



# ESSENTIAL COMPONENTS OF A COMPREHENSIVE HOSPITAL SAFE PATIENT HANDLING PROGRAM

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# OBJECTIVES

- **Develop understanding of key essential components of a comprehensive hospital Safe Patient Handling and Mobility Program (SPHM).**
- **Understanding of phases for implementation of SPHM Program using key elements.**
- **Having key stakeholders on board with the program within the hospital to improve program implementation and success**

# 1. MANAGEMENT COMMITMENT

- **Having Management Commitment for your SPHM program is essential and required**

**“Management commitment is exemplified by endorsement of program components, visible involvement, and providing motivation and resources to effectively implement and sustain a SPHM program.”**

# MANAGEMENT COMMITMENT

- **Demonstrates organizational concern for worker safety and health**
- **Equal commitment for safety of workers and patients**
- **Providing resources to support SPHM program**
- **Assisting with getting all stakeholders on board with program**
- **Engaging all workers**
- **Making sure program has a Coordinator and Unit peer leaders to implement program**
- **Maintaining accountability**
- **Providing for systems to report SPHM injuries and investigation of those injuries**
- **Plan for sustainability of the program**

## 2. DIRECT CARE WORKER INVOLVEMENT

- Provide input on selection of equipment
- Participating in the SPHM Committee
- Being Unit Peer Leaders
- Participate in training and being trainers/preceptors for other workers
- Reporting of hazards and participating in unit ergonomic hazard assessments
- Assisting with implementation and evaluating of program

# 3. STATEMENT OF SPHM POLICY

- **A SPHM policy needs to be a written statement of purpose and objectives for handling and mobilizing patients to avoid manual movement whenever possible with the exception of medical emergencies**

# STATEMENT OF SPHM POLICY

## Needs to include:

- ❖ Describe responsibilities of all stakeholders who would be involved in **SPHM Program**
- ❖ Describe the use of patient handling devices in the delivery of care
- ❖ Give methods to be used in documenting mobility and devices
- ❖ Reflect and link to existing policies that will have potential overlap
- ❖ Include a statement of rights and responsibilities for both worker and patients
- ❖ Include a statement of commitment to educating patients and families about **SPHM Program**

# 4. SPHM COMMITTEE

- **Having oversight of the SPHM Program by an interdisciplinary committee will play a key role in setting up, implementing and sustaining your SPHM Program**
  - **Can be a new separate Committee or tagged onto an already existing committee (Environment of Care, Safety, Accident Review Board etc. )**
  - **Needs to meet at least quarterly**
  - **Review injuries (near misses, lost time)**
  - **Equipment needs**
- **Can facilitate collaboration between all the services and stakeholders involved in the program**
- **Opportunity for front line care providers to be involved with other services that are needed for a successful SPHM Program i.e. engineering, house keeping, logistics, clinical engineering, safety, supply support, linen services etc.**

# 5. SPHM NEEDS ASSESSMENT

- **Comprehensive Initial Needs Assessment needs to include:**
  - **Collect and review injury data**
    - ❖ **Identify high-risk units and high risk tasks within those areas**
    - ❖ **Determine the high-risk patient handling demands and needs in all clinical setting (Special Populations: Bariatric, MH, patients with disabilities etc.)**
  - **Conduct an inventory of all existing SPHM equipment already in use in all areas including where stored**
  - **Assess the physical environment of all areas by performing an ergonomic or hazard assessment**
    - ❖ **May want to include members of your committee or safety on initial assessment**
    - ❖ **Involve front line staff**
  - **Re-access on a regular basis especially for new construction, change in classification of a unit**

# 6. SPHM EQUIPMENT

- **It is vital for every SPHM Program to have accessible, appropriate and well maintained SPHM Equipment in all areas within the hospitals**
- **Understanding your patient population served is critical to ensure that equipment is properly selected**
- **Direct Care workers need to be involved in the decision making process for obtaining equipment**
- **Having proper numbers of electrical outlets available and storage on or within each area**
- **Facilities need to insure all equipment is properly cleaned after each use in order to prevent spread of infection and maintained according to the manufacturers recommendations**

# 7. PATIENT FUNCTIONAL MOBILITY ASSESSMENT

- **Assessment of a patients functional mobility prior to use of SPHM equipment is essential**
  - **Assessment of transfer needs**
  - **Mobility: Positioning in bed, standing, ambulation**
  - **Patients cognition, ability to communicate, medical status, behavioral/emotional factors, ability to provide assistance, predictability, height and weight**
  - **Other special factors: wounds, tubes, joint replacement, casts and many more**

# 8. SPHM TRAINING

- **Training is Essential**

- Needs to include all levels of the organization:
- Senior Leadership and management
- Supervisors
- Direct Care Providers

# TRAINING DIRECT CARE PROVIDERS

- **Needs to include:**
  - **Conducting patient functional mobility assessment**
  - **Documentation**
  - **Communication of mobility status**
  - **Proper use, care and storage of equipment**
  - **Training for equipment needs to be hands on, repeat demonstrations**
  - **Initial training for new hires and annual competencies for all direct care providers who lift, move and transfer patients**

# UNIT PEER LEADERS

- **Successful SPHM Programs have found that having unit peer leaders play a key role in program implementation**
  - ❖ **Serve as experts and role models for SPHM**
  - ❖ **Advise co-workers**
  - ❖ **Demonstrate use of equipment**
  - ❖ **Champions for their units: Need training from facility coordinator annually**

# 9. INJURY SURVEILLANCE

- **Surveillance of work-related injuries associated with SPHM of patients is essential to implantation of the components when setting up and sustaining a SPHM Program**
  - **Provides information for high risk units**
  - **Monitors effectiveness of program effectiveness**
  - **Prevent future injuries, reduce severity of injuries**
  - **Determine when units need more equipment and training**

# 10. EVALUATION OF PROGRAM EFFECTIVENESS

- Periodic assessment of your SPHM program is necessary to determine strengths and areas in need of improvement
- Needs to be measurable and achievable
- Should include leading and lagging indicators:
  - Leading: observations of staff compliance with best practices, number of SPHM devices available to staff, percentages of staff trained, ratio of peer leaders to direct care workers on each unit
  - Lagging: number of injuries to workers (or patients) , severity of injuries

# SUMMARY

**“ The Task Force recognizes that SPHM programs will vary somewhat among hospitals reflecting differences in resources, patient populations served and organizational structures. However, all programs should encompass the essential components identified. “**

# RESOURCE LINKS:

- ***Bariatric Safe Patient Handling and Mobility Guidebook: A Resource Guide for Care of Persons of Size***  
**Published by VHA Center for Engineering & Occupational Safety and Health (CEOSH) St. Louis, Missouri**  
**[vaww.ceosh.med.va.gov](http://vaww.ceosh.med.va.gov)**

<https://www.asphp.org/wp-content/uploads/2011/05/Baraiatrice-SPHM-guidebook-care-of-Person-of-Size.pdf>

- ***Safe Patient Handling and Mobility Guidebook*** **Published by VHA Center for Engineering & Occupational Safety and Health (CEOSH) St. Louis, Missouri**

[http://vaww.ceosh.med.va.gov/01hp/02HP\\_Guidebooks/03\\_Collections/04HP\\_ergonomics/sphm\\_pdf.pdf](http://vaww.ceosh.med.va.gov/01hp/02HP_Guidebooks/03_Collections/04HP_ergonomics/sphm_pdf.pdf)

# QUESTIONS

*Thank  
You*