


Washington State Department of
Labor & Industries
Division of Occupational Safety and Health


Keep Washington safe and working.

DOSH Ergonomics and Health Care

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www.Lni.wa.gov/Safety  1-800-423-7233

DOSH Ergonomics Services

- Workplace consultations
 - A. "Sprains and strains" prevention
 - SPHM program evaluation
 - Evaluations of dietary, environmental, laundry, maintenance, etc.
 - B. Slips, trips and falls prevention
- Trainings and presentations
- Stakeholder groups

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Healthcare Injury Prevention Group

- Representatives from associations, hospitals, labor, government
- Acute and long-term care
- 1st product: SPHM program evaluation tool

Safe Patient Handling and Mobility Program Evaluation for Acute Care

Program Element	Findings	Comments
1. Culture of safety: information related to safety. How up to date is the team's responsibility for addressing issues assigned to someone with the resources to make change. Follow up with accountability, feedback loop for employees.	1. 1. Leadership: a. Safety implementation: 1. ... integrated into culture 2. Documented process, scheduled meetings, regular safety communications, written commitment by top-level management, available necessary resources 3. Top culture of people working, core values and behaviors identified, history of accountability	
2. Non-punitive environment	1. Management of staff during calls, they walk through, takes part in training 2. Mutual respect, supportive culture provided 3. Employees feel comfortable reporting to supervisor, who takes corrective action	
3. Right of refusal?	1. All levels correct unsafe behavior, regardless of hierarchy 2. Workers are trained, employees are aware of policy 3. Workers are trained, part of annual training, included in new employee orientation 4. Use of safety huddle, include educational materials provided to staff, patients, and families	

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Does DOSH inspect hospitals for ergonomics/SPHM?

- Yes, but not often
- Typically due to an employee safety and health complaint
- Safe patient handling issues
 - A. DOH – Patient safety
 - B. DOSH – Worker safety



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DOSH Expectations – Ergonomics/SPHM

- Address lifting, pushing, pulling, hand intensive work, and similar hazards in your Accident Prevention Program
- Train employees in a language that they understand
- Implement your SPHM policy throughout each facility
- Make sure the appropriate types of lift equipment are readily available

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What happens during a DOSH inspection for ergonomics?

- Review of programs and policies
- Walkthrough of facility
- Interviews of management and employees
- Data gathering
 - A. Injury history – OSHA 300 forms
 - B. Safety committee meeting minutes
 - C. SPHM committee meeting minutes

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