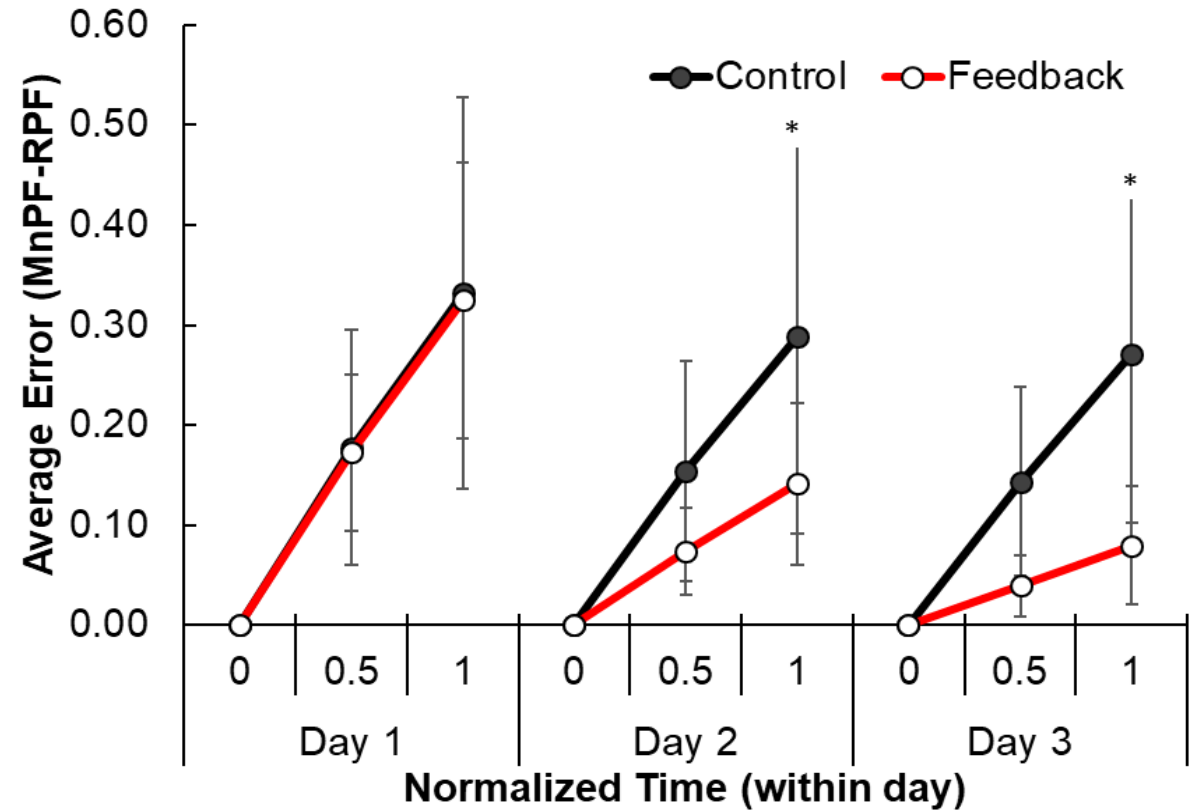


($F = 9.060$, $p < 0.005$, $\eta^2 = 0.335$)

Results: RPF-MnPF



($F = 5.534$, $p < 0.01$, $\eta^2 = 0.235$)



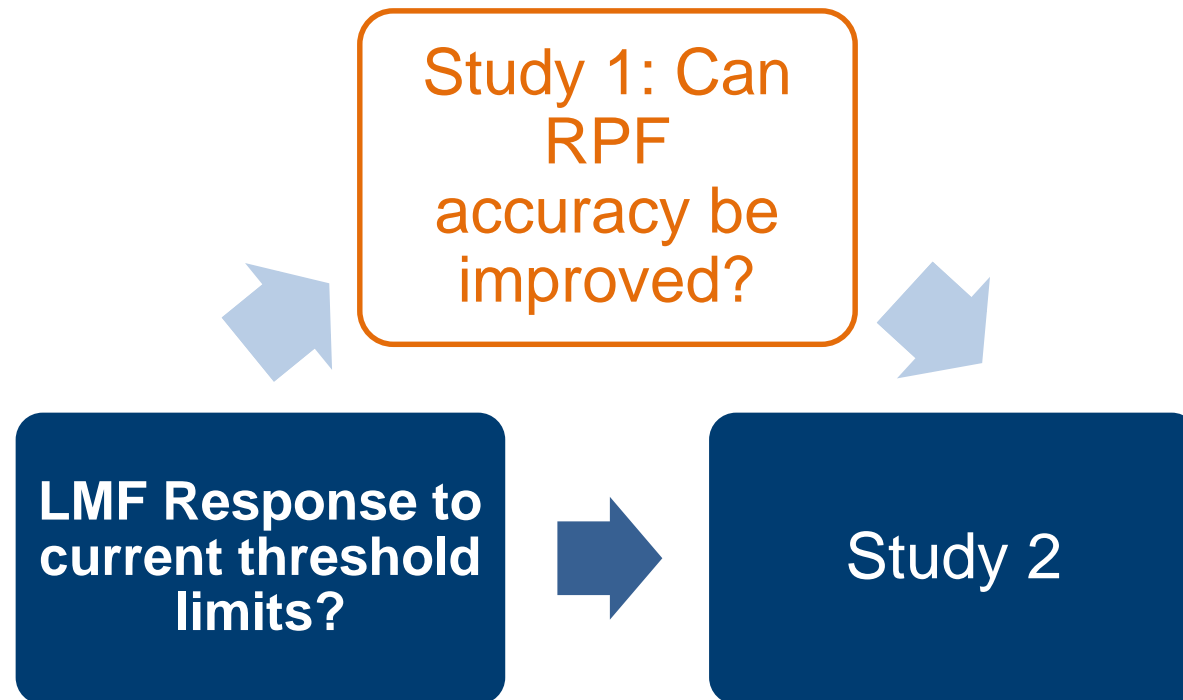
($F = 6.172$, $p < 0.05$, $\eta^2 = 0.255$)

Conclusions

- RPF scale familiarization **improved the accuracy** of RPF relative to measures of force output and EMG MnPF
- RPF can be an extremely valuable tool for researchers and practitioners to monitor muscle fatigue
 - Extremely accessible
 - Method for easy field ‘familiarization’ needed
 - Implications?
 - One of the tricky things about muscle fatigue research is that measurement of the ‘gold-standard’ metric (i.e. MVC) confounds the fatigue process being studied
 - Accurate RPF ratings could allow us to circumvent this issue

