



**OHIO NURSING HOME QUALITY IMPROVEMENT PROJECT**

**Ohio Nursing Home IF (Injury-Free) Movement  
(commonly called Safe Patient Handling)**

**Description**

Work-related injuries are the most common and most expensive cost a facility faces regarding its employees. Work-related Musculoskeletal Disorders (MSDs) such as back strains and damage to spinal discs are caused by repeated manual lifting, transferring, and repositioning of residents. The Injury-Free Movement (hereinafter referred to as IF Movement) is a project that is being offered as a Nursing Home Quality Improvement Project. This voluntary project is aimed at implementing evidence-based strategies for both staff and resident injury-free care provision, specifically related to safe and person-centered resident movement.

IF Movement will

- Increase the quality of care for residents
- Improve resident safety and comfort
- Reduce workers compensation claims and facility costs
- Reduce fear and anxiety related to resident movement and care provision
- Improve resident independence
- Increase resident dignity
- Reduce injuries
- Increase staff retention and improve morale
- Decrease lost work days
- Improve consistent assignment and person-centered care
- Decrease muscle fatigue and pain

**How to Join**

E-mail the following contacts with the name and address of your facility, contact person name, phone number, and email, and identify the strategies and measures you intend to implement for the project.

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## Participation Dates

September 2014-June 2015

### Required Activities (these reflect minimum requirements and should not be limiting)

- Form an [IF Team](#) to lead the project (selection of strategies/measures, all activities related to implementation, measurement, reporting, policy development, etc). The team should include administration, direct-care workers, and residents. An IF team is a multi-disciplinary group of employees that participate in an organized committee with the purpose of identifying and improving the level of safety within the organization.
- Conduct a pre-assessment to determine baseline measures and a post-assessment to measure project outcomes. Tools and resources are provided to assist with this task.
- Select and implement one of the approved strategies (equipment or culture of safety) and at least one of the approved measures.
- Develop an IF Movement policy for the facility that supports selected strategies and develops a culture of safety.

### Step 1 – select one of the following strategies

#### *Culture of Safety*

It is estimated that 52 percent of all staff working in nursing homes complain of work-related back pain. Back injuries are the leading cause of call-offs and reduced work assignments. Identifying safety concerns before they occur will prevent injuries to both staff and residents. Through proper and on-going staff safety training, all staff will become engaged in a facility's "culture of Safety". Implementing Safe handling can assist in reducing injuries and in turn reducing staff turn-over and lowering insurance premiums. In order to begin to facilitate change, the following tools are being provided to assist the facility with identifying safe handling practices, safety awareness, and a consistent avenue of responding to safety concerns.

The IF team will incorporate and implement:

- [Weekly Safety, Training, & Implementation Days](#)
- [Environmental Facility Tours](#)
- [Safety Champion](#)

#### *No-Lift Culture*

According to the most recent data from the U.S. Bureau of Labor Statistics, nursing assistants suffered more musculoskeletal disorders (MSDs) than any other occupation. Registered nurses were the fifth-highest occupation for MSDs. These injuries are due in large part to overexertion associated with lifting, transferring, and repositioning residents manually (OSHA, 2011).

Patient handling equipment can help prevent patient falls, bruises, and skin tears. Studies have shown that patients feel more comfortable and secure when a mechanical transfer device is used.

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Facilities have found that by implementing a LIFT-FREE environment, they are providing safer transfers for both residents and staff, as well as ensuring more staff is on the floor, as the use of a mechanical lift often requires less staff than a two-person assist.

Residents and staff are less likely to experience falls and injuries, thereby reducing incident and accident rates, as well as lessening the facilities worker's compensation claims and insurance costs. The IF team will lead the facility transition from a manual lift to no-lift culture through the purchase of appropriate equipment and staff training to reduce manual movement and move towards a LIFT-FREE environment. The facility can start with one unit or floor and expand this strategy over time.

- [Safety Equipment](#)
- [BWC Safety Grant Program](#)

**Step 2 – select at least one of the following measures and assess current status to determine a baseline measure**

*Self-Assessments and Measures*

1. [Measure Staff Safety Awareness Component](#) - Overview of what the facility can use to identify areas that need to be improved re: safety
2. [Measure Worker's Compensation Costs](#) - Easy to use calculation of overall worker's compensation costs
3. [Measure Staff Turn-Over](#) - Based upon records the facility has, a computation of the facility's staff turn-over rate
4. [Measure Employee Accident & Injury Rate](#) - A simple formula to determine the facility's accident and injury rates for employees
5. [Incident Reporting](#) - Based upon facility's self-reported incidents, this tool is designed to assist a facility in ensuring it is meeting the reporting requirements

**Evidence of Participation in the Project**

*Expected evidence of participation in the project should be kept by the nursing home for use in state survey to demonstrate compliance with Sec. 3721.072 (B) which states that "Beginning July 1, 2013, each nursing home shall participate every two years in at least one of the quality improvement projects included on the list made available by the department of aging under the nursing home quality initiative established under section 173.60 of the Revised Code."*

- IF Team roster and schedule of IF team meetings
- Pre-assessment and post-assessment results summary
- Implementation plan
- IF Movement policy

## Resources

### *Person-Centered Care*

- [Ohio Person-Centered Care Coalition](#) – The mission of the Ohio Person-Centered Care Coalition is to influence and support transformational culture change in the long-term care environments where all individuals can experience meaning and purpose.
- [Pioneer Network](#) – The Pioneer Network advocates and facilitates deep system change and transformation in our culture of aging
- [Institute for Person-Centered Care](#)- designed to provide better delivery of services to frail and vulnerable people, particularly the elderly, and support advocacy and public awareness of their needs, through a program of cross-disciplinary research, education and practice development.

