



# Smarter Guide to Employee Wellbeing

## Work in a way that fits you

Kensington®

SOLUTIONS FOR A  
SMARTER WORKSPACE



## Employee Wellbeing

### Choose efficiency gains over work-related pains

It makes good business sense for employees to be as effective as possible – which means any workplace suffering comes at a price. People achieve more when they're less distracted, feel more engaged when they're comfortable, and have fewer sick days when they're free from physical pain.

Taking early measures to reduce discomfort and injury at work offers a significant opportunity to increase morale, attendance and productivity. With Kensington's ergonomic solutions, you can address the root cause of any potential posture-related problems now - and see the benefits into the long term.

Our unique SmartFit® system can be accurately adjusted to every person in every workspace for maximum comfort, without high costs or complexity. It's the perfect fit for individual employees – and the ideal boost for businesses.



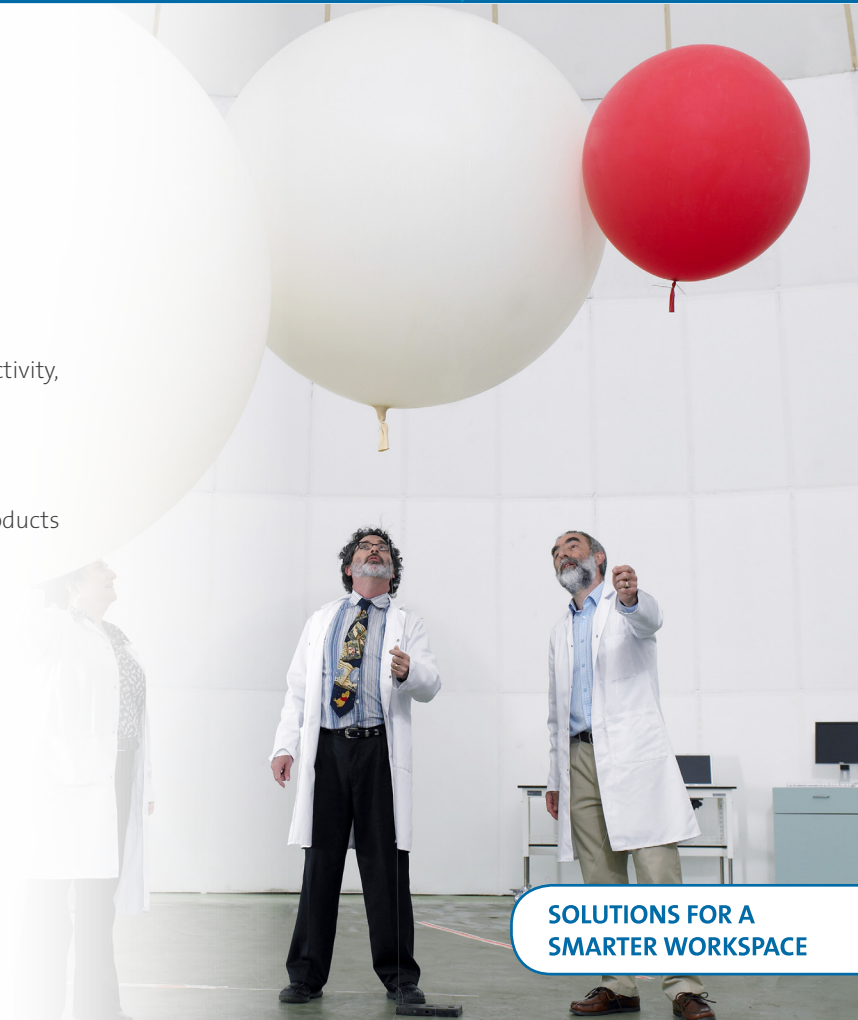
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## Lighten The Load of Decision Making

FIRA approval simplifies selecting the correct ergonomic solutions.

FIRA ergonomists work with companies to improve the productivity, efficiency, comfort and wellbeing of their staff by providing conducive environments and fit-for-purpose equipment.

Kensington are proud to work with FIRA to ensure that our products meet their exacting standards. Look for the FIRA logo.



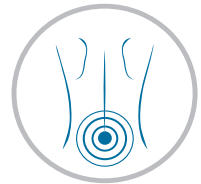
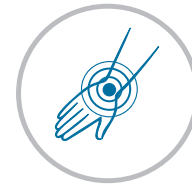
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Because one size doesn't fit all.



Measure | Adjust | Fit  
Smarter Ergonomic Solutions



# SmartFit®

## Measure | Adjust | Fit

Adapt workspaces to suit you and benefit from maximum comfort, with the **Kensington SmartFit® System**.

