

Looking for Leverage:

**Finding Tools to
Enhance Injury
Prevention Efforts in
Community Care**

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A **WorkSafeBC** funded project to decrease risk of unnecessary occupational injuries in home support workers in Interior Health

1. Risk Assessment and Control
2. Education
3. Equipment

Lever:

1. A handle, knob or switch
2. To lift, force, ease, prize or push
3. A device tactic or situation that can be used to advantage

Leverage:

- Use of a rigid object with an **appropriate fulcrum** or pivot to **multiply** the mechanical force that can be applied to another object.
- Borrowing money to **supplement existing funds** in such a way that the potential outcome is **magnified or enhanced**

Objective:

- To discover the levers within our systems which will enhance efforts to improve the safety of workers in home and community care, while providing quality client care.

1. Risk Assessment

Assessing the risk of injury to the worker delegated to perform the care plan tasks

- What tool do you use?
- How is it communicated to workers?
- Is it working? List 2 advantage points
- Not working well? List 2 resistance points.

Risk Assessment issues

- Has to be completed by clinicians
- Perception of “risk” varies among staff
- Clinicians may not consider HSW abilities
- Safety appears to compromise client care
- Has to be communicated to home support
- Lack of opportunity for input by HSW

Interior Health Tools

- **Hazard Assessment & Reduction Plan**
 - Focuses on the key injury causes
 - If you identify a risk--you plan the control
- **Client Mobility / Bathing Assistance**
 - Focuses on client ability to participate in care
 - Decreased ability = Increased equipment

2. Education

Ensuring clinicians, HSWs and clients understand their roles and responsibilities

- What is your training about?
- Who does it?
- Is it effective? List 2 advantages
- Not showing results? List 2 resistance pts

Education issues

- Clinician as “supervisor” disconnect
- View of “risk” not standardized
- Culture can undermine risk controls
- Outdated info about risks and controls
- Client perception of “service”

Interior Health tools

- **Moving & Assisting Clients in Home Care**
 - Focus on safer techniques and attitudes
 - Can be used for teaching or in care plan
- **Education sessions for resource teams**
 - Focuses on leadership and no-lift approach
 - Covers equipment and safer techniques

3. Equipment

What, where, why and how much--getting equipment into the home setting

- What equipment do you use?
- What happens if it is not in place?
- List 2 levers for obtaining equipment
- List 2 resistance points

Equipment issues

- Clients may not be able to afford it
- Clients may not want it in their home
- Clients* don't see as their responsibility
- Lack of equipment does not affect plan
- Equipment may not be easily available

Interior Health tools

- **Accessing Equipment with the HC Client**
 - Focuses on negotiation and responsibility
 - Provides eligibility and sources of funding
- **Equipment Loan Program**
 - Focuses on loan to increase staff safety
 - Client pays a portion-- requires negotiation
- **Supporting clinician recommendations**

Looking for levers?

What are our most common risks i.e. where must we gain the best advantage for our efforts?

- Where are the new levers to enhance effort?
- Can existing levers decrease resistance?
- Are there tactics that we can use to ease our clients or staff in new directions?

Questions?

[http://www.interiorhealth.ca/Information/Reports/ReviewsandBackgrounders/ 2005](http://www.interiorhealth.ca/Information/Reports/ReviewsandBackgrounders/2005)

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