



# SCHLEGEL VILLAGES



SCHLEGEL VILLAGES LIFT CERTIFICATION PROGRAM  
CRE-MSD CONFERENCE 2015

# Summary of our Journey

2003

- New Village Orientation contained lift training by vendor for nursing and psws
- Identified gap in knowledge & skills for client handling/ transfers
  - ? How do we ensure all PSWs/ Nurses have same knowledge & skills?

- Organization identified unique opportunity with having Kinesiologists within our villages
- Attended Handle with Care - Train the trainer education through CBI
- Created/ modified Manual Transfers, Repositioning & Mechanical Lifts training & policies; facilitated education, focusing on nursing department
- Kinesiologists kept records of those who attended training and strived for 100%

- Created Ceiling Lift and Hygiene Lift training and policies
- Standardized “Lift Certification Program” – annual education; training guides; handouts; quizzes



# Summary of our Journey



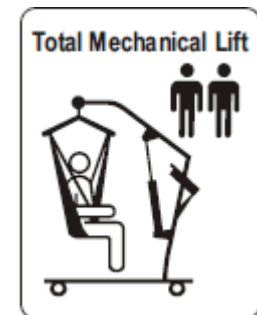
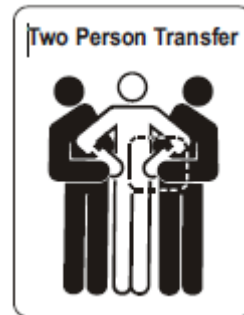
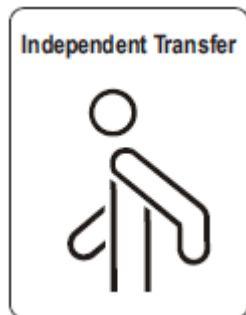
- Organizational shift to cross-functional teams
- Organizational shift to track and ensure team members complete Mandatory Education annually as per regs
- Implementation of Marketplace
- Training updated & uploaded onto platform



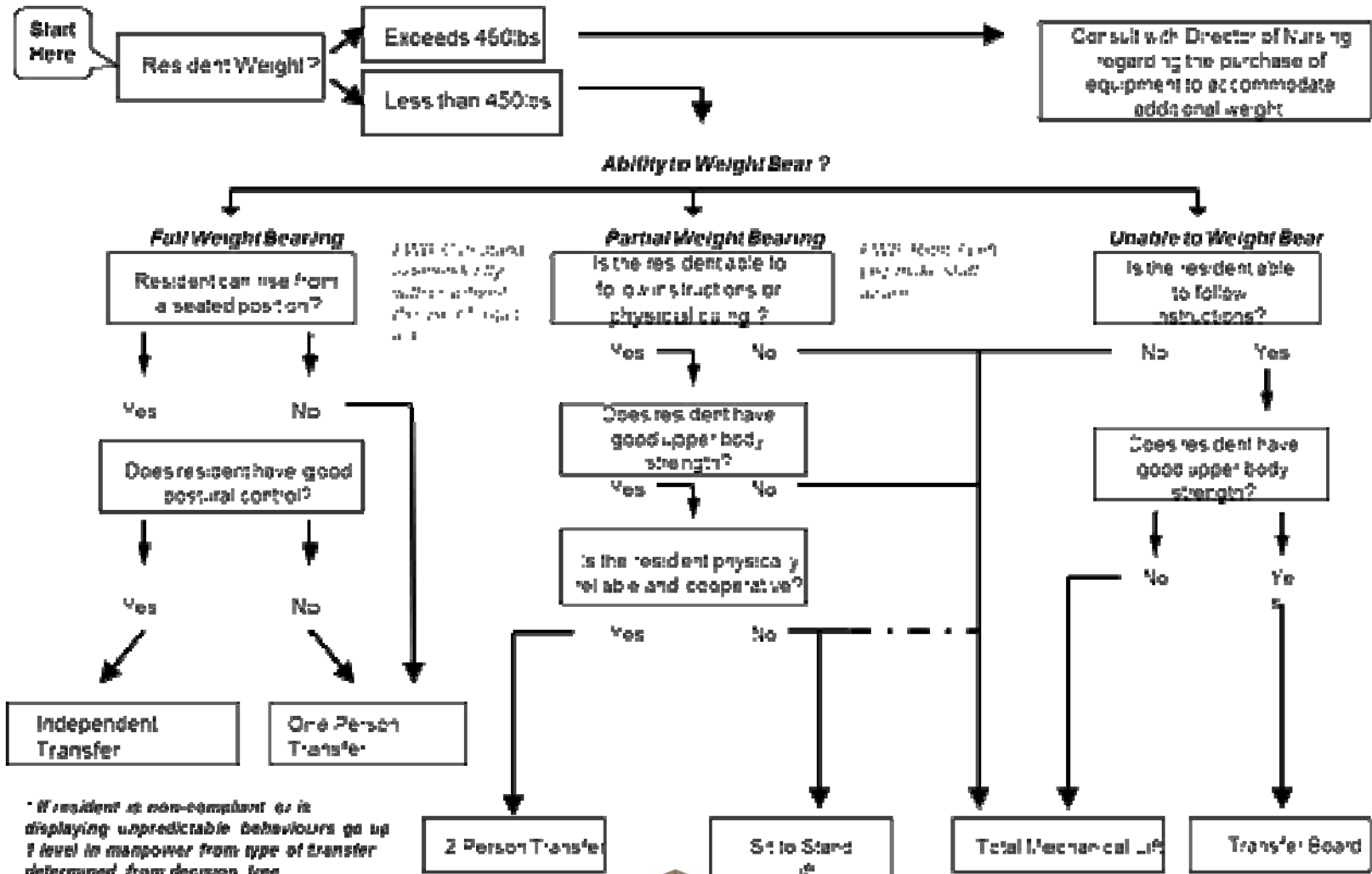
- New Villages receive Lift Certification education during opening orientation schedule for ALL team members
- Training provided 2 ways:
  - 1) Online content and completion of quiz + demonstration of skills to Kinesiologist/ Exercise Therapist
  - 2) In-person education involving content, quiz and demonstration
- Leaders now aware of completion rates for training

