



WORKPLACE SAFETY FUNDS

Workplace Safety Is Its Own Reward. Let's Make It Even More Beneficial.

Workplace Safety Funds is a grant program designed to benefit members devoted to employee safety. This year, the program will continue to focus on safe patient handling and mobility.

Why Safe Patient Handling and Mobility?

Musculoskeletal disorders (MSD) caused by patient lifting, transferring and repositioning represent many of the most common and severe workplace injuries sustained by our members each year.

Such injuries can be devastating to your patient care workforce. That's why we are inviting you to participate in our Safe Patient Handling Mobility (SPHM) Quality Initiative, designed to help you implement best practices within your organization.

Does Your Organization Qualify?

In 2022, members of the LHA Workers' Compensation Fund who have premiums in excess of \$10,000 are eligible to participate. They will receive up to 5% of renewing premium that will be used to fund participation in this initiative.

- Organizations who wish to participate need to submit the Commitment to Participate in SPHM form and have a premium in excess of \$10,000.
- Organizations must be committed to improving injuries related to patient handling.
- The commitment must be signed by the CEO.
- Must identify a Safety Champion within the organization who will serve as the point of contact for employees, lead the project within your organization and participate in training.

Why Should I Participate?

By participating and implementing the solutions recommended by our program, your organization will:

- Demonstrate leadership's commitment to employee and patient safety.
- Improve employee satisfaction.
- Reduce lost and restricted days related to musculoskeletal injuries associated with patient care.
- Reduce overall workplace injuries ultimately lowering your workers' compensation costs.
- Improve your culture of safety through the development of a program to support staff in their work environment.
- Improve retention and recruitment of healthcare staff.
- Improve patient satisfaction by increasing comfort.
- Reduce the rate of adverse events such as patient falls and hospital-acquired conditions such as pressure injuries and pneumonia.



MALPRACTICE

GENERAL LIABILITY

WORKERS' COMPENSATION

How Does The SPHM Program Work?

First-Time Participants

- 1. An assessment of SPHM in your organization.**
 - Policies and procedures
 - New hire and ongoing training
 - Staff competency training
 - Claims related to SPHM
 - Lost and restricted days related to SPHM
 - SPHM culture
 - High-acuity mobility needs
 - Equipment and gaps in the program
- 2. A customized report based on the assessment findings.** The report will communicate gaps in your program, propose recommendations and offer support for identified improvement opportunities. It also includes prioritized information to help you gain big improvements.
- 3. A Safety Champion program for key organization members.** These members will be trained as Super Users of the program. They will:
 - Attend at least one 2-day Safety Champion training course in 2022.
 - Serve as the organizational experts on lifting, transferring and repositioning strategies within your organization.
 - Champion and lead the SPHM charge within your organization for both employees and patients.

Returning Participants

- 1. Use your Workplace Safety Funds to purchase additional SPHM equipment.**
- 2. One-on-one consulting and support from LHA Trust Funds consultants who will help you develop your facility's SPHM program. This includes:**
 - Create SPHM policies and procedures.
 - Implement outcomes measures.
 - Create staff training to support your organization's SPHM program.
 - Identify strategies to close gaps as shown in your risk assessment.
 - Follow-up on annual risk assessment findings.
- 3. Continued development of Safety Champions through opportunities for networking and sharing ideas.**

Workplace Safety Grant funds can only be used toward participation in the SPHM Quality Initiative in 2022.

No other projects will be accepted.

All Participants will receive exclusive webinar training with Susan Gallagher.



All SPHM program participants are invited to attend an exclusive eight-week, interactive webinar program on learning to build a SPHM program in your organization led by SPHM expert Susan Gallagher.

The author of the *ANA Standards for SPHM*, Gallagher's course assists organizations in building a program that is in compliance with the ANA Standards for SPHM and considered best practice. This course also includes communication with experts in the field of behavioral change, patient experience, initiating a program, sustaining a program and mobility. Attendees will also receive a copy of Gallagher's book.



LEARN MORE ABOUT WORKPLACE SAFETY FUNDS:

<https://bit.ly/workplacesafetyfunds>