



OHIO NURSING HOME QUALITY IMPROVEMENT PROJECT

Ohio Nursing Home IF (Injury-Free) Movement

Safety Champion

What it is: A staff member who is trained on safety needs, issues and is the point person for direct-care staff

While there are numerous programs and procedures in place to ensure that residents are safe, staff are often over-looked. In a move to strengthen not only staff morale, but to recognize that staff are at risk of injury as well, a Safety Champion program is an additional measure that is easily incorporated. A Safety Champion is a staff member that has been identified as being an individual that is able to assume further responsibility for her co-workers' safety.

It has been identified that staff often feel more comfortable speaking to and reporting to co-workers. The assumption is that this co-worker will understand them and take limited disciplinary actions. Recognizing this, an organization can honor this level of comfort and provide a designated staff member additional training in order to become a point person for her peers.

Design of a Safety Champion Program

1. Identify several staff members, on numerous shifts (day, night, and weekends) that have positive relationships with co-workers and are capable of assisting staff in a non-threatening manner. This staff member must additionally be able to report the information to administration in a timely manner.
2. Provide leadership training to the identified staff members, if appropriate
3. Provide staff members with additional training on safe handling, injury reduction, device specifics, and protocol
4. Ensure that all staff are aware that the Safety Champions are their ally, rather than an informer or disciplinarian
5. Support the Safety Champion by ensuring that administration is available to them, possibly having a scheduled meeting on a regular basis
6. Bring together Safety Champions from other units on a monthly basis in order to provide support, as well as, review facility incidents, trends, patterns, and issues.

Requirements

- Create a policy that clearly outlines the entire IF Movement policy, including the safety champion component
- Document evidence that the facility has implemented the Safety Champion program