We Have Your Back
A Worker Safety Collaborative
An Initiative of the Florida Hospital Association

WORKER SAFETY WEDNESDAY WEBINAR SERIES:
LIFT TEAMS: HOW TO ENGAGE STAFF FOR MAXIMAL BUY-IN AND SUPPORT
WEDNESDAY, JUNE 21, 2017
WE HAVE YOUR BACK
A HOSPITAL WORKER SAFETY COLLABORATIVE

WELCOME!
WHYB: Promoting workforce safety as an organizational priority in our hospitals

FOCUS AREAS:

- Safe patient lifting, handling and mobility
- Sharps injury and blood exposure prevention
- Workplace violence
- Finding solutions to reduce work stress, fatigue and burnout
WHYB: Promoting workforce safety as an organizational priority in our hospitals

FOCUS AREAS:

- Safe patient lifting, handling and mobility
- Sharps injury and blood exposure prevention
- Workplace violence
- Finding solutions to reduce work stress, fatigue and burnout
Special Thank You to Our Sponsors!
Lift Teams: How to Engage Staff for Maximal Buy-in and Support

MANON LABRECHE, PT
INJURY PREVENTION & LIFT TEAM MANAGER
TAMPA GENERAL HOSPITAL
TAMPA, FLORIDA
Objectives

- Review myths and facts of lift teams
- Describe components necessary for a successful lift team programs
- Describe TGH lift team program
- Discuss how to enhance staff buy in and support
Tampa General Hospital (TGH) Tampa, Florida

- Level 1 Trauma Center: 1000 beds
- 6800 Employees
- Magnet Hospital
- Bariatric Center of Excellence
- Lift Team program for 15 years
- Lift team operate 24/7
- Report to Employee Health Director
- IP Coordinator/Manager for 17 years
IP & Lift Team Manager Responsibilities

- SPH program development and growth
  - Lift Team: Manage staff and program development
  - Coordinate educational classes
  - Evaluate and implement patient lifting equipment and work with various vendors
  - National: speaker and committees
IP & Lift Team Manager Responsibilities

- Oversee IP/Ergonomic program:
  - 200-300 individual computer ergonomic evaluations
  - 20-30 job site assessments (pushing/pulling, etc.)
  - Ergonomic educational program development

- Collaborate with employee health ARNP, WC Case Manager and Therapy to help identify trends and develop IP programs

- Program outcomes
Attend/participate in various hospital committees:

- Chair ergonomic committee (design, facilities, IT, WC, IP etc.)
- Shared governance meetings: Nurse Mgmt., nurse practice, PCT council
- Falls, skin care, Therapy, Radiology, transport committee
- Value analysis, central supply
- Safety/EOC
- Infection prevention
- Significant Developmental and physical disability needs

Lift team is one component of our injury prevention program.
Workers’ Compensation
Experience Modification Factor

1.0 = reflection of last 3 year experience vs. expected losses for like hospitals
> 1.0 = worse than average
< 1.0 = better than average

* National Council of Compensation Insurance, Inc.
Lift Teams
Definition of Lift Team

- Many definitions, preferred one is on http://liftteams.com/

**DEFINITION OF A LIFT TEAM:**

A DEDICATED GROUP OF INDIVIDUALS WHOSE PRIMARY RESPONSIBILITY IS TO SUPPORT CLINICAL STAFF WITH THE MOVING AND HANDLING OF PATIENTS IN ACCORDANCE WITH NATIONAL GUIDELINES AND BEST PRACTICE.
# Myths vs Facts Pertaining to Lift Teams

<table>
<thead>
<tr>
<th>Myths</th>
<th>Facts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hire a bunch of strong men to manually lift.</td>
<td>Lift teams should follow best practice and national guidelines and utilize equipment when indicated.</td>
</tr>
<tr>
<td>Lift teams are not effective at reducing staff injuries.</td>
<td>Literature review shows that lift teams can reduce injuries by 60-80% and reduce cost by 80-90%</td>
</tr>
<tr>
<td>Why have a lift team if you have equipment and nurses are trained in using it?</td>
<td>Number one barrier to success of SPHM programs is buy-in and support of staff with using equipment. Lift teams help to reinforce and coach staff on use of lifting equipment.</td>
</tr>
<tr>
<td>Lift teams cost a lot of money.</td>
<td>Most lift team programs have a ROI within 1-2 years.</td>
</tr>
<tr>
<td>You can either start a lift team OR purchase equipment</td>
<td>Lift Teams need equipment to move and handle patients safely. You need BOTH</td>
</tr>
</tbody>
</table>
Patient Handling Injury (PHI) Rate
per 100,000 productive work hours
1999-2016

71% reduction since Lift Team
Patient Handling Injuries

**External** Medical cost rate per 100 employees
2001-2016

94% reduction of external medical cost since Lift team started

Excludes: internal and indemnity costs

Prepared by Employee Health Services
Components of Effective Lift Team Programs
TGH Lift Team Program

- Lift team program staff: (27.4 FTE’s, 31 staff)
  - Manager
  - Injury prevention Coordinator (2 days/week ergonomics)
  - 4 Lift Team Supervisors
  - Data mgmt. coordinator
  - 19 Lift Team tech 1
  - 5 Lift Team tech 2

- Lift team responsibilities:
  1. Move & handle patients
  2. Maintenance and inventory of lift equipment
  3. Educate
Purchased ~2 million of equipment since 2002 (~$150,000 each year)

