

Safe patient handling

and mobility process map and steps

Steps managers can take to support safe practices:

To learn more about how to create a SPHM system to help prevent injuries and improve productivity in your workplace, please contact your SAIF safety consultant.

Strains and sprains that arise from caring for patients and residents are the most common injuries in health care settings.

You can address this challenge by creating a safe patient handling and mobility (SPHM) system based on standards created by the American Nursing Association (ANA). The standards are listed below, along with a brief description and resource link designed to assist you with implementing that standard. Please refer to the poster that accompanies this handout for an illustration of this process and photos of equipment that have prevented injuries at other organizations.

Creating and executing a good system goes a long way toward preventing costly and painful injuries for employees.

Standard 1.

Establish a culture of safety.

Create a partnership between the employer and health care workers based on a shared vision and commitment to safety. The resulting safety culture supports behaviors that emphasize safety and self-care.

- *Through the eyes of the workforce:* npsf.org/?page=throughtheeyes
- Ansbros Safety Culture Spectrum (please contact your SAIF consultant)

Standard 2.

Implement and sustain an SPHM program.

The employer and the health care staff adopt a plan for handling and moving patients as a strategy to improve patient safety and reduce worker musculoskeletal disorders.

- Oregon Coalition for Healthcare Ergonomics information for employers: hcergo.org/employers/

Standard 3.

Incorporate ergonomic design principles for safe care environment.

Use ergonomic design principles like Prevention through Design (PtD), a National Institute for Occupational Safety and Health (NIOSH) initiative, to build prevention into workplace environmental design.

- Facilities design: hcergo.org/facilities-design/
- NIOSH *Prevention through Design:* cdc.gov/niosh/topics/ptd/

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Standard 4.**Select, install, and maintain SPHM technology.**

Use SPHM technology to prevent worker injuries. This technology encompasses a variety of tools, from software programs to assistive devices and equipment.

- Oregon Coalition for Healthcare Ergonomics Equipment Guide:
hcergo.org/equipment-guide-resources/
- Tampa VA SPH Toolkit and Bariatric Toolkit
tampavaref.org/safe-patient-handling.htm

Standard 5.**Establish a system for education, training, and maintaining competence.**

Cooperatively build an educational system designed to provide effective and current SPHM training to staff.

- Oregon OSHA Grant: Safe-Patient Handling in Healthcare: Applied Ergonomics for Nurses and Healthcare Workers and Patient Orientation:
osha.oregon.gov/OSHAGrants/safe-patient-handling-health-care/index.html

Standard 6.**Integrate patient-centered SPHM assessment, plan of care, and use of SPHM technology.**

Create a patient-centered plan of care that incorporates the appropriate use of assessments and SPHM tools.

- *Safewell Practice Guidelines: An Integrated Approach to Worker Health:*
centerforworkhealth.sph.harvard.edu/resources/safewell-resources
- Oregon Coalition for Healthcare Ergonomics ToolBox: hcergo.org/tool-box/

Standard 7.**Include SPHM in accommodation and return to work.**

Create a return-to-work policy that utilizes SPHM tools and equipment as strategies for modified work.

- The Job Accommodation Network (JAN):
askjan.org/empl/index.htm
- Ergonomics idea bank:
lni.wa.gov/safety/SprainsStrains/ideasbank/default.asp

Standard 8.**Establish an evaluation system.**

Create a system to evaluate the SPHM program using patient outcomes, worker injury data, and other metrics.

- Oregon OSHA *Safe Patient Handling Pays:*
www4.cbs.state.or.us/exs/osha/safety/
- Oregon Coalition for Healthcare Ergonomics information for employers:
hcergo.org/employers/

