



**MSD Mission Impossible:  
Patient Handling**



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# Our Mission Home Base (aka – who are we?)

- Serve 120,000 people in catchment area (Algoma district)
- 1,900 staff, 130 physicians and 450+ volunteers
- **2.3 Million** worked hours per year



# SAH's Mission: Things needed to change!



## 2005 - 2006

- Staff safety is a concern – OSHA violation
- Struggling with c-diff, infection control
- Morale is poor
- Patients and families are not happy
- Deficits are growing
- New hospital on the horizon
- MSD's - 180 reported incidents, including, 57 health care and 34 lost time

# A Peak Inside Our Mission Gear Bag



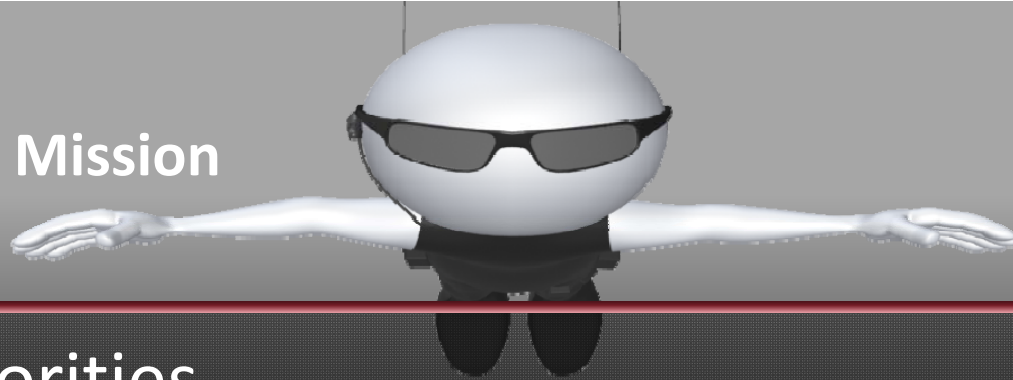
- **Set the tone right at the TOP!!**
  - Leader commitment
  - CEO – active member of the JHSC
- **Collaboration with the unions**
  - Build the trust
  - Hats came off!!
- **Safe Patient Lift & Transfer (SPLAT) Program**
  - Policies, procedures and expectations
- **Equipment**
  - Availability
  - Patient specific needs (ie. bariatric)
  - Community resources
  - Government funding
  - New Hospital – new opportunities
  - Re-investment of NEER rebate

# A Peak Inside Our Mission Gear Bag



- **Education**
  - Orientation – MMH, SPLAT (5 hours total- theory & practical)
  - Department Specific – based upon need
  - Ergonomic & Wellness Consultant
- **MSD Blitz**
  - Email blitz information
  - Daily departmental huddles
  - Dissemination of high level MSD video
- **MSD Change Team**
  - Participatory Approach
  - “Those who do the work – change the work”!!
- **Risk Assessments**
  - Departmental & MSD specific
- **Wellness Promotion**
  - Wellness Moments

## Enemy Territory: Obstacles to a Successful Mission



- Competing Priorities
- Budget (backfilling for re-education)
- Staff compliance
- Patient Assessment \*\*\*
- Availability of equipment (slings, maxislides)
- Patients falling to the floor
- Sticking with it – results take time!

# Mission Successes

- Overall MSD Incidents (2005- Present)
  - 91% reduction in lost time incidents.
  - 38.5% reduction in health care incidents
- Patient Lift and Transfer Specific Incidents (2005-Present)
  - 81% reduction in lost time incidents
  - Health care incidents – relatively no change – our mission continues...



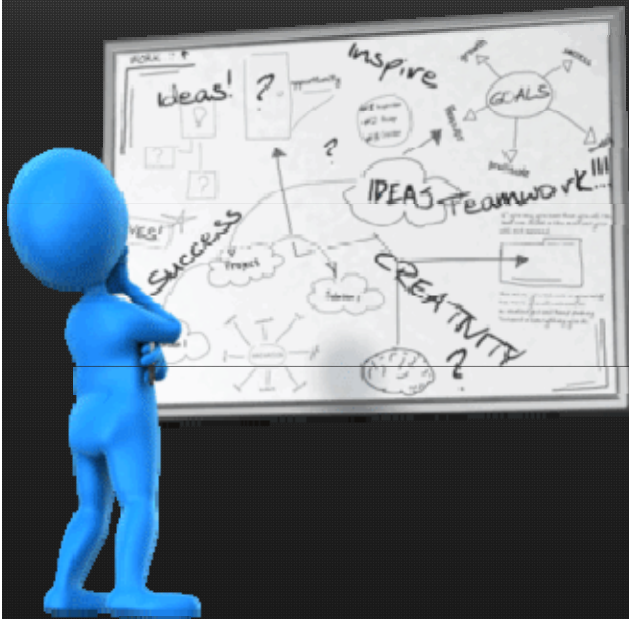


# FEELING STUCK...

[https://www.youtube.com/watch?v=VrSUE\\_m19FY](https://www.youtube.com/watch?v=VrSUE_m19FY)



# The Mission Continues:



- Creation of 'patient mobility assessment' quick reference badge
- Mandatory re-education – clinical (every 2yrs)
- Education of allied health and support services (PT/OT, porters, DI)
- Mandatory SPLAT training to all clinical/allied Leaders
- SPLAT "Champion" training
- 6 month pilot with highest risk medical department

**Should You Accept the Mission?**

**ABSOLUTELY!!**

