Module 1: Musculoskeletal Injuries in Nursing: Who is at Risk and Why?

- **Ergonomics** is fitting work to people, not people to work.
- Ergonomics can help prevent worker injuries and musculoskeletal disorders (MSDs) and relieve pain.
- MSDs are prevalent among the nursing population.
  - In 2015, over 50% of reported injuries and illnesses among nurses were MSDs.

Module 2: The Identification of Ergonomic Risk Factors in the Healthcare Work Environment

**RISK FACTORS FOR MUSCULOSKELETAL DISORDERS**

<table>
<thead>
<tr>
<th>Psychosocial Factors:</th>
<th>Job Tasks/Work Organization:</th>
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<tbody>
<tr>
<td>• Lack of influence/control over job</td>
<td>• Workstation layout</td>
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<tr>
<td>• Lack of or poor communication</td>
<td>• Speed of work</td>
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<tr>
<td>• Perception of low support from managers and co-workers</td>
<td>• Weight of objects being handled</td>
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- Healthcare tasks such as patient handling and non-patient handling can pose ergonomic hazards. Learn how to identify ergonomic exposures in your workplace by conducting an Ergonomic Job Analyses (EJA).
Module 3: The Application of Ergonomic Principles in Patient Handling and Other Nursing Tasks

The hierarchy of controls for musculoskeletal hazards:

- Making physical change to the workplace
  - Example: Safe patient handling equipment
- Establishing procedures to reduce risk factors
  - Example: worker training on how to use equipment
- Using protection to reduce ergonomic risk factors
  - Example: wearing appropriate and comfortable work shoes; anti-fatigue mats

- Learn about the Ten Principles of Ergonomics in healthcare and how to apply these ergonomic principles in patient handling and non-patient handling tasks.

Module 4: The Essential Elements of a Multicomponent Safe Patient Handling and Mobility Program (SPHM)

The three categories of strategies to improve patient safety and healthcare worker safety

1. Management must demonstrate a commitment.
2. Healthcare workers must be involved in the environment design and equipment selection process.
3. Healthcare workers should be well-trained in ergonomic principles and in the use and handling of patient safety equipment.

- Learn about the American Nurses Association National Standards for Safe Patient Handling and Mobility and all the necessary elements needed to implement a SPHM program into your workplace.
Module 5: Making the Case for an Effective Safe Patient Handling and Mobility Program in Your Facility

A Safe Patient Handling and Mobility Program (SPHM) can benefit the organizations, caregivers, and patients/residents in a variety of different ways.

<table>
<thead>
<tr>
<th>Benefits for Organizations</th>
<th>Benefits for Caregivers</th>
<th>Benefits for Patients/Residents</th>
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<tr>
<td>Reduced number and severity of staff injuries</td>
<td>Improved job satisfaction and morale</td>
<td>Improved quality of care</td>
</tr>
<tr>
<td>Improved patient/resident safety</td>
<td>Reduced risk of injury</td>
<td>Improved patient/resident satisfaction</td>
</tr>
<tr>
<td>Reduced workers’ compensation medical and indemnity costs</td>
<td>Less pain and muscle fatigue</td>
<td>Improved patient/resident safety and comfort</td>
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</table>

Examples of barriers to a SPHM program may include, organizational barriers, environment or equipment barriers, and caregiver/patient barriers

- Learn about management strategies to support and maintain a SPHM program, such as committing budget and time, and providing training and resources. These strategies will help to overcome possible barriers to a SPHM program.

- Learn about nurse strategies to facilitate a SPHM program include, such as creating and maintaining a culture of safety and following SPHM policy and procedures for lifting and the use of equipment.

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Visit “Continuing Education: Ergonomics in Healthcare”

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