# Transfer Status Assessment

- Assessment of each resident's minimum transfer status to help ensure resident & team member safety
  - » Performed by Kinesiologist or designate
  - » Team members can always go up in assistance as needed, but not down
  - » No manual lift policy
  - » Use logos to communicate minimum transfer



# Tools - Transfer Status Assessment



\* If resident is non-compliant or is displaying unpredictable behaviours go up 1 level in manpower from type of transfer determined from decision tree.

## Manual Transfers – Tools/ Equipment

- Education provided to teams formally & informally (case by case basis). Strategies discussed to improve transfer safety for both resident and team member.



## Mechanical Lift Transfers – Tools/ Equipment

- Mechanical lifts x 2 assist
- Recommend sling/ size as needed
- Assess for toileting sling use



## Bed Repositioning – Tools/ Equipment

- Teach standard techniques using draw sheet
- Other devices used as required/ needed





## Chair Repositioning – Tools/ Equipment

- Safe repositioning techniques taught
- Occupational Therapist consults
- Additional devices as required/ recommend



## Hygiene Lifts - Equipment

- Utilize Arjo Alenti & Arjo Carendo as primary hygiene lifts. Looking for ergonomically friendly pieces to support spa experience.



# Policies

- Transfer Assessment Status Guide with related policies on transfers, lifts and repositioning
- Back Care
- Spa Policy with related hygiene decision tree and policies on hygiene lifts



# Tools - Education

## Lift Certification

- Schlegel Villages is committed to ensuring team members are equipped with the knowledge and skills to maintain their safety as well as the safety of our residents. As a result, Lift Certification is provided on orientation and annually thereafter.