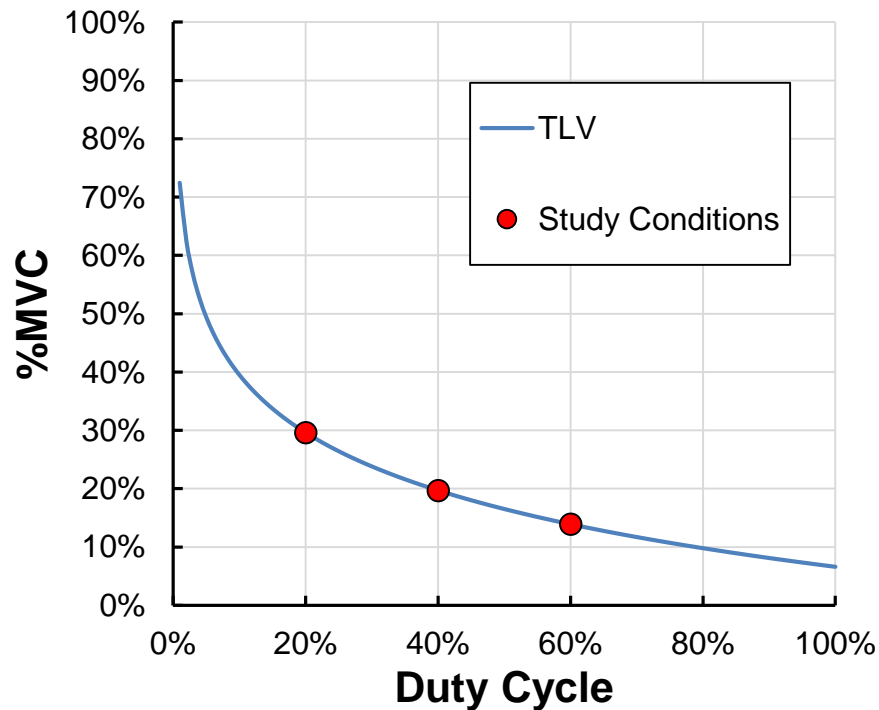
Goals/Objectives

- Improving the quantification of Localized Muscle Fatigue (LMF) (**Study 1**)
- Evaluation of current thresholds of exposure for upper extremity work (**Study 2**)



Study 2 Research Question

To evaluate localized muscle fatigue responses at three workloads along the upper limb TLV



Exploring Localized Muscle Fatigue Responses at Current Upper-Extremity Ergonomics Threshold Limit Values

Daniel M. Abdel-Malek, Ryan C. A. Foley, Fahima Wakeely, Ontario Tech University, Oshawa, Canada, Jeffrey D. Graham, McMaster University, Hamilton, Ontario, Canada, and Nicholas J. La Delfa^{ID}, Ontario Tech University, Oshawa, Canada

HUMAN FACTORS

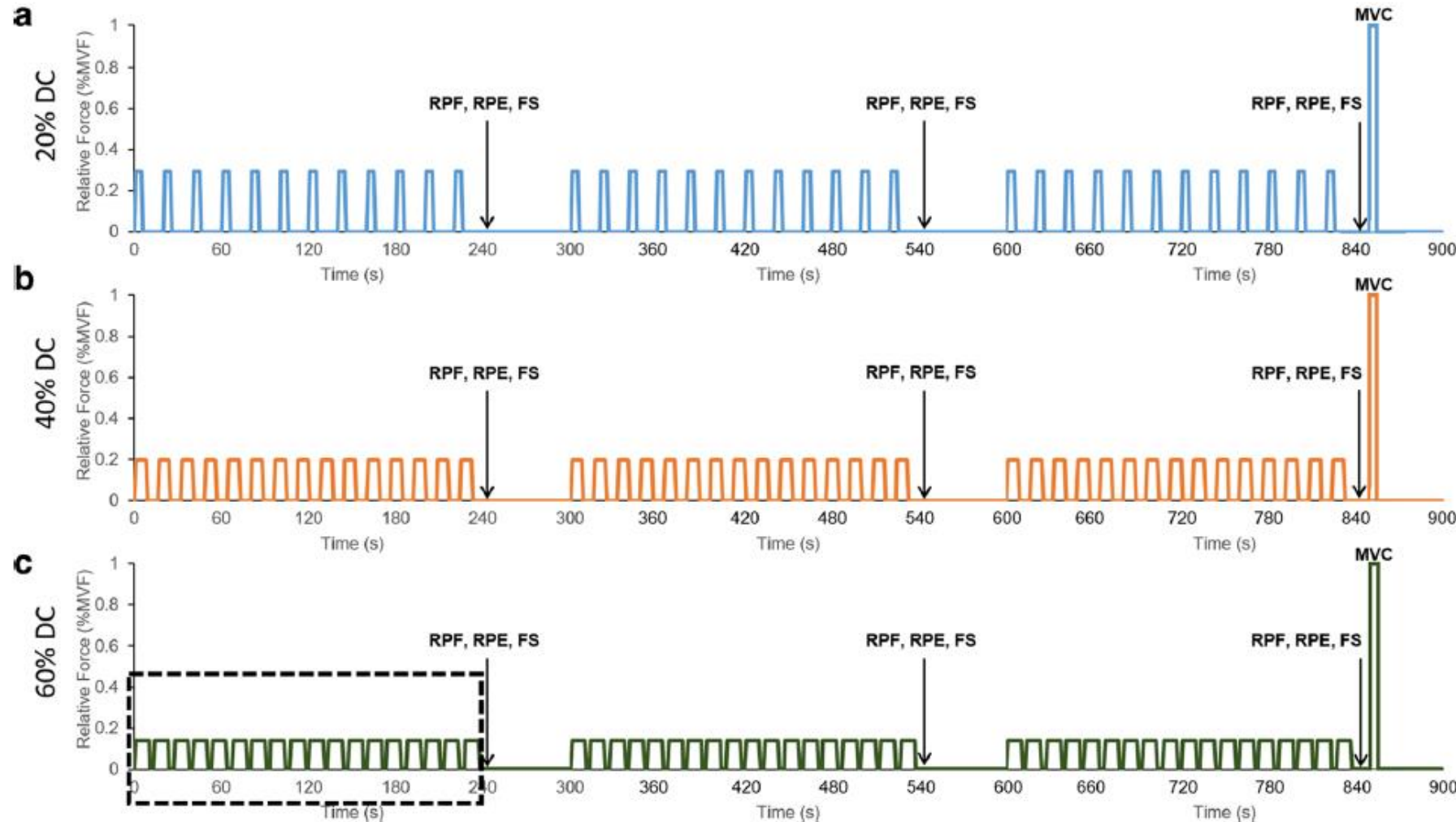
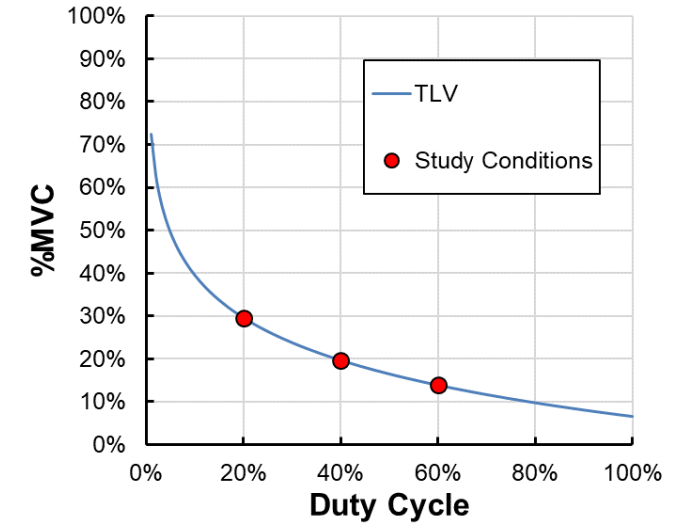
Vol. 00, No. 0, Month XXXX, pp. 1-16

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Experimental Procedures & Protocol



