

Sigma's 29th International Nursing Research Congress

Empowering a Culture That Promotes Safe Patient Handling

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Purpose

Discuss strategies developed by nursing staff to decrease bias and address challenges for implementing a safe patient handling program. While empowering the nursing staff to engage in a culture that enables safe patient handling. "Tap in so you don't Tap out".

Relevance/Significance

Research suggests that the challenge to implementing safe patient handling programs is staff not using assistive devices. Nurses' practices are consistent with existing evidence. Feedback from staff during post injury debrief was the impetus to proceed with a unit based initiative to reduce injury and work safely. The goal is to cultivate a patient centered environment that limits risk of injury to patients and staff, while engaging staff to consistently use safe patient handling devices.

Strategy and Implementation

Transformational leadership is imperative to promoting a culture where front line staff are motivated to implement evidence-based practice to improve patient and staff safety. The Institute of Medicine recommends empowering all members of the healthcare team to engage in creating a culture that promotes patient safety. This recommendation is further validated by nursing research, implicating the effect of empowerment and the importance of consistent workplace strategies to promote patient and staff safety and satisfaction. The collaborative care council sought to promote this culture of safety by engaging the key stakeholders, adopting a shared mental model, and empowering team members to facilitate decision-making process to achieve goals and outcomes. The council members provided education and training to utilize safety equipment as a practice standard optimizing outcomes. Consequently the staff feel safe, esteemed and empowered to promote patient and staff safety.

Evaluation/Outcomes

Utilization of safe patient handling program contributed to improved patient experience scores by 70%, increased employee engagement scores from Tier 2 to Tier 1, reduced staff injuries by 100% and improved quality metrics. Quality metrics include 60% reduction in falls and 75% reduction in pressure ulcers. Organizational commitment to safe patient handling philosophy and improved outcomes is vital.

Implications for Practice Leadership established a team approach, which embraced shared decision making, communication and collaboration. These efforts have empowered and cultivated a patient centered environment, limiting risk of injury, while engaging team members to consistently use safe patient handling devices.

Title:

Empowering a Culture That Promotes Safe Patient Handling

Keywords:

empowering staff to engage in work-life balance, safe patient handling and use of assistive devices

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Abstract Summary:

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Content Outline:

Research suggests that the challenge to implementing safe patient handling programs is staff not using assistive devices. Nurses' practices are consistent with existing evidence. Feedback from staff during post injury debrief was the impetus to proceed with a unit based initiative to reduce injury and work safely. The goal is to cultivate a patient centered environment that limits risk of injury to patients and staff, while engaging staff to consistently use safe patient handling devices.

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