


## Swedish Health System: Safe Patient Handling and Ergonomics Program

Jeanne Ryan PT, MHA-Program Manager



---

---

---

---

---

---

---

---



---

---

---

---

---



---

---

---

### Washington State Safe Patient Handling (SPH) Law

- In 2006 Washington State passed a Safe Patient Handling Law that mandated all in-patient acute care hospitals to provide annual training to staff that have direct patient care duties who move (lift, push, pull or transfer) patients.
- The law states employees *must* attend a yearly SPH class.

---

---

---

---

---

---

---

---

### Washington State Safe Patient Handling (SPH) Law

1. Healthcare workers have the right to refuse to move a patient if at any time the caregiver believes it is unsafe to do so.
2. Healthcare workers have the right to use equipment and alternative means to manual lifting.



---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- How do we protect the backs of our employees?
- *A comprehensive safe patient handling and ergonomics program—INJURY PREVENTION!*



---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- The Swedish safe patient handling program is a comprehensive and multi-faceted program that works to ensure the competency and safety of healthcare workers at Swedish as well as the overall safety of the patients served.



---

---

---

---

---

---

---

---

### Swedish's Program

- New Caregiver Orientation-3 hour safe patient handling training is completed includes hands-on practice and instruction with all equipment.
- Annual Education Online Healthstream for didactic content
- Annual Education in return demonstration classes
  - Skills Days per specialty (e.g., ED, ICU)
  - Skills Days per role (e.g., NA-Cs)
  - General for all-one hour classes for all recurring employees, includes hands-on practice with equipment
  - Traveler's/Agency staff do not take our SPH classes

7

---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- Our program includes employee education, sling management, and hands on training at the bedside for difficult patients.
  - This consists of working with bariatric patients and those with significant mobility issues.
- We educate staff on the use of slide tubes, Hovermatts, ceiling lifts, and portable lifts.




---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- With the current emphasis in healthcare on early mobilization, the SPH team has been instrumental in facilitating mobilization by making sure staff have the tools needed and understand how to use them to prevent injuries while still getting the patients moving.
- This includes the use of overhead ceiling lifts, double lifts, and appropriate slings while working with bariatric patients in a safe environment.




---

---

---

---

---

---

---

---

### Safe Patient Handling Program



---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- We are continuously evaluating new products, developing care plans, and protocols to ensure the movement of patients is done in the safest way possible.



---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- The SPH team works to ensure that all patient care staff feel comfortable working with patients of any size.
- We work to ensure that staff have the tools necessary to maintain safety of the patient and caregiver during transfers to and from the bathroom as well as in and out of bed.



---

---

---

---

---

---

---

---

### Safe Patient Handling Program: Charting

- Categories:
  - **Red** - use equipment every time.
  - **Yellow** - the patient is variable and the level of assist needed is changing. Indicates patient requirements will be reassessed every time before moving them to determine the level of equipment and assistance needed.
  - **Green** - Patient is independent no equipment needed.
- Charting on the flow sheet is required *every shift* by the assigned RN.




---

---

---

---

---

---

---

---

### Safe Patient Handling Program: Equipment

- **Slide Tubes** - use for patients up to 250 pounds
- **Hovermatts** - use for patients over 250 pounds, have a BMI above 35, hip fractures and patients in pain
- **Portable Lifts** – have a 440 pound and 660 pound capacity
- **Overhead Ceiling lifts** – have a 550 pound capacity

---

---

---

---

---

---

---

---

### Safe Patient Handling Program: Points of Emphasis

- Be an advocate for use of equipment.
- Know where slings and equipment are kept on your unit. Charge nurses are working with linen department to maintain par levels of slings on the units.
- Be able to help explain how to use the different equipment.
- Be a resource for the employees on your unit by:
  - Having the knowledge and understanding of where the equipment is
  - Know and instruct on how to use it
  - Advocate and coach what to do in difficult situations

---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- **In Bed Activities:**
  - Slide tubes for ROM-decrease the amount of activity the therapist is manually doing, helps the patient increase what they can do. They will help with rolling and boosting patients up in bed.
  - Rolling and Turning patients-use ceiling lifts attached on one side, use the bed to assist. Use slide tubes to help.
  - Use of the bed: head upright (how far up will the bed go), max inflate, Trendelenburg, reverse Trendelenburg positions, raise the height of the bed. Use the bed to get patient to a seated position, standing while removing the foot plate to go right into standing and walking options. Nursing and therapy staff only use the bed for about 30% of the things the bed can actually do for you.
  - Limb management-use of limb slings for holding and moving limbs. We don't use the limb slings much at all and they can do so much.

