Ergonomics for Health Care Employees

Presented By:
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Ergonomics

- The applied science of equipment design, as for the workplace, intended to maximize productivity by reducing operator fatigue and discomfort. *The American Heritage® Stedman's Medical Dictionary*

*from Greek ergon work + (eco) nomics manage*
Health Care Applications

Nursing

- Charting
- Patient Care
- Bed size, height, adjustability
- Patient Handling-Lateral, Raise, Lower
- Flooring
- Tables, Desks and Stands
- Equipment
- Lighting
- Sterilization
- Surgery
- Material Handling
Health Care Applications

Non-Clinical

- Kitchen-Shelving heights, oven, sink heights, handles, flooring, pot sizes, tray systems, stove heights, walk-in and freezer shelving, cutting and chopping with knives, food prep, etc.
- Housekeeping-Beds, carts, laundry, flooring, cleaning machines, bucket and mops, sterilization issues.....
- Admin-desks, computers, chairs, sit-to-stand stations, keyboard trays
- Labs-Counter heights, chairs heights, microscopes, racks of samples/specimens.
- Ultrasonographers, Other Specialists.
- Maintenance-TV, air conditioning, trades people, tools
- Warehouse
Work vs Life

- 40 hour week = what % of your life?
- Engineering “Fixes’ Help at Work
- Can’t Re-engineer the world
- 80% of people experience back injuries despite advances in ergonomics
Sprain/Strains Effect on Costs and Production

- 25 Acute Care Facilities
- 3-Year Study of WC Data
- 50% of Frequency
- 70% of Incurred Workers Compensation costs
- 69% of Lost Work Days
BASIS for FIT RESEARCH

- If a problem persists you haven’t discovered or corrected the true cause.
What is the underlying cause of MSD’s?.....
Spine 101

- How Many Cylinders 4, 6 or 8?
- How Many Bones Make up the Spine?
- How Many Curves in the Spine?
- What is the Most Harmful Motion to the Spine?
MICRO-TRAUMA the Enemy

- Work and LIFE
- Lifting Children
- Children Lifting Backpacks (20%)
- Lifting Laundry
- Getting in and out of Vehicles
- Yard Work
- Incorrect posture at computers
BIONOMICS™
“BIO” = body + “NOMICS” = manage

- How to prevent physical stress
- How to relieve the accumulation of physical stress
Traditional Training Methods

- Video
- Lecture
- Web Based
- Orientation
24/7 Solutions

Ergonomics

+

Bionomics
Barriers to Implement Injury Prevention Initiative

- Healthcare Unpredictability and Life Emergencies
- Selflessness of Care Givers
- Limited Staffing - Nurses and Non-Nursing
- Management - Spending Issues; Preoccupation with other Problems - Do They Care?
- Union
- Existing Culture
- TIME vs Expense
“What If” Benefits for Employee……

- Less Pain and Discomfort
- Continue Doing their Profession
- Better Morale-Home and at Work
- Better Attitudes with Colleagues/Patients
- Well-Being Sensations
- Productive People are Happier
“What If” Benefits for Employer

- Less Absenteeism
- Windfall Savings Potential
- Costs of Lost Time Significantly Reduced
- Less Claim Administration Time and Expense
- Less “Presenteeism”
- Happier Employees
- WE CARE
Hillcrest Medical Center
Claims Summary By Year

1999
2000
2001
2002

$3,467,509
$3,264,452
$2,160,166
$1,100,000

F.I.T. Training/Patient Handling Equipment
Implemented July 2000
(Start Of Fiscal Year 2001)

Totals include Indemnity and Medical costs.
Hillcrest Medical Center
Lost Work Days Summary By Year

1999: 2,437
2000: 1,349
2001: 518

F.I.T. Training/Patient Handling Equipment
Implemented July 2000
(Start Of Fiscal Year 2001)
Tulsa Regional Medical Center
Lost Work Days Summary By Year

1999: 1,728
2000: 181
2001: 156

F.I.T. Training/Patient Handling Equipment
Implemented July 2000
(Start of Fiscal Year 2001)
TO: HHS Employees
FROM: Don Lorack, HHS President and CEO
RE: Oklahoma Department of Labor Award of Excellence

I am very pleased to announce that Hillcrest HealthCare System, and its 16 hospitals and 50 physician clinics, was awarded the Oklahoma Department of Labor’s 2002 Award of Excellence. This prestigious honor was awarded to only eight companies across the state that showed significant reduction in workplace incidents and workers’ compensation cost-savings.

Labor Commissioner Brenda Reneau-Wynn presented the award to HHS for its innovative and creative ideas in workplace safety and health at the annual Governor’s Conference on Safety and Health in Oklahoma City last week.

Over the past year, we have reduced the number of workplace incidents and lowered the potential risk to our workers dramatically through several innovative programs. These programs include BackSafe, an ergonomic program offered to all metropolitan hospital employees, and the minimal lift program, mechanical lift equipment that allows employees to transfer patients from bed to bed, bed to chair and bed to standing position without injuring themselves.

I would like to recognize members of the HHS family that played an instrumental role in reducing the number of workplace injuries by improving areas of potential risk. These employees include Cheryl King, HHS Workers’ Compensation Manager; Kelly Deal, HHS Safety Officer; Sue Parnell, Minimal Lift Program Coordinator; Denna Romero, HHS Workers’ Compensation Case Manager; and Joell Hill, Regional Safety Coordinator. Additionally, I would like thank all of their co-workers, our managers, and most importantly, all of you who care for our patients and work diligently to keep both yourselves and the patients as safe as possible each and every day. Thank you.
Frank R. Howard Memorial Hospital
Workers’ Compensation Losses per paid FTE

$2,919
$5,099
$881
$106
$1,150
$522
$136
$0
$1,000
$2,000
$3,000
$4,000
$5,000
$6,000

1999 2000 2001 2002 2003 2004 2005

F.I.T. Program Implemented 2001
Self Insurance implemented Jan 2003
UCSD Medical Group Injury Data
Injuries by fiscal year

FIT Backsafe/Sitting safe Training
Completed In September 2007

Med Group
Conclusion

- Q & A
WIN A SET OF STRETCHING POSTERS!!

It’s easy to enter: Text “BACKSAFE” to 22828 and follow the directions. Winners will be notified following the conference.

By entering our contest you will also receive our informative monthly newsletters and notifications of special offers & promotions.

Good luck!