Step 1: Identify Health & Safety Problem/Issue and Contributing Factors

General Health & Safety Problem/Issue:
High rate of back pain reported by nursing aides

Sub-Issue:
Job is physically demanding
Need to lift and reposition residents

Contributing Factors:
More residents sicker and more heavy than in the past
Lift equipment sometimes unavailable: broken, too far away, not enough for quick access

Sub-Issue:
Few rest breaks

Contributing Factors:
Each aide cares for more residents than they can handle comfortably
More residents per aide when there are absences
Need to work fast all the time

Sub-Issue:
Lack of personal fitness

Contributing Factors:
Many aides overweight
Working 2 jobs leaves little time for recreational physical activity
Fatigue and stress from job gets in the way of healthy eating and exercise

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