Data Analysis

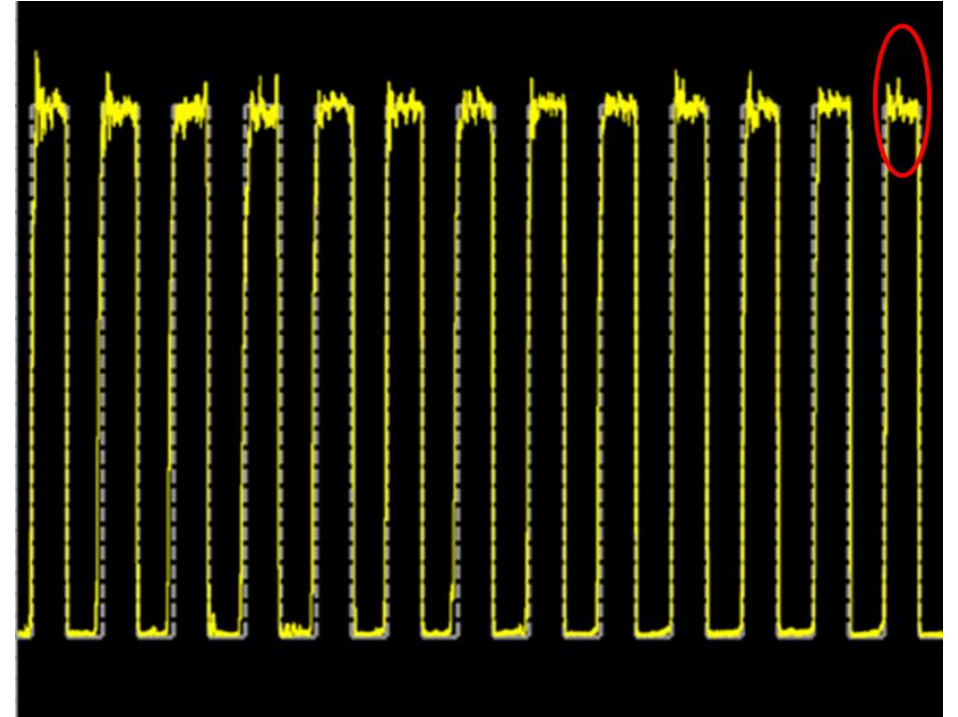
Dependent variables:

- **aEMG, MnPF, MVC, RPF, RPE**

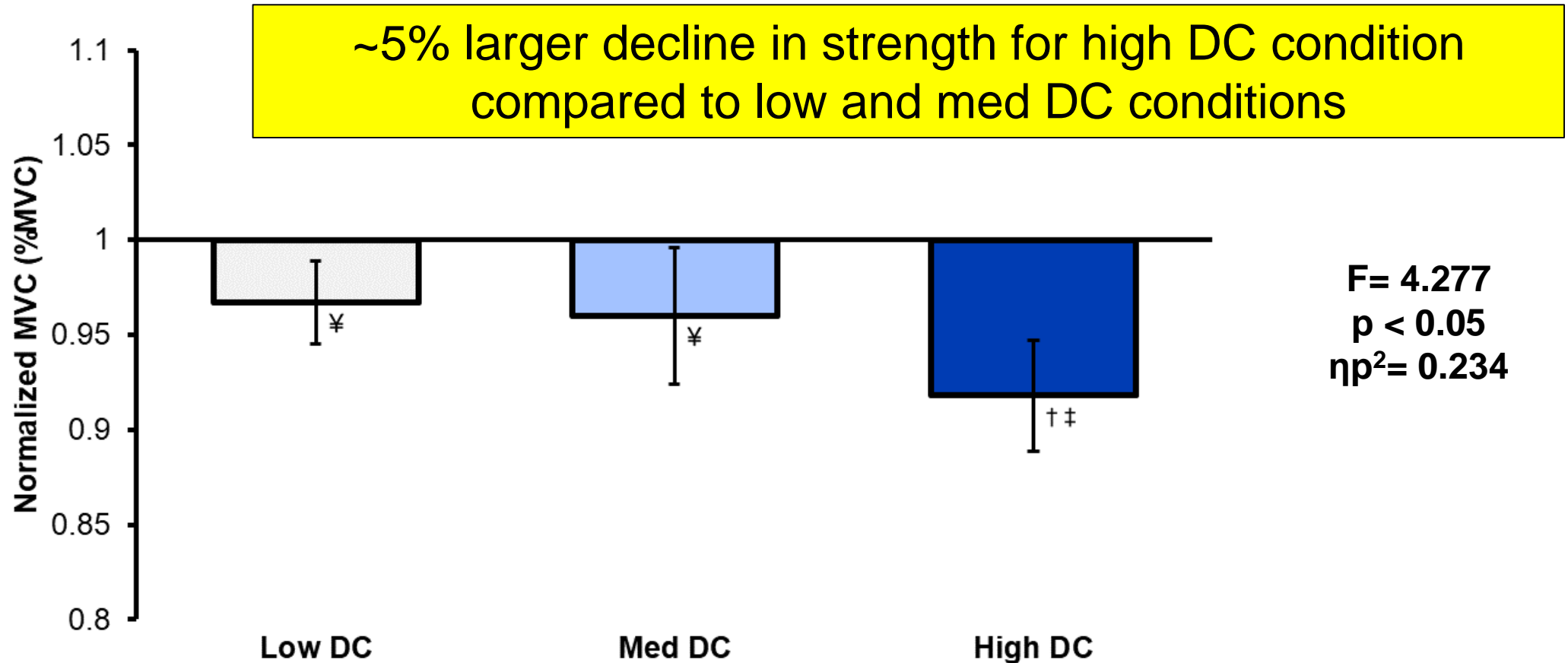
sEMG Processing

- Root-mean-square (RMS) window of 0.5s
- RMS amp. & MnPF – retrieved from 1s window of final plateau of each cycle