The elements include:

1. Manual Transfers
2. Repositioning
3. Mechanical Lifts (floor lifts)
4. Ceiling Lifts (LTC only; RH as required)
5. Hygiene Lifts (LTC only)



## Tools – Handouts & Quizzes

- Handouts Include:
  - » Definitions
  - » Proper Body Mechanics
  - » Basic Procedure



- Quizzes:
  - » Tests knowledge retention and critical thinking

# Training

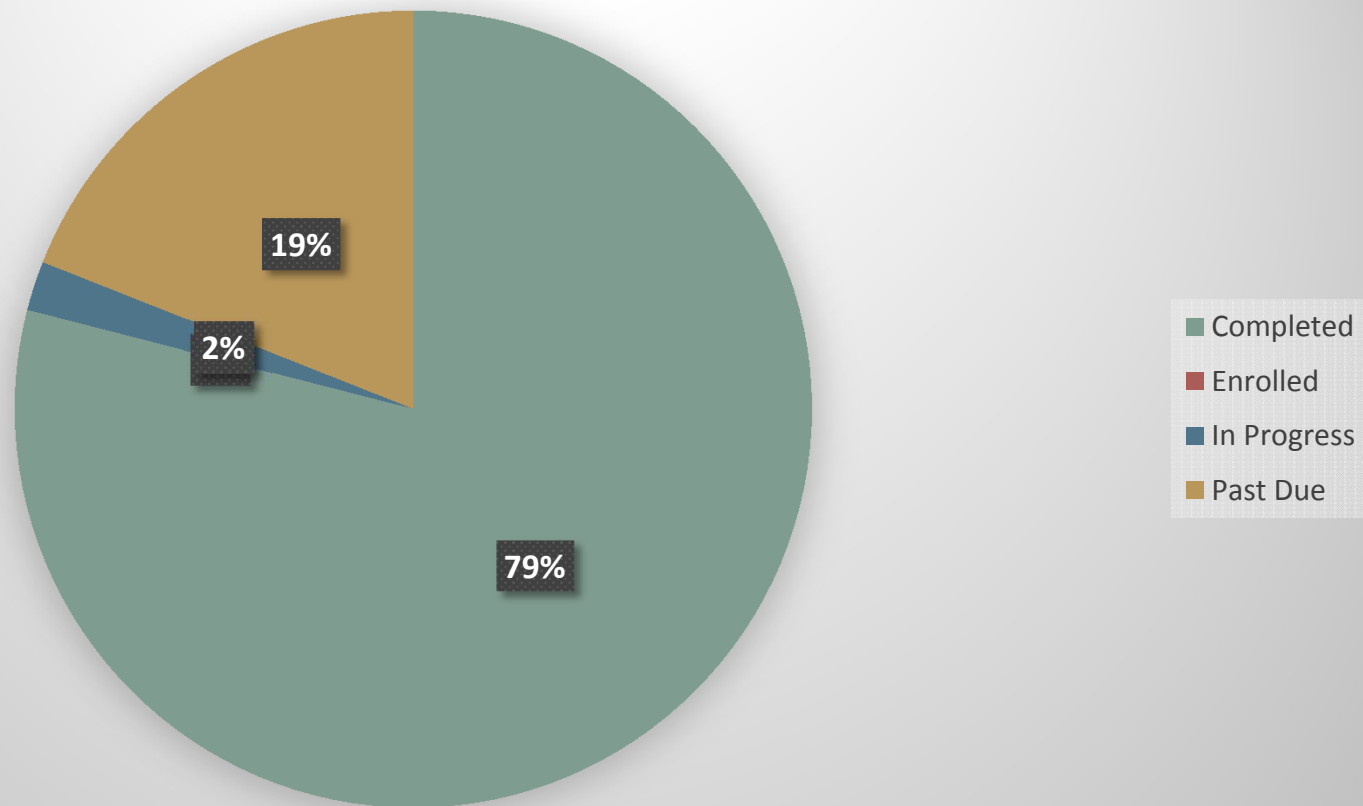
- Team members are trained:
  - » Orientation
  - » Annually throughout the year
  - » Based on need – if injured or need refresher on skill



- Students:
  - » Trained prior to starting placements

# Training

## LTC Lift Certification 2014-15



## Moving Forward

- Look at trends which are happening in the Villages with regard to client handling
- Modify current education to bring awareness
- Continue to look for new techniques and tools to improve resident and team member safety