We understand that one size does not fit all, so we've made it easy for you to install and adjust our solutions to your exact ergonomic requirements – so your employer doesn't have to.

Simply measure your hand using the included hand chart to find your colour setting and then adjust your SmartFit product to your ergonomic setting.

Kensington's ergonomic solutions optimise the way in which the human body interacts with devices and the workspaces in which they are used to ensure comfort, wellbeing, and ultimately, productivity.



**Measure**



**Adjust**



**Fit**

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# Business Just Got Personal

## The statistics you need to know

In 2014/15

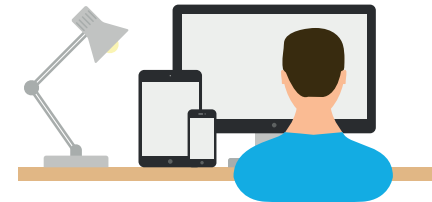
**23.3 MILLION**

days were lost due to work-related ill health<sup>1</sup>

&

**4.1 MILLION**

days due to workplace injuries<sup>1</sup>



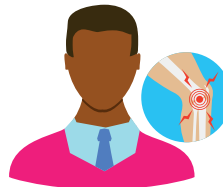
Office workers are spending up to

**75%** of the working day seated<sup>3</sup>

Musculoskeletal disorders accounted for

**9.5 MILLION**

days lost due to work-related ill health<sup>2</sup>



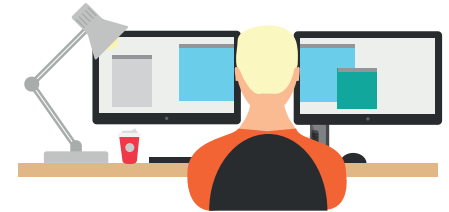


On Average

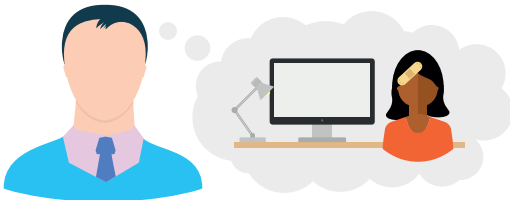
**50%** of employees spend their working day at a desk encouraging employers to adopt flexible working environments.<sup>1</sup>



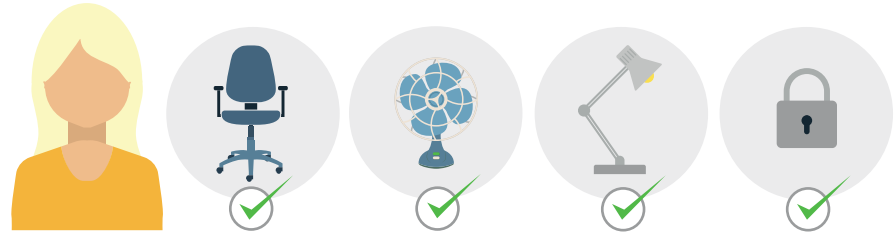
**39%** of survey respondents said hot desk facilities will become more common at offices in 2020<sup>2</sup>



**18%** of organisations have already implemented ergonomic improvements specifically to improve employee productivity<sup>3</sup>



**31%** of workers are aware that one of their colleagues has been absent from work due to workstation-related injuries<sup>4</sup>



Comfortable, well-ventilated, well-lit and safe workspaces increase productivity by as much as

**16%** and job satisfaction as much as<sup>5</sup>

**24%** while reducing absenteeism<sup>4</sup>

# Desk Space Comfort

## Align people with positivity

A busy, yet agile workforce is a positive for business, but it can have a negative impact on employees and their output. With time pressures leading to mental stress and flexible working practices that cause physical strain, it's important that people are more empowered to take control.

The right office furniture and accessories can help reduce the amount of time wasted during the working day – and by making user-adjustable choices, employees can customise any environment to improve their posture, mood and stress levels.

Kensington's solutions are developed for everyone, yet designed to fit the physical dimensions and diverse needs of individuals. With SmartFit®, each office workspace can be adapted to offer valuable support to each individual employee within the workforce.

