



Service Priorities and Programmes Electronic Presentations

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Regular Refresher Training in Manual Handling Ensures Safe Practices and Reduces Injuries

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Introduction

Care-related supporting staff (CRSS), like Health Care Assistants or Patient Care Assistants, play an essential role in clinical services by providing direct and intensive patient care. This care usually involves various manual handling (MH) work such as patient transfer between bed/chair, bed/bed, sitting/standing, walking, and patient transport in wheelchairs/stretchers/beds. They are particularly at risk if the patients are heavy with poor mobility. Analysis has revealed that inappropriate or even no use of assistive devices like patient hoist/transfer slides, insufficient communication between staff/staff and staff/patients, and lack of safety awareness are common causes leading to manual handling related incidents. With the great support of Nursing Services Division (NSD) of Haven of Hope Hospital (HHH), regular MH refresher training has been designed and conducted.

Objectives

To arouse CRSS's awareness on the identified risky MH tasks To ensure CRSS's safe practices by providing direct coaching on return demonstration To reduce MH related injury rate

Methodology

6 classes of training with duration of 1.5-hours per class, have been arranged annually by NSD and KEC OSH Team since 2013. We have targeted all CRSSs from all clinical units to receive at least one refresher training every 18 months. The training has covered around 120 CRSSs each year. Apart from introducing general MH principles and relevant legislative requirements in OSH, one risky MH task would be identified to serve as the annual training focus, through conducting incident analysis and collecting colleagues' concern. Participants would understand and familiarize with the risks and thus ensuring safe methods in handling the task. Through hand-on practices, key points on using assistive devices, enhanced communication, and specific risks on the tasks have been highlighted in the class. Returned demonstration by each participants would be supervised and assessed by MH Trainers to ensure safe practices.

Result

Staff have felt the practices useful and applicable to clinical settings. Unsafe behaviors have been corrected. On-going refresher training would be conducted every 18 months for arousing safety awareness on risky tasks so that they can pay extra attention to work safely. The number of MH related Injury-on-duty cases per 100 staff were decreased by 88.5% from 1013 in 2013 to 0.13 in 2015 at HHH. The refresher training program is tailored made and effective to manage corresponding risks in MH there.