All fatigue measures were normalized to baseline values

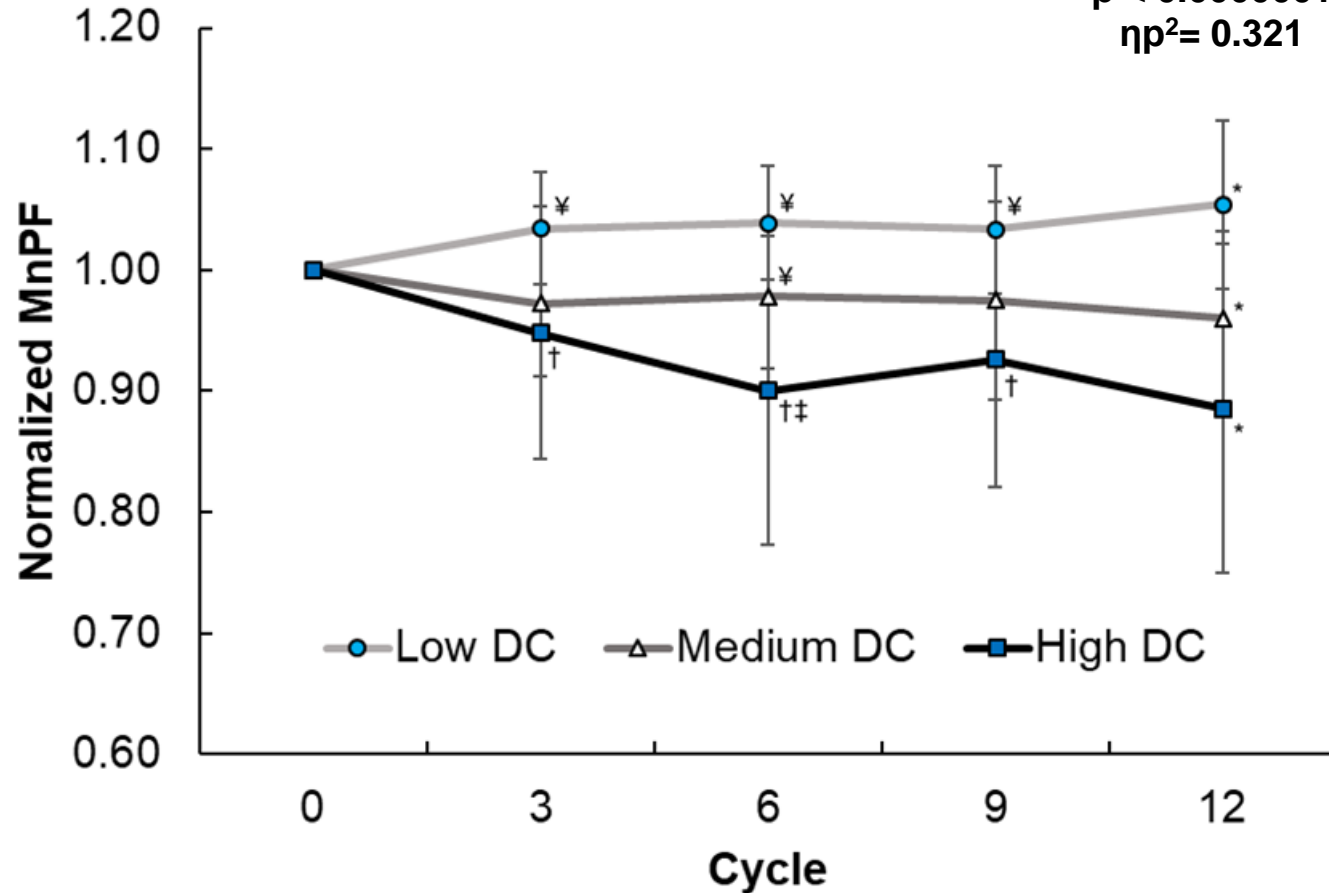
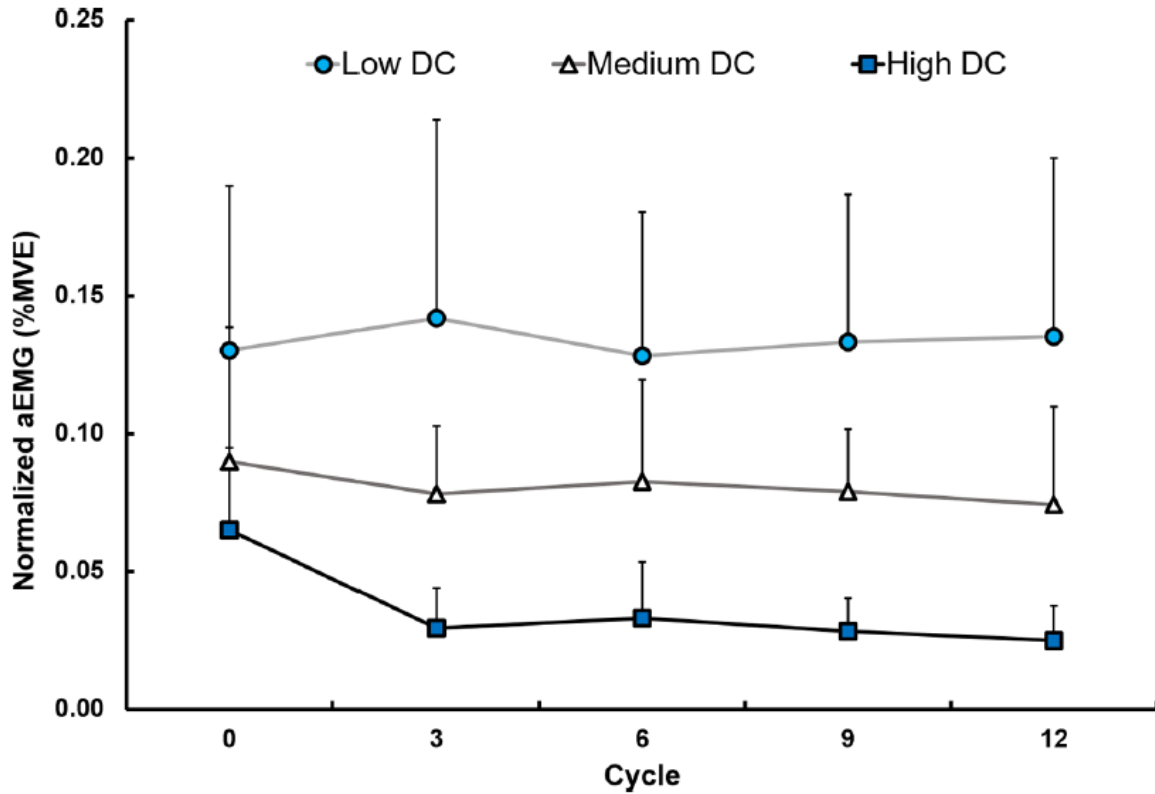


Results – Strength (MVC)



Significant difference from Low DC (†) Significant difference from Med DC (‡) Significant difference from High DC (¥)

