Step 2: Set Measureable Objectives & Brainstorm Solution Activities

**Health & Safety Goal /Objective**
Fewer self-reported instances of back pain in annual employee health survey

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**Solution #1**
Reduce lifting hazard with safe resident handling program

**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

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**Solution #2**
Organize work flow to allow more rest

**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

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**Solution #3**
Build strength, flexibility, fitness of employees

**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

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