



# The case for height-adjustability.



Height-Adjustable Worksurfaces | case for height-adjustability





Have you ever  
worked with  
people set in  
their ways?

Your furniture doesn't need  
to work that way either.

As your workplace  
changes, height-adjustable  
worksurfaces instantly  
and easily change to help  
manage space, people  
and costs.

Here are nine quick reasons that help account for the dramatic growth of height-adjustable furniture.

**1 Moving people and boxes, not furniture, reduces churn expense.**

In 2005, the Chevron Corporation purchased the Details Series 7 Height-Adjustable workstation and realized a full 75% reduction in the cost of churn.\*

**2 A healthy approach.** Since static postures can result in strain / discomfort, possible injury, and increased workers' comp claims, ergonomists now recommend movement throughout the day.\*\* And ANSI/BIFMA standards include a recommendation to regularly change posture from a seated to a standing position.

**3 Real savings in real estate.** Since an articulating keyboard intrudes on space, a height-adjustable workstation affords planners the opportunity to consider smaller foot prints via the elimination of the keyboard mechanism. What's more, a recent study concluded that "workstations designed for the smaller flat panel monitors, while keeping the same functional worksurface area, are between 10 and 20 % smaller.\*\*\* Designers are now free to plan space without the inclusion of clunky deep corners.

**4 Get them and keep them.** Progressive companies use height-adjustable workstations as a brand statement, a way to attract and retain workers based on the company's progressive work style.

**5 Much to-do about more.** Based on a 2% productivity increase – the result of a comfortable workstation – improved productivity projects to a time-on-task increase of 5 work days / year. (Occupational Health & Safety, 2006)

**6 The changing face of the workplace.** Workplace design must adjust to meet a broader range of sizes resulting from increased ethnic diversity in the workforce. Traditionally, fixed height furniture was designed to meet the height standards of the average American male workforce.



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**7 Think outside the box (or the cubicle).** Think cost reduction! Think new ways to design. It's entirely possible and even sensible to re-consider how and when to use panels. Then take the traditional binder bin. In fact, take it right out! Storage towers or Slatwall on stanchions are better alternatives in a height-adjustable environment. Also, think about spine walls, privacy screens, and modesty screens to create separation and delineate space in an "un-cubicked" freestanding environment. And add cableways to help harness technology wires and cables. It's all about encouraging movement and collaboration.

**8 The greening of steel, aluminum, particle board and laminate.** Here's a little razzle-dazzle to sustain your conscience: 50% of our metal components contain recycled content. Our particle board substrate is 100% recycled wood. The laminate adhesive is water soluble – no solvents are used and no VOC's are released into the environment during the bonding process. For more information on the sustainability of Height-AdjusTables, look for the "AdjusTables Green Story" PDF on the Details web site.

**9 Yes, the cost of entry is quite manageable.** Like any evolving technology, height-adjustable workstations are rapidly becoming more affordable delivering a return-on-investment in as little as one to two years — or less — depending on such variables as churn rate, real estate savings, and reduced workers' comp claims.

\*Details "Chevron case study," 2005 \*\*Intel case study, 2004 \*\*\*KSBA, 2003



Series 3

07-0001467



Airtouch™

08-0002653



Series 5

06-0002737



Series 7

07-0001408



## A bottom line look at the potential payback of Height-Adjustables.

Company A has budgeted \$400,000 to spend on height-adjustable workstations for its 250 employees. What is its Return-on-Investment (ROI) based on the following variables?

### **Churn**

Real savings: \$74,723

Assume an annual churn rate of 41% (IFMA), which costs \$729 per move (IFMA)

### **Real Estate**

Real savings: \$114,750

Assume a reduction in workstation size (8' x 8' to 7' x 7') at an average cost per sq. ft. of \$30.60 (Colliers International, Q2, 2008)

### **Medical Claims**

Real savings: \$27,760

Assume 30% of reported injuries are MSDs (average injury rate of 4.2 per 100 employees - BLS). An ergonomics program can help contribute to the reduction of Workers' Compensation claims (GAO), which cost an average of \$12,377\*, and help to improve worker productivity by keeping them on the job. (A key measure of the severity of the injury is median days away from work, which for MSD cases is 9 days - BLS).

### **Productivity Increase**

Real savings: \$208,732

Assume a 2% increase in productivity per worker using a height-adjustable worksurface, based on an average salary of \$41,231 (BLS).

### **Retention**

Real savings: \$16,103

Assume a 3.5% average turnover rate (BLS) per year, reduced productivity for 65 days (average days to fill position is 35 - SHRM), recruiting costs that average \$2,915 (SHRM) and an increased salary for each new hire.

### **Return-on-Investment**

Total Savings: \$442,067

Total Cost: \$400,000

ROI = 0.90 years

*Note: The above examples represent actual savings enjoyed by current Details customers. However, the potential savings opportunity will vary by each organization's unique circumstances.*

*Contact your Details representative or Steelcase Dealer to calculate your own ROI using the Adjustables Cost Justification Tool.*

IFMA – International Facility Management Association, 2002

BLS – Bureau of Labor Statistics, 2006

GAO – General Accounting Office, 1997

\*MSD costs – Work-related Musculoskeletal Disorders of the Neck, Back and Upper Extremity in Washington State, 1997-2005

SHRM – Society for Human Resource Management, 2007



adju**s**Tables™

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