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**Good ergonomics impact employee happiness and retention - important sources of competitive advantage**

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**Posture-related health problems are becoming more prevalent and are shown to have a staggering impact on productivity, engagement and happiness**

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**Many companies attribute the high incidence of MSDs to an increased work demand on individual employees**

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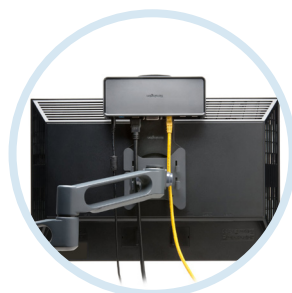


## Desk Solutions



**SmartFit®  
Sit/Stand Workstation**

K55792WW



**SD3600 USB 3.0  
Dual-Video Dock**

K33991WW  
VESA Mount - K33959WW



**SmartFit® Monitor Arm  
with Laptop Tray**

K60900US



**SD3500v Universal USB  
3.0 Dual-Video Dock**

K33972EU



**SmartFit® Conform  
Back Rest**

K60412WW



**SmartFit® Monitor  
Stand**

60089



**Expert Mouse®  
Trackball**

64325



**Valu Keyboard &  
Mouse**

1500109UK  
K72110EU

## Mobile Comfort

### A smarter way to support mobile workers

Laptops, tablets and smartphones are designed to support flexible working rather than ergonomic practices. As such, the extended use of mobile devices is likely to have a physical toll on employees - which could seriously affect their health and performance.

With Kensington's ergonomic solutions, every personal workspace can be adapted to fully support flexible workers – wherever and however they work. Our wrist and back rests protect against repetitive stress while reading or typing on smaller devices, while laptop stands reduce eye and neck strain.

**By 2020, the average employee will access the company network from six different devices and one-third of employees will no longer work from a traditional office at all**

**50%**

**of employees today spend their working day at a desk, encouraging more employers to adopt a flexible working environment<sup>1</sup>**

**39%**

**of survey respondents said hot desk facilities will become more common at offices in 2020<sup>2</sup>**

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# Mobile Laptop Solutions



**SmartFit® EasyRiser**  
60112



**LiftOff™ Portable  
Cooling Stand**  
K60149EU



**Laptop Stand with  
Cooling Fans**  
K62842WW



**UH3000E Ethernet  
Adapter & USB Hub**  
K33982WW



**Contour Roller – 17”**  
62348



**SecureTrek™ Overnight  
Roller – 17”**  
K98620WW



**SP100 Roller – 15.6”**  
K62565EU



**Orbit™ Wireless Mobile  
Trackball**  
K72352EU

# Business Just Got Personal

## Common pain points for office workers



### Neck pain

Neck & shoulder pain is primarily caused by incorrect monitor height and placement.

Adjustable risers and stands provide both a safe and simple way of elevating comfort levels.



### Back pain

Lower back pain is often the result of a poor posture when sitting down. Chair adjustment and back rests offer real comfort gains and encourage the correct posture.



### Wrist pain

Wrist pain can severely hinder productivity. Wrist rests for mice and keyboards elevate the arm and wrist to the correct position to manage and minimise the effects and risk of RSIs and carpal tunnel syndrome. Trackballs are an effective



means of tackling the effects of carpal tunnel syndrome, replacing wrist movement with finger control.



### Leg pain

Poor ergonomics can lead to ankles and legs being forced to bear more load than is necessary. Footrests help to maintain the correct posture, ensuring thighs and feet are supported. Rocking and textured footrests benefit blood circulation and movement while seated

## Investing In Good Ergonomics Pays

Good ergonomics is an investment that pays back with increased comfort levels, employee wellbeing and ultimately productivity.

**81%** decrease in workers compensation costs <sup>1</sup>

**61%** drop in work-related Musculoskeletal Disorders (MSDs) <sup>1</sup>

**88%** decrease in lost workdays <sup>1</sup>

<sup>1</sup> 2014 Ergonomics ROI 6 Essentials for Large Employers, Ergoweb



# Supporting Employees

## Organisations are actively improving wellbeing

In Australia, wellbeing requests are already more common, with 61% of IT professionals reporting requests (most commonly sit/stand desks and monitor risers). A possible indication that Australian firms have a better understanding of wellbeing as a business productivity issue and that employees are more aware of the options open to them.

Fit-for-purpose workstations can have a significant effect on productivity. Future EU regulations are likely to include increased employee wellbeing legal compliance issues for European employers, making now the ideal time to speak to us about our employee wellbeing solutions.