### *Guides and Workbooks*

Comprehensive, step-by-step guides, created after evidence-based research and implementation

- [Occupational Safety & Health Administration](#) - A Guide providing general guidance for employers and employees about how to prevent back injury as a result of lifting and moving patients and residents.
- [Veterans Administration- Comprehensive workbook/guide “Safe Patient Handling Movement”](#)
- [Ohio Bureau of Workers’ Compensation- “Best Practices for Extended-care facilities”](#)
- [HCHSA- “A Comprehensive Approach to Developing and Implementing a Client Handling Program” Resource Manual](#)

### *Measurements*

Measurements is a critical part of testing and implementing changes; measures tell a team whether the changes they are making actually lead to improvement

- [Plan, Do Study, Act -\(PDSA\)](#) – Worksheet based upon PDSA cycle- shorthand for testing change by developing a plan to test to change (plan), carrying out the test ( Do), observing and learning from the consequences (Study), and determining what modifications should be made to the test (Act)
- [Institute for Healthcare Improvement](#) – Tracker tool allows you to track predefined standard measures
- [Center for Injury Prevention Policy & Practice](#) –a Injury prevention program planning guide
- [Health & Safety Executive- Great Britain- Manual Assessment Chart](#)-The purpose of the assessment is to identify and then reduce the overall level of risk of the task.

- [Ctd MAP](#) – Occupational health intervention technologies – lead the creation, development and implementation of occupational health intervention technologies, including individual risk assessment, job risk assessment, ergonomic risk assessment, and intervention algorithms for individuals and employers. We translate these advanced technologies into value for our customers through our solutions and services worldwide.

### *Opportunities*

To find out how the following services from the Ohio Bureau of Workers' Compensation can benefit you, contact the [service office for your area](#).

- BWC Safety Grant Program – To participate in the program an employer must pay into the Ohio State Insurance Fund, maintain active coverage, be current on all monies owed BWC and demonstrate the need for a safety intervention.

With the safety intervention grant, private and public employers are eligible for a 3-to-1 matching grant, up to a maximum of \$40,000, for each eligibility cycle. The employer will benefit through a substantial reduction or elimination of workplace injuries and illnesses, and their related costs.

In return, the employer will submit to BWC quarterly data reports and a case study one year after the date of the intervention. BWC will use this information to determine the effectiveness of the intervention and share successes with other employers.

Extended care facilities that participated in the BWC safety grant program experienced:

- 85% lower cost per BWC claim (average claim cost of \$23,000)
  - Back incidence rate per 100 full-time employees reduced from 3.91 to 2.18, a 44% reduction
  - Significant decrease in staff turnover
  - 1.3 year return on investment of about \$50,000
  - Reduced injury frequencies and severity
  - Heightened safety awareness
  - Improved communication between employees and management
  - Improved employee morale, productivity, and attitude
- BWC Safety Consulting Services - BWC maintains local customer service offices throughout the state to make it easier for Ohio employers to take advantage of injury-prevention services. Specializing in safety, industrial hygiene and ergonomics, our consultants will provide on-site services for your organization.

Real change starts at the top. The success of any safety effort depends on the employer's commitment, involvement and support. Making the commitment to employee safety as a part of your overall business operation will reinforce the efforts of our safety consultants. Our goal is

to provide you with the knowledge, tools and skills you need to prevent injuries and illnesses, and become self-sufficient so you can create a safe workplace after we walk out the door.

- Safety program advice
- Hazard assessment and control assistance
- Safety culture/behavior change processes
- Safety team/committee evaluation and design

#### *Evidence-Based Resources*

- [CDC-Center for Disease Control and Prevention](#)
- [NCBI -Personal Safety for Nurses-Patient Safety & Quality](#). Provides examples of Evidence-Based Interventions for safe patient handling
- [Online Journal of Issues in Nursing- “Evidence-Based Practices for Safe Patient Handling and Movement”](#)
- [OSHA- Case Study and Success Story-Ohio](#)
- [Department of Labor and Industries- “Lifting Patients/Residents/Clients in Health Care”](#)
- [Bonner, Alice- “Certified Nursing Assistants’ Perceptions of Nursing Home Patient Safety Culture: Is There a Relationship to Clinical or Workforce Outcomes?”](#)

#### *Product Resources*

The following vendors sell equipment that they profess to support safe patient handling. The intent of providing this information is to help initiate a more in-depth and informed search for the most appropriate equipment for your facility and your facility’s needs. We are not endorsing any products nor can we offer any evaluative information and we strongly encourage every facility participating in this project to seek to advice of an expert when purchasing any equipment.

- [ArjoHuntleigh Inc.](#) focuses on patient mobility and wound management solutions.
- [Dane Industries](#), manufacturer of medical devices for safe patient handling.
- [DSGW Architects](#), a multi-office architecture firm with expertise in health care planning and design.
- [Ergolet](#), manufacturer of overhead and portable lifts for safe patient handling.
- [Guldmann Inc.](#), manufacturer of patient lifts for safe patient handling.
- [HoverTech International](#), manufacturer of the Hovermatt and Hoverjack for safe patient handling.
- [Integrity Medical Products](#), manufacturer of integrated patient lifting systems.
- [Liko<sup>a</sup>](#), a Hill-Rom Services Inc. company, manufacturer of patient lifting systems.
- [RoMedic Inc.](#), manufacturer of transfer, positioning, support, and lifting products for safe patient handling.
- [Stryker Medical](#), manufacturer of patient care and handling equipment.
- [TransMotion Medical Inc.](#), manufacturer of mobile, motorized treatment and transport stretcher-chairs for safe patient handling. [www.transmotionmedical.com](http://www.transmotionmedical.com)
- [Wright Products Inc.](#), manufacturer of the Slipp<sup>™</sup> for safe patient handling.