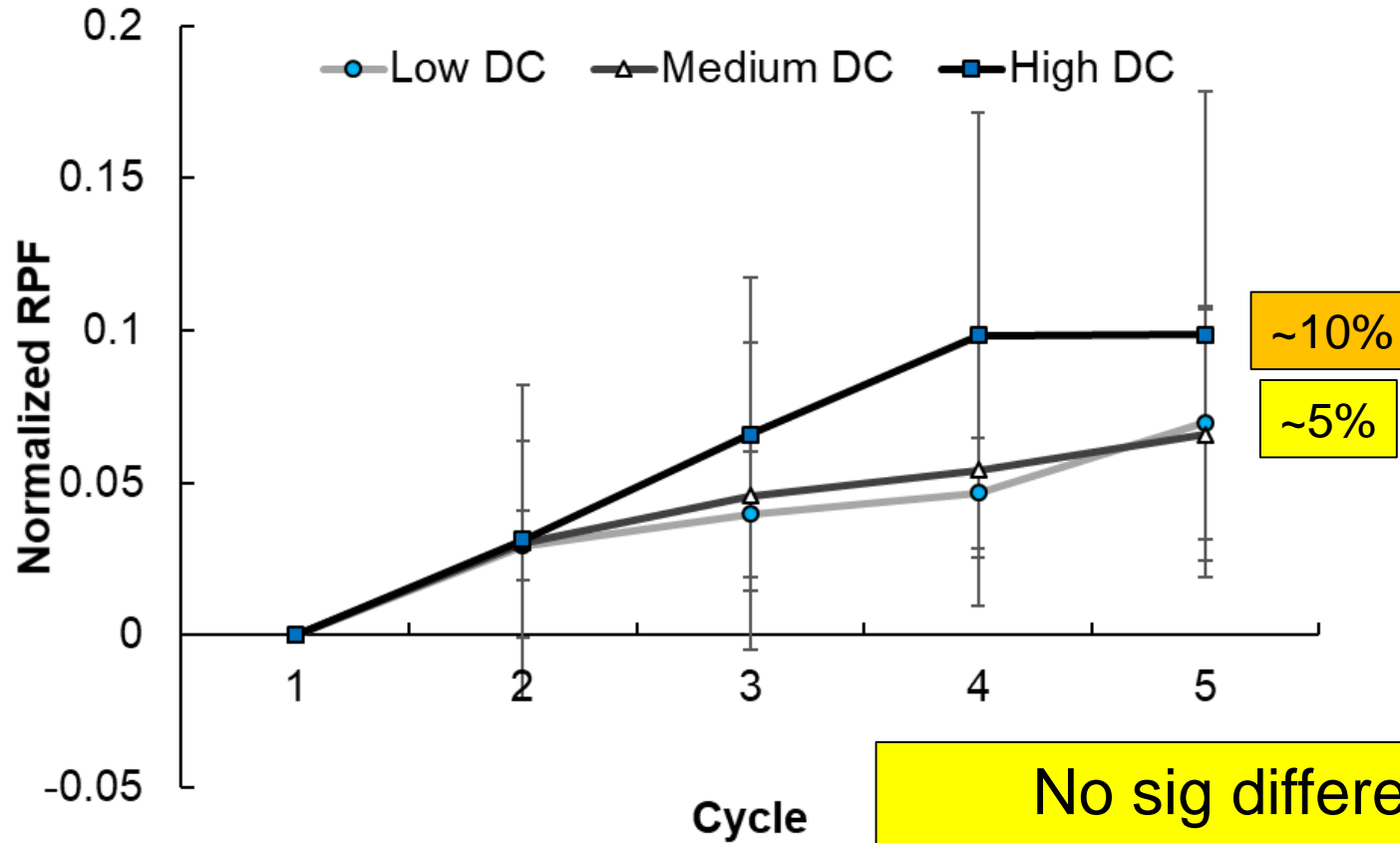
Results – aEMG & MnPF



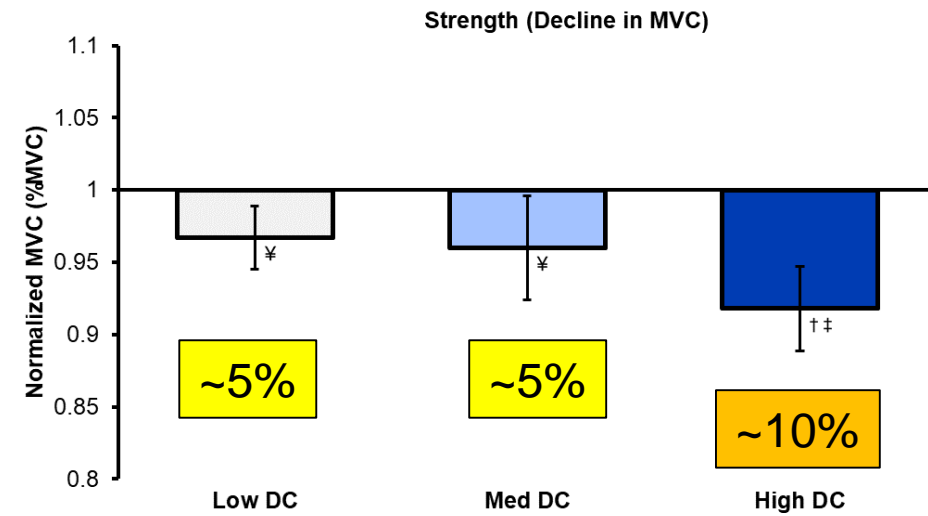
EMG amplitudes scaled with level of force exertion, but no noticeable time effects (other than at start)

High DC showed reduction (i.e. more fatigue) in MnPF
High DC < Med DC < Low DC

Results – RPF



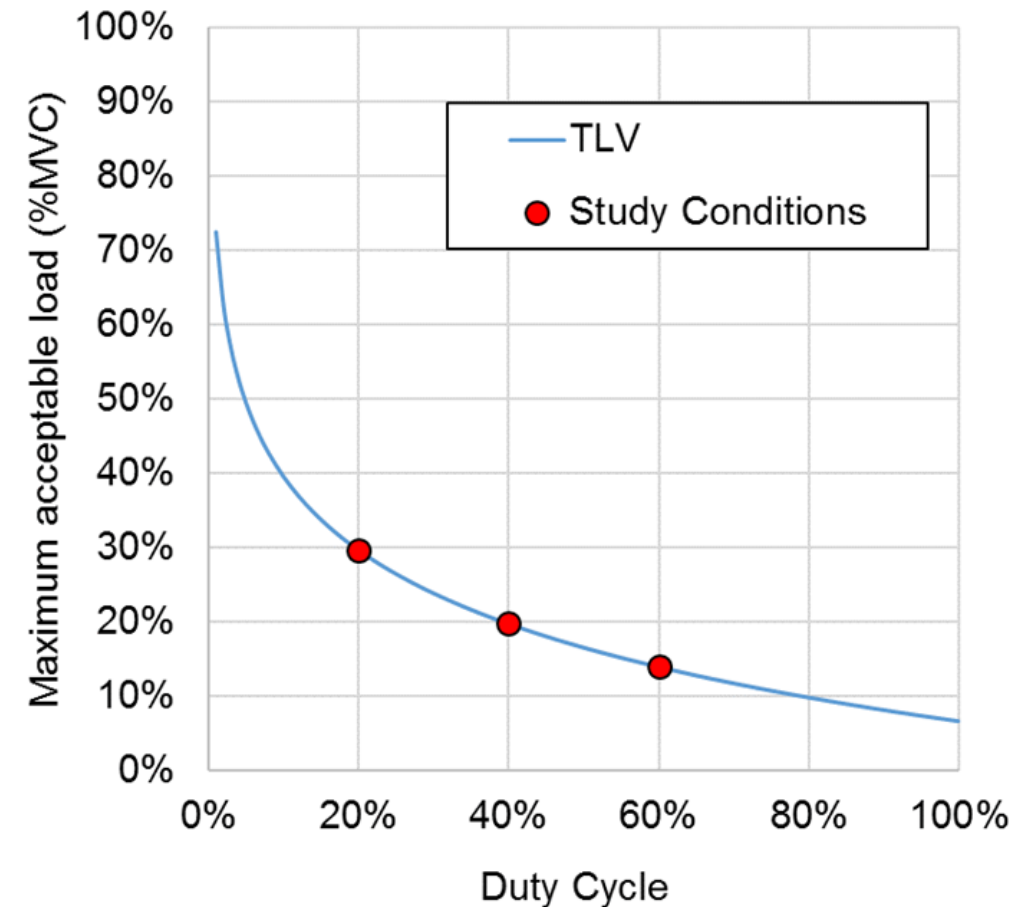
No sig differences between conditions (higher variability)