Current equipment:
- Ceiling lift tracks over all ICU beds
- Ceiling lift tracks in ~50% of all other beds
- Most depts have:
  - One floor lift
  - 1-2 sit to stand device
  - 1 standing aid
  - 1-4 hover pump
  - Slide sheets
  - Gait belts
  - Variety of slings (butterfly, mesh repo, limb holding, transfer)
TGH Lift Team Job Tasks

- 60% - Repositioning in bed
- 30% - Transfers in/out of bed to recliner, w/c, commode, etc.
- 10% - Other:
  - Pick patients off floor
  - Vehicle transfers
  - Lateral transfers
- Also assist skin care team, PT/OT, radiology, ER, outpatient procedure areas, transport, etc.
TGH Lift Team Program

- **Staffing:**  Day: 6-8 staff, Night: 4 staff (plus a supervisor for each shift)
- Designated lift team staff that round in all ICU units at scheduled times.
- Work alone in collaboration with nursing staff (unless bariatric patient or patient with special needs)
- Nursing staff required to be in room with lift team
- **Downtime:**
  - Maintenance and inventory of lift equipment:
    - Each tech has a designated area: re-stock slings, launder cloth slings, re-stock hover mats, charge batteries, assure equipment in proper storage location, etc.
  - Educate staff on use of lift equipment
2017 TGH Lift Team Survey Results

- 885 respondents (75% RN's)
- Please rate the importance of the TGH Lift Team in performing your every day job duties (1 not important - 10 extremely important)
  - Overall score = 9.3

- How has the lift team benefited you or your patients?
  - 82% increased patient and family satisfaction
  - 74% experience less back discomfort
  - 66% patients get out of bed more frequently
  - 65% patients get repositioned more frequently
  - 59% patients fall less frequently when they get out of bed
  - 57% have more time for other nursing duties
  - 51% less fatigue at end of shift
Enhancing Staff Buy-in and Support
Enhancing Staff Buy-in and Support

- Unit Peer Leader Program:
  - LIFT Expert program (*Leaders In Facilitating Transfers and repositioning*)
  - Part of our clinical ladder
  - Meet quarterly for 2 hours
  - Instructors: IP Manager and Lift team supervisors
  - > 100 participants form various dept., including: Nursing, ER, radiology, skin care, therapy, transport, procedure areas, etc.
Enhancing Staff Buy-in and Support

- Unit Peer Leader Program:
  - Participate for minimum of 1 year
  - Provide unit based in-service for 1 piece of equipment on their unit
  - Poster presentation, flyer or article review
Incentive programs

Example: Butterfly sling incentive in ICU’s

- Each employee received a badge
- Received a punch hole when used sling
- 5 punches= a $5 Starbucks card (one per staff max)
- Every card filled up gets entered to a big drawing for prizes such as: massage, restaurant cards, wellness prizes, etc.
- Over 400 participants
Enhancing Staff Buy-in and Support

- Recognition programs:
  - Recognize staff who utilize equipment on their own or come up with creative solutions.

- Coaching at bedside with actual patients: lift team, IP Manager, therapy staff, LIFT Experts.
Enhancing Staff Buy-in and Support

- Education:
  - Training upon hire
  - SPHM mentors
  - Periodic training
Enhancing Staff Buy-in and Support

Quick reference material available for staff
Examples:
Bariatric Table
Lift teams can be effective at reducing staff injuries and promoting SPHM.

Having all components prior to implementation is key: leader, equipment, education, buy-in, outcomes.

SPHM programs can have an impact on patient safety, patient satisfaction, skin integrity, nursing recruitment and retention, etc.

Enhance staff buy-in and support through education, rewards and perseverance.
Lift Team Additional Resources
Lift Team Website

Liftteams.com
FAQ, articles, blog, success stories

Evidence and Other Resources

New resources are added regularly. Feel free to submit any you would like to be added via our Contact Us page.

USEFUL REFERENCES
Cherny, W., Zimmerman, K., & Walsh, E. (1997). The lifting team: A design method to reduce lost time back injury in nursing. AACN Jo
DEFINITION OF A LIFT TEAM:
A dedicated group of individuals whose primary responsibility is to support clinical staff with the moving and handling of patients in accordance with national guidelines and best practices.
Join LinkedIn: Lift Team Group

Lift Teams
39 members
Questions?

Contact Manon via e-mail: mlabreche@tgh.org
Safe Patient Handling and Mobility Events

- **June 28** – Selecting the Right Patient Lift Equipment for Your Facility
  Webinar | 12 p.m. to 1 p.m. EDT

- **Sept. 19-20** – WHYB Worker Safety Annual Conference
  The Westin Lake Mary, Lake Mary, Florida

- **October 4** – Practical Solutions to Mobilizing the Bariatric Population
  Webinar | 1 p.m. to 2 p.m. EDT

- **November 1** – Myths and Facts About Lift Team Programs
  Webinar | 12 p.m. to 1 p.m. EDT

Details and Registration available at:
Eligibility for Nursing CEU requires submission of an evaluation survey for each participant requesting continuing education:
https://www.surveymonkey.com/r/VHN3PFH

- Share this link with all of your participants if viewing today’s webinar as a group
- Be sure to include your contact information and Florida nursing license number
- FHA will report 1.0 credit hour to CE Broker and a certificate will be sent via e-mail
- We would appreciate your feedback even if you are not applying for CEUs!!
- Web participants can stay logged in as the webinar closes to be redirected to the online survey (the link will also be provided in a follow up e-mail)
THANK YOU!
WHYB Questions and Information –

(407) 841-6230

whyb@fha.org
We Have Your Back
A Hospital Worker Safety Collaborative

An Initiative of the Florida Hospital Association