

Step 2: Set Measureable Objectives & Brainstorm Solution Activities

Health & Safety Goal /Objective

Fewer self-reported instances of back pain in annual employee health survey

Solution #1

Reduce lifting hazard with safe resident handling program

Solution #2

Organize work flow to allow more rest

Solution #3

Build strength, flexibility, fitness of employees

Specific activities/ components of Solution #1

- Purchase more lift and repositioning equipment
- Train aides and other key personnel for equipment use and maintenance
- Ergonomics training on correct posture/patient handling
- Create long term budget plan for equipment maintenance, supplies

Specific activities/ components of Solution #2

- Lengthen and protect rest breaks
- Hire one more aide per unit for peak caregiving hours--am, pm
- Establish per diem policy to meet staffing demands during unplanned absences
- Discourage working double shifts

Specific activities/ components of Solution #3

- Core strengthening program
- Foam rollers, mats, and break space to stretch and loosen tense muscles
- Subsidize weight management and coaching program
- Healthy food at worksite for employees
- Incorporate health coach and core strengthening in return to work program