Discussion

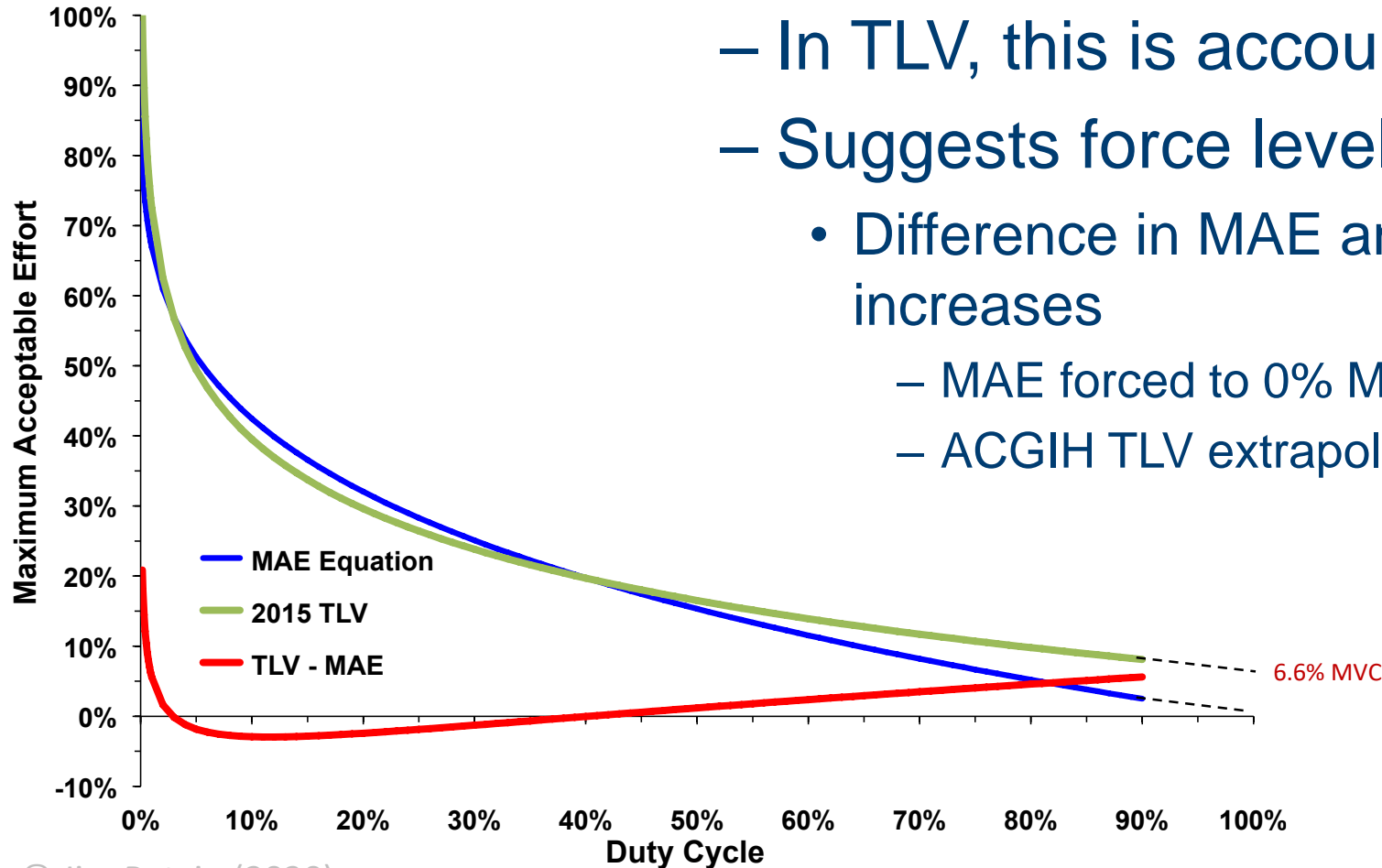
Working at different DCs along the TLV curve produce different fatigue responses

- **High DC** condition – most prominent fatigue response
 - After just 1 hour
 - TLV designed for 8-hours of work



Why?

- Higher duty cycle means less rest
 - In TLV, this is accounted for by lower force level
 - Suggests force level too high at higher DCs
 - Difference in MAE and ACGIH TLV amplifies as DC increases
 - MAE forced to 0% MVC at 100% DC
 - ACGIH TLV extrapolates to 6.6% MVC at 100% DC



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“Although some work has suggested that it is possible to sustain low-level isometric contractions indefinitely (Rohmert, 1984), most evidence indicates that activation of the neuromuscular system at any intensity will eventually elicit fatigue (Sjogaard et al, 1986, Ulmer et al, 1989).”

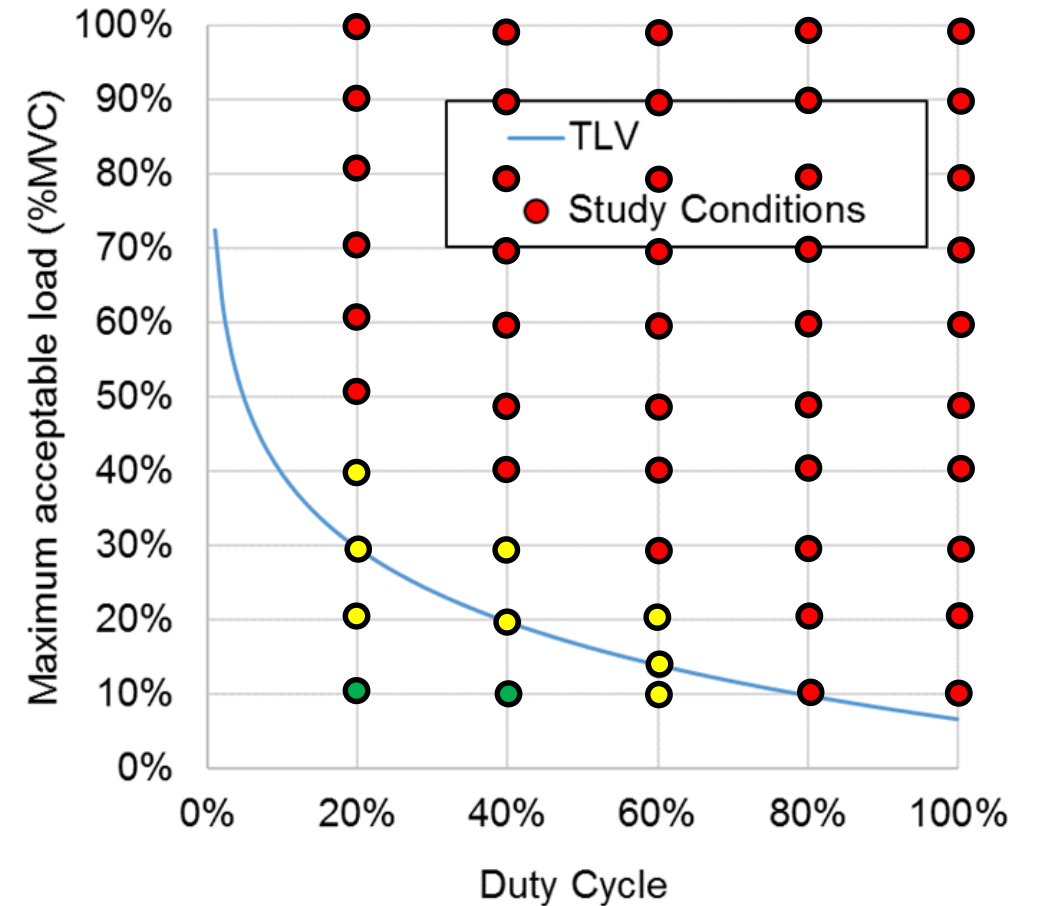
Enoka & Stuart (1992)

