Introduction
Manual handling of "nursing bags" is indispensable daily operations in Hong Kong Community Nursing Service (CNS). The weight and size of "bags" as well as the way of carrying, supporting the "bags" are the major risk factors of MHO injuries at work. This Behaviour-modification Program was a department-based CQI to modify unsafe behavior in relation to CNS nursing bags.

Objectives
(1)To gain frontline compliance with the Hospital Authority (HA) OSH rules in operating CNS nursing bags (2)To control risks by minimizing weight and size of nursing bags (3)To practise correct and proper manual handling techniques related to CNS nursing bags

Methodology
Given the purpose of this program, unsafe behaviour was defined as any action breaching the HA OSH rules regarding nursing bags. The rules included packing essential items and put them in order; weighs and records the bag before and after outreaches. The first stage of intervention consisted of MHO training and consultations. The next stage included observing and registering unsafe behaviour. A checklist was developed to assess staff compliance with the OSH rules and help identify unsafe behaviour. The third stage was to design a photo guide showing steps and proper way to pack and operate the bags. Record of bag weights was analyzed throughout the program.

Result
The program was launched in May 2014 and would be ended in March 2015. Since
start, OSH Officer had conducted a nursing-bag-specific MHO training to all community nurses. In October 2014, twenty staffs (32%) were randomly selected for compliance audit and the overall compliance rate was 95%. Unsafe behaviour like overloading the bag with unnecessary items and improper manual handling techniques while stair-climbing were identified. Photo-guide and instruction sheet had been made addressing the non-compliance findings and unsafe behaviour. So far we analyzed 4,485 records of the weight of nursing bags between September and December 2014; the missing record of bag weight and percentage of overweight was reduced by 3% and 13% respectively. This program was partially achieved and brought a higher level of safety culture as demonstrated by the falling number of cases of unsafe behaviour. Behaviour-modification Program is sustaining the momentum and creating an enabling environment for healthy behaviours among workers.