

ACADEMY OF SPINAL CORD INJURY PROFESSIONALS



On A Journey To Zero Employee Injuries

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Background

An opportunity existed to optimize the implementation of a standardized training to reduce the occurrence of employee injuries associated with patient handling.

The Challenge

Secondary to the opportunity to reduce employee injuries associated with patient care tasks, the development of a standardized training was initiated to include education on body mechanics to utilize when physically assisting high acuity patients. A robust education bundle in MHU needed to be created. The biggest challenge was the time needed.

The Approach

Monaghan (2020) states the culture of support of the time and efforts of the Safety Champions and staff is key to success of safe patient handling. Webb, Hogg, Twiste, & Correa(2022) did acknowledged the success of online training in patient handling. The Executive Sponsor for TIRR Employee Safety Council supported the training needed to develop Safety Champions (consisting of nursing staff and PCA's). The Safety Champions would then be able to do check offs of all nursing staff and PCA's on the units. The team was mindful of everyone's time commitments and ensuring we design an approach that is impactful and sustainable, the bed mobility /transfer training and positioning devices occurred in 4 phases.

PROJECT GOALS

- Reduce the OSHA recordable Patient Handling Incidents in Nursing by 35%
- Reduce the total numbers incident case rate in Nursing patient handling injury by 25%

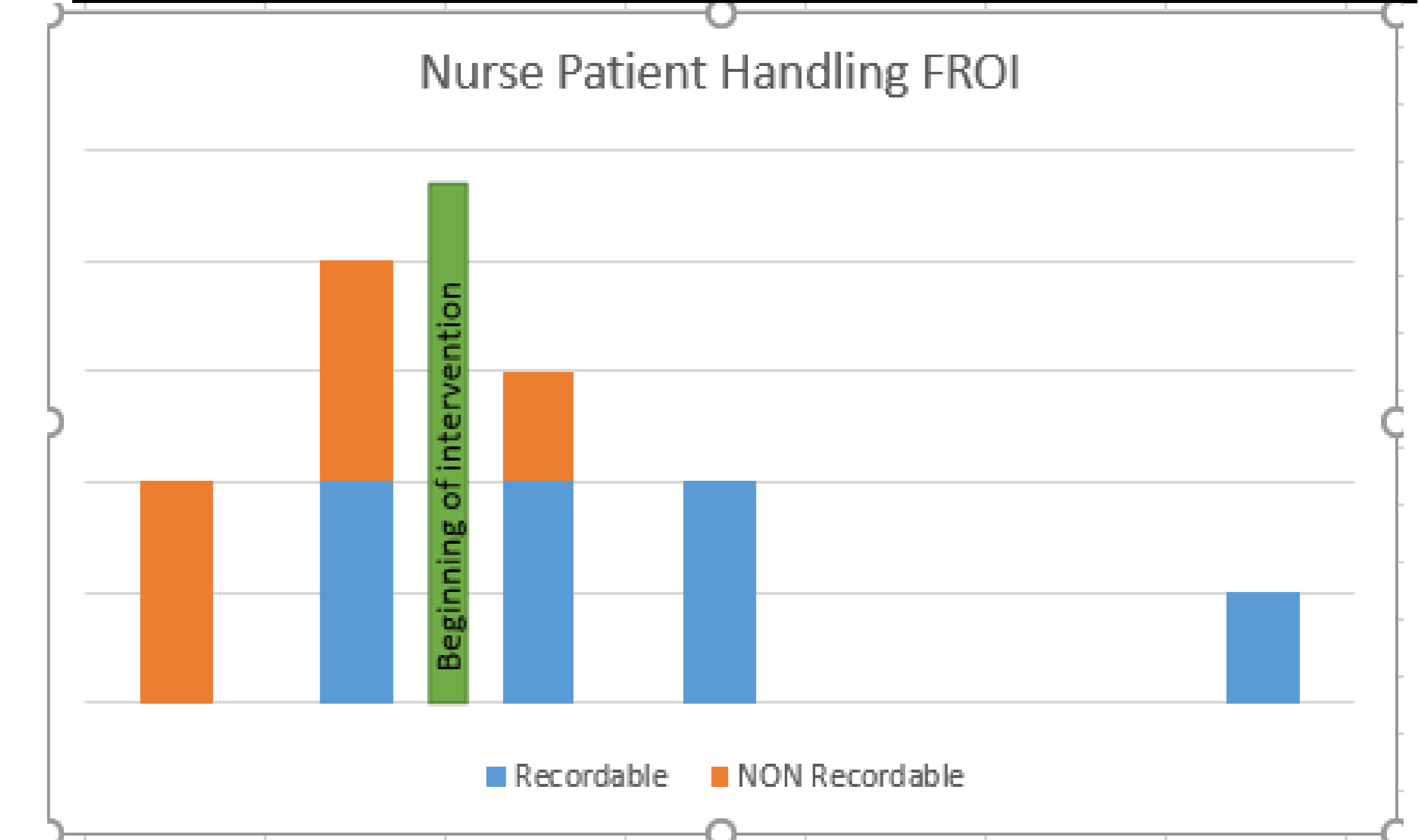
The Process

The topics for patient handling added were 1 to 4

1. Care Plan Board and Abbreviations
2. Bed Mobility
3. Transfers
4. Positioning Devices
5. Ace Wrapping and TED Hose (already in bundle)

Phase	Who	What	Where	When
Phase 1	24 Nurse/PCA's Safety Champions	Complete MHU modules (total 2 hours) with quizzes	MHU online	30 days to complete
Phase 2	24 Nurse/PCA's Safety Champions	In person training by therapy	In person	30 days to complete
Phase 3	All nurses and PCA's	Complete MHU modules (total 2 hours) with Quizzes	In person	3 months deadline
Phase 4	All nurses and PCA's	In person check offs by nursing Safety Champions	In Person	Safety Champions Offered 2 sessions every month- as staff complete MHU modules, signed up for in person training and check offs

Results



Post intervention: Exceeded Goals!

- Total OSHA recordable reduced 83%
- Total Incident case rate reduced 90.9%

Lessons learned

Commitment to employee safety included supporting the time needed to create the MHU modules specific to the patient population. The team also determined there was a the lack of understanding of some of the abbreviations used for patient's transfer status, becoming another opportunity. The videos took more time than anticipated. However, time to train Safety Champions was recouped in the benefit of day and night champions on the units. Body mechanics, specific to bed mobility and transfer training of our patient population, with detailed hands on training, demonstrated the value of Safety Champions in reducing employee injuries.