Limitations

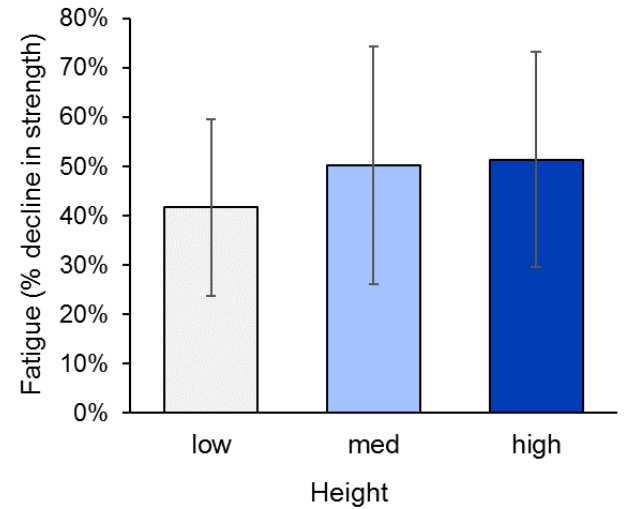
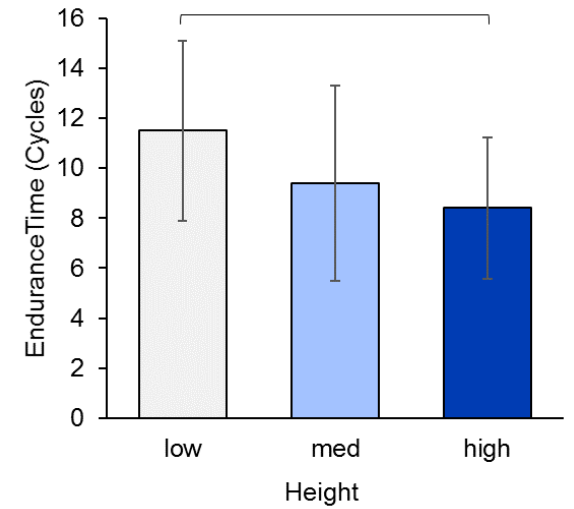
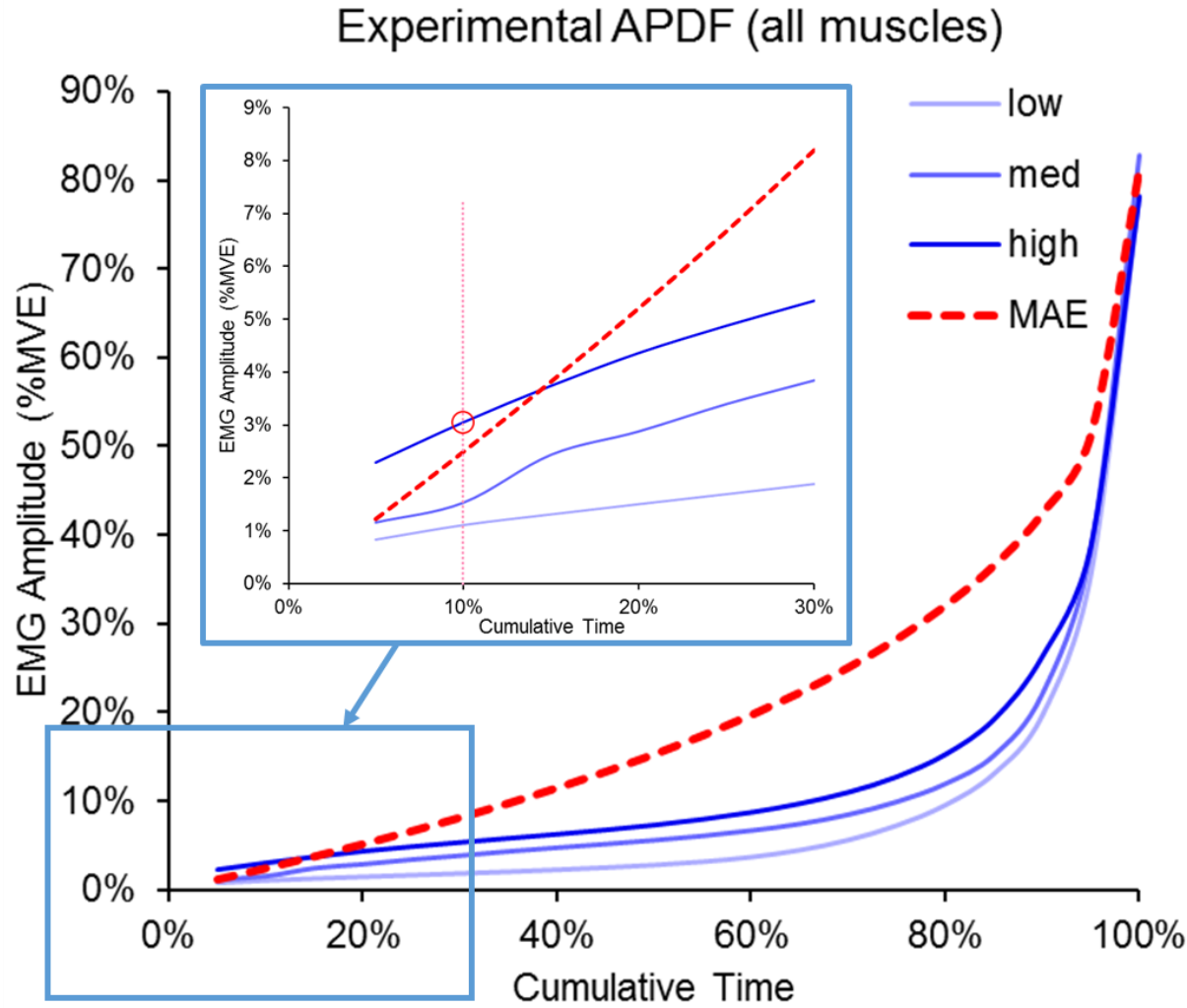
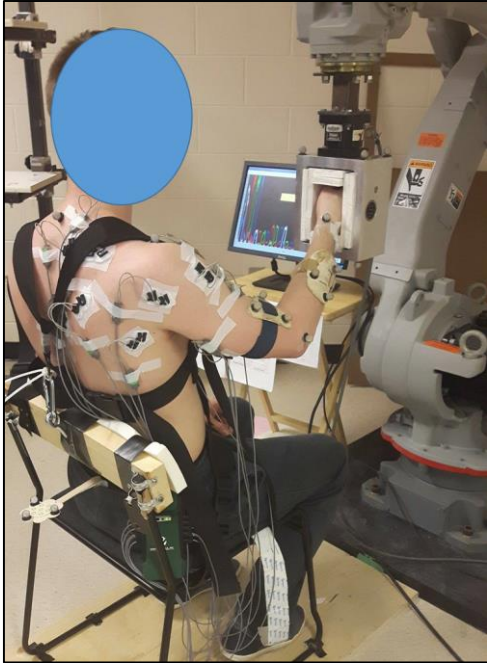
- 1-hour protocol vs intended 8-hour threshold limit
 - still produced differences in fatigue development
- Isolated task
 - Usually more complex work profiles in reality
- Convenience sample
 - Experienced workers may develop different strategies over time
- Muscle synergists/antagonists
 - Only examines biceps brachii

Future Directions

- Further validation using advanced fatigue models to further refine thresholds
 - With enough validation, can we use computational fatigue models to develop similarly easy to implement thresholds?
 - actual TLVs that draw a clear line in the sand
- Evaluation of more complex force profiles and dynamic tasks
 - Can the MAE/TLV equations be used to account for complex force histories?
 - Some initial evidence using Amplitude probability distribution functions (APDFs)
 - Need psychophysical studies comparing dynamic vs static, complex vs constant for same average force levels