---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- Up from the Bed: (we think we have to manually do this and there are options to use equipment for these tasks)
- Bed in seated position (how high will the head of the bed go, can I move or take off the foot of the bed to progress with standing, how can I use the bed to help me sit the patient.
- Sit to Stand Lift/portable lifts/ceiling lifts-ambulation vests, pants, slings to get them up versus manually lifting them.
- Ceiling lift-for sit to stand positions. Slings, vests, pants, all can be used to increase mobility and progress treatment without manually lifting the patients.

---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- OUT of Bed:
  - Gollo lift-gait and gait activities in a lift
  - Ceiling lifts-Ambulation slings/vests
  - Standing-in vests for ADL's and ADL management
    - Walking around the room, to the sink in the sling to work on daily living skills, teeth brushing, washing face, brushing hair-why not do it in standing at the sink while having the patient in the ambulation vest/sling so if they get weak the lift catches them instead of the therapist and gait belt catching them.
    - Walking and mobility can be started earlier and increased with use of the lifts.
    - How can we get earlier mobility and mobilization of the patient without increasing the load on the therapists? LIFTS are the answer!!!

---

---

---

---

---

---

---

---

### Safe Patient Handling Program: When is the weight too much for the caregiver?

- How much time is a back injury worth? How do we change the culture to convince staff to use lifts instead of manual lifting?
  - **\*\*The answer is education and getting information out to staff about how the equipment reduces likelihood of injury which is covered in every SPH class**




---

---

---

---

---

---

---

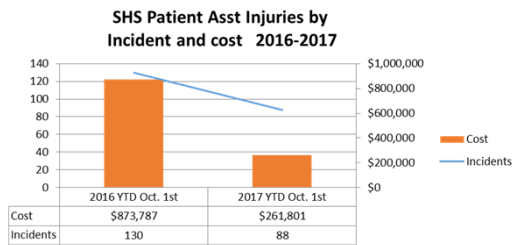
---

---

---

### Swedish System Patient Assist Incidents/Injuries 2016 vs 2017 YTD as of Oct 1st:

- Numbers that show value of our Program:




---

---

---

---

---

---

---

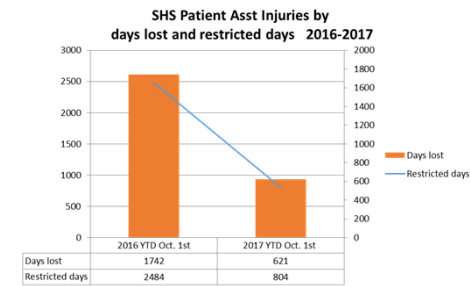
---

---

---

### Safe Patient Handling Program

- Numbers that show value of program




---

---

---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- In 2017 there was a significant decrease in injuries and claim cost:
  - ✓ 42 less incidents,
  - ✓ \$611,986 less claim cost,
  - ✓ 1,680 less days lost, and
  - ✓ 1,121 less restricted days.




---

---

---

---

---

---

---

---

### Keeping Eye on the Ball

- Daily Huddle sharing when relevant
- 1:1 Manager/leader discussions-the program manager sends frequent individual emails to departments where the number of staff attending classes are low
- Campus reports
- Monthly Reports to Managers
- Monthly Report to Department Direct Report (Chief Nursing Officer)
- Annual report to Quality Council
- Employee Injuries added as Organizational Metric on Scorecard




---

---

---

---

---

---

---

---

### Safe Patient Handling Program

- This is mandatory yearly training.
- It is supported by senior leadership and management at every campus.
- Staff are held accountable to attend.
- Monthly reports are sent to managers and directors to ensure compliance is being met.

---

---

---

---

---

---

---

---



### Swedish Ergonomics Program

- We have a detailed ergonomics program that works in conjunction with the injury management team to ensure appropriate accommodations are made for injured employees.
- This includes ergonomic evaluations by professional staff as well as the purchase of needed ergonomic equipment when necessary.



---

---

---

---

---

---

---

---

### Advocating Against the Red Line in Construction/Remodel Projects

- Participate in design phase-program manager attends construction and project update meetings to advocate for lift inclusion in new and remodel projects
- Input on locations, products, layouts
- Remember storage of lifts and slings-advocate for sling purchases and costs with new projects

26

---

---

---

---

---

---

---

---

### Swedish Ergonomics Program

- How do we teach staff to lift using proper body mechanics?



---

---

---

---

---

---

---

---

**Conclusions:**

- At Swedish a robust safe patient handling and ergonomics program have led to a significant decrease in employee injuries as well as a decrease in time away from work.
- The goals at Swedish are to provide the safest environment for our staff with the least amount of risk for injury.
- Holding accountability is key!



---

---

---

---

---

---

---

---