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**30%** of IT Professionals  
anticipate investing more  
in Wellbeing in 2016

&

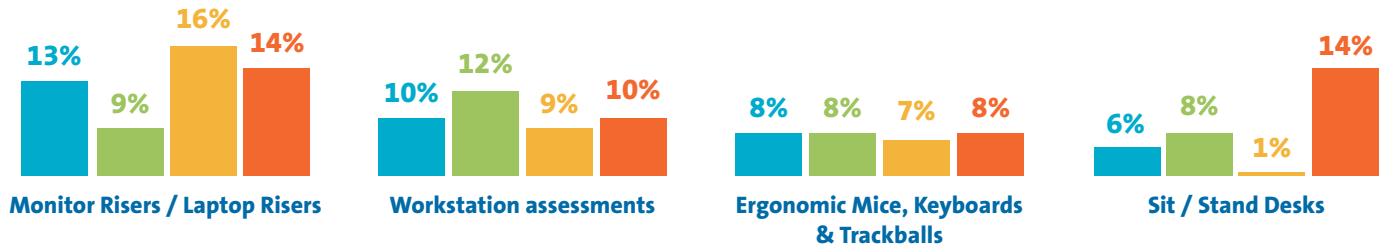
**22%** see Wellbeing as a priority<sup>1</sup>

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# Employee Power

## Most common ergonomic solution requests made to IT departments

What is the ONE most common request you receive from colleagues / employees regarding their workplace wellbeing?



# Reduce Wrist Pain



## Mouse Pads & Wrist Rests: Best Practice

- ✓ Position your mouse within easy reach, to prevent over extending your arm.
- ✓ Sit upright and close to the desk, so your mouse arm is not stretched.
- ✓ Support for wrists and forearms reduces the load on the upper limbs & shoulders as well as unnecessary extension and flex of the wrist.
- ✓ Rest your fingers lightly on the buttons and do not press them hard.



**Expert Mouse®**  
**Wireless Trackball**

K72359WW



**Orbit™ Trackball with Scrolling**

K72337EU



**SmartFit® Mouse Pad**

K55793EU



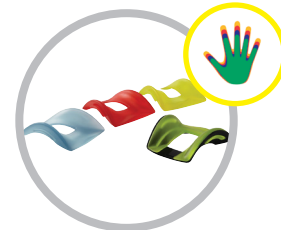
**Mouse Pad**

62386



**Wrist Rest**

64270  
62383



**SmartFit® Conform Wrist Rest**

K55787EU



# Reduce Back Pain



## Back Rests & Backpacks: Best Practice

- ✓ The backrest of your chair should not give and lean back separately from the seat of the chair.
- ✓ If you do wish to lean back and relax, the seat and backrest should lean back together from a joint beneath your seat.
- ✓ Height of a backpack should extend approximately 2 inches below your shoulder blades to waist level or slightly below.
- ✓ Let a roller bag take the strain on business trips and commutes.



**SmartFit® Conform  
Back Rest**

K60412WW



**Memory Foam Back  
Rest**

82025



**Contour Overnight  
Roller – 17”**

62903



**Contour Roller – 17”**

62348



**Contour – 15.6”**

62220



**Contour Backpack –  
15.6”**

1500234

# Reduce Neck Pain



## Stands: Best Practice

- ✓ Ensure that when the monitor is placed on to a stand it is at arm's length away from you.
- ✓ If you use two screens, position them side by side, and at equal space in front of you.
- ✓ Choose a height adjustable stand to allow optimum screen position for your personal comfort.



**SmartFit® Monitor Arm - Dual**  
K60900US



**SmartFit® Monitor Arm - Long**  
K60903US



**SmartFit® Monitor Arm - Short**  
K60904US



**SmartFit® Monitor Stand**  
60089



**SmartFit® Spin2™ Monitor Stand**  
60049EU



**SmartFit® Monitor Stand System**  
60039

# Reduce Leg Pain



## Foot Rests: Best Practice

- ✓ Place your feet on a footrest and split time between sitting & standing to relieve the pull on your lower back.
- ✓ When a footrest is properly positioned, you should feel light pressure under the front of the thighs.
- ✓ Foot rests should be movable, but heavy enough to stay in place when feet are resting on it.
- ✓ Ensure that the footrest is wide and long enough to allow you to change the position of your feet from time to time.



**SmartFit® SoleMassage**

56155EU



**SoleRest**

56148



**SoleMate Comfort  
Memory Foam**

56153



**SoleMate Plus**

56146



**SoleMate**

56145



**Sit/Stand Workstation**

K55792WW

# Employee Wellbeing

Kensington's goal is to create smarter workspaces for businesses. We do this with ergonomic solutions that help people feel and work better, for longer.

[Kensington.com/Wellbeing](https://www.kensington.com/Wellbeing)

[sales.uk@kensington.com](mailto:sales.uk@kensington.com) | +44 (0) 844 209 8353

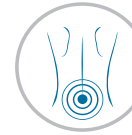


[Kensington.com/Security](https://www.kensington.com/Security)



[Kensington.com/Productivity](https://www.kensington.com/Productivity)

SmartFit  
system



Measure | Adjust | Fit

Smarter Ergonomic Solutions



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