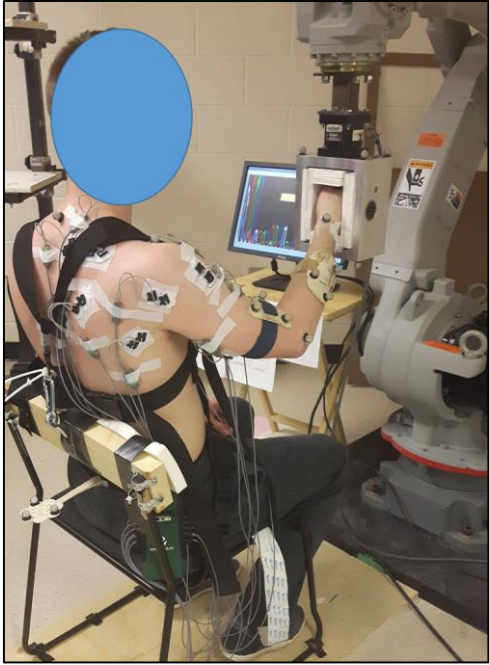


Future Directions

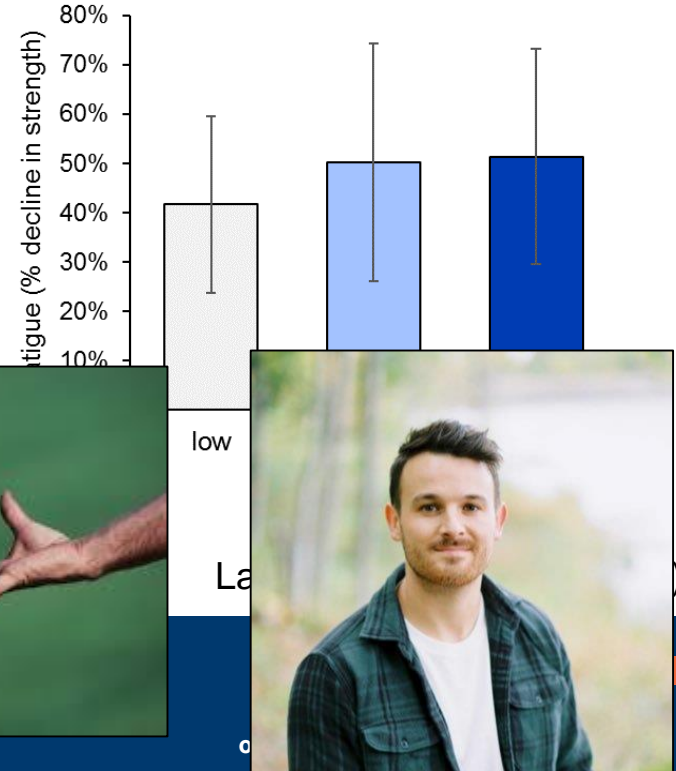
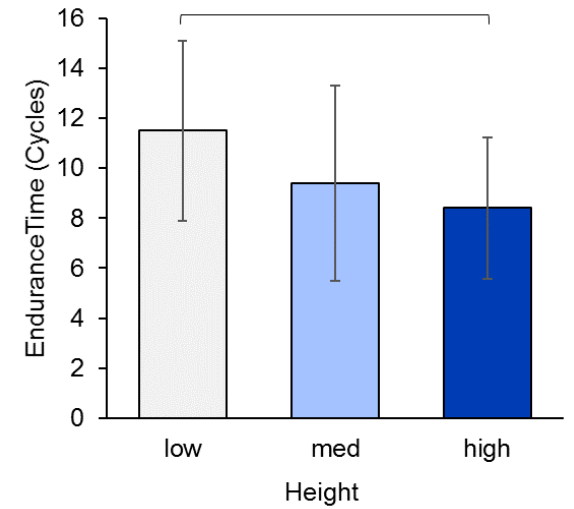
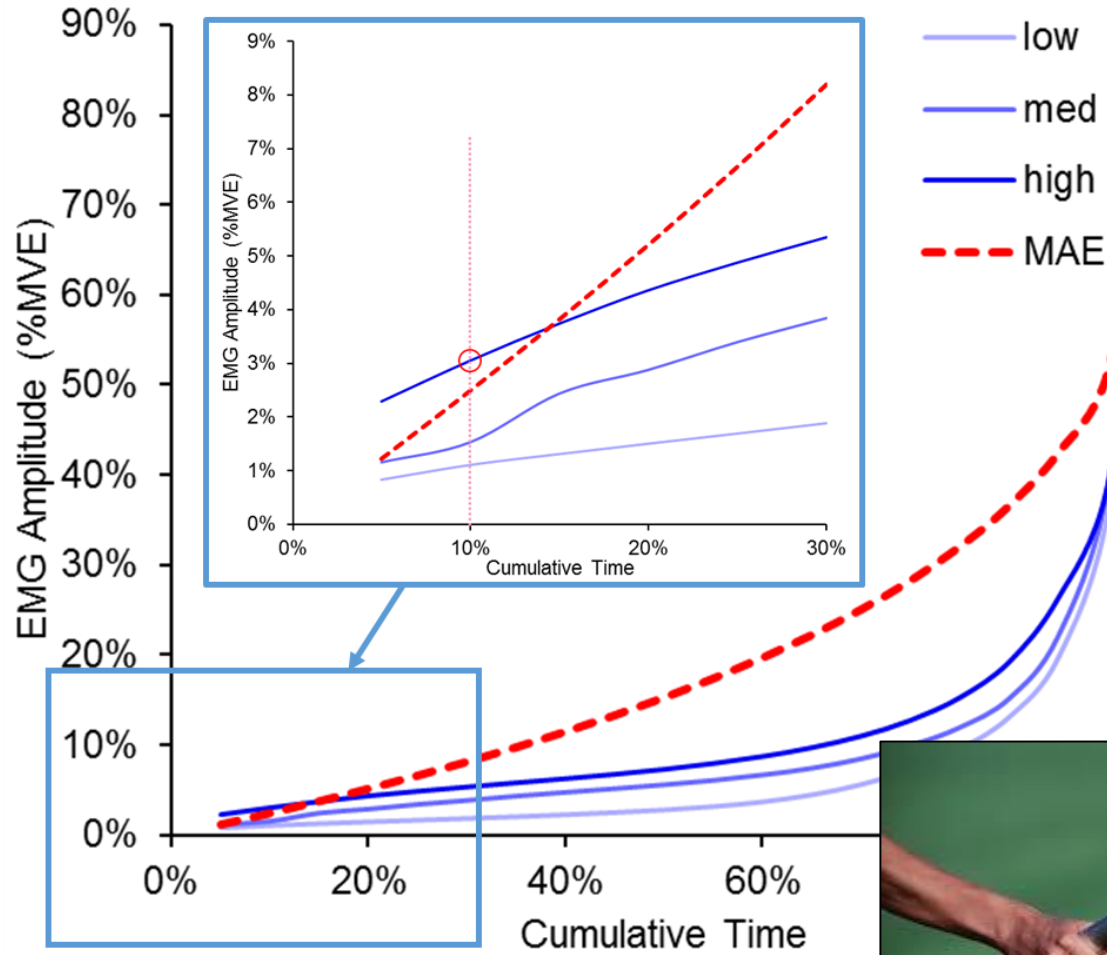


La Delfa & Dickerson (2017)

Future Directions



Experimental APDF (all muscles)



Final Conclusions

RPF

- Easy to implement by researchers & employers
- Robust & efficient fatigue metric whose accuracy can be improved with some familiarization/training

Current TLVs

- Not quite equal in avoiding excessive LMF
 - When considering task redesign, reducing DC (or adding more rest time) may be a more potent mechanism to avoid fatigue accumulation than reducing effort/intensity
- Should consider use of Potvin MAE equation in comparison to TLV
 - Especially for higher duty cycles

Thank You!

Co-contributors:

- **Daniel Muller (MD Student)**
- Ryan Foley (PhD Student)
- Dr. Jeff Graham (post doc)
- Fahima Wakeely (MHS Sc candidate)

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Funding Sources:

Occupational Neuromechanics & Ergonomics Lab



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- Graduated persons who have become outstanding ergonomists

Neuromechanical response to repetitive workloads relative to current upper extremity ergonomics thresholds



CRE-MSD

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