

The Association of



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Bob:

Please consider this document as the statement from the Association of Safe Patient Handling Professionals, Inc. for inclusion into the January 24th open forum regarding AB 1136 that we are unable to attend.

We are very interested in participating in an advisory capacity as deemed appropriate by your organization.

Thank you.



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The Association of Safe Patient Handling Professionals, Inc. (ASPHP) is a 501 (c)(3) non-profit organization dedicated to the science and practice of safe patient handling. The Association is led by a Board of Directors and Advisors composed of experts within the safe patient handling field. They include SPH champions from academia & research, the VA, Ascension Health, Kaiser Permanente, Liberty Mutual Insurance, teaching hospitals such as Duke & Stanford, Ergonomic Consultants, NIOSH and various equipment experts from leading manufactures such as HoverTech, Liko/Hill-Rom and ArjoHuntleigh. With this base of knowledge and practice expertise augmented by the information shared by our growing membership, the ASPHP feels that it is in a unique position to offer input and information of value to assist in the development of the interpretation of AB 1136.

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CERTIFICATION PROGRAM

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About

The (ASPHP) is a member-driven organization that was formed to provide the opportunity for persons interested in the science and practice of safe patient handling to share experiences, access education and information and *advance their professional status through a Certification Program based on educational and experiential standards and testing.* Together with their growing membership, *the ASPHP aspires to build a recognized and credentialed profession* dedicated to the safety and comfort of caregivers and those they care for every day. To this end, their Mission is: “To improve the safety of caregivers and their patients by advancing the science and practice of safe patient handling.”

Within the context of building a recognized and credentialed profession, the ASPHP works 1) to provide information and education regarding safe patient handling and related issues and 2) offers a professional certification program based on a two-tiered model; providing a legitimate credentialing and advancement opportunity to most persons working in and impassioned by the practice of safe patient handling.

Regarding educational opportunities, the ASPHP provides monthly webinars presented by persons prominent in the field and hosts Regional Events, developed for educational and networking purposes. These events also offer the participant time to meet with exhibitors and share their success stories with colleagues via poster presentations. The Association is licensed by the California Board of Registered Nursing to offer contact hours for these educational offerings.

The ASPHP website provides a Learning Center which contains useful information for the public. The members section of the site contains a Learning Center with upgraded information. Both are reviewed and updated as needed to keep the information fresh and relevant. Legislative changes are constantly tracked, reviewed, and reported upon. We believe we currently provide the most thorough resource regarding SPH existing and proposed legislation. Please visit our website at www.asphp.org

ASPHP Certification Program

The Certification Program committee of the Board of Directors is solely charged with the policies, procedures and administration of the Certification Program per association by-laws. In pursuit of the goal to build a credentialed profession, the Certification Program operates to provide certifications on a two-tiered basis: Certified Safe Patient Handling Associate (CSPHA); and the Certified Safe Patient Handling Professional (CSPHP).

- 1. Certified Safe Patient Handling Professional – can establish and manage all aspects of a safe patient handling program.*

This designation is based on the following requisite areas of achievement and recognition: education, professional experience, Safe Patient Handling specific experience, contact hours, letters of recommendation and evidence of competency (original work). The CSPHP exam is actively being developed and is currently waived.

- 2. Certified Safe Patient Handling Associate – can successfully use and instruct others in the correct use of safe patient handling protocols and equipment.*

This designation is based on criteria within the following requisite areas of achievement and recognition: education, professional experience, Safe Patient Handling specific experience, contact hours and letters of recommendation.

CSPHP Designation Detail

The CSPHP designation was developed to recognize those persons who can establish and manage all aspects of a safe patient handling program. Defining the skills of the person who would achieve the designation required the Certification committee to develop the standards upon which to measure the “perfect SPH Manager”. *The committee examined the characteristics of successful SPH managers and looked at the tasks that make a SPH program successful during three identified programmatic phases: creation, implementation and maintenance.*

From the outset of this endeavor, the committee recognized that few, if any, program managers will be highly proficient in every one of the identified skills. In most cases, effective program managers will rely on the team that they have established in order to meet all of the proficiencies necessary for the program to be successful; they assemble the right team and provide the direction for that team.

The requisite skills were broken into the three phases of a program. It is recognized that some of the identified skills are utilized in each phase and others may be unique to a certain phase. These skills are:

Skill Set	Phase
Finance – cost justifications, budgeting, vendor negotiations	Creation
Team Leadership – develop and nurture a broad cross-functional team, collaborate with others in the organization	Creation
Policy and Procedure Deployment	Creation
Training Deployment – development and delivery of effective sessions covering equipment use and policy	Implementation
Clinical Knowledge and Expertise - regarding patient condition, treatment, and patient handling requirements and limitations	Implementation
Risk Analysis and Control – effectively communicate benefits and results of the program	Implementation
Program Promotion – facility-wide information dissemination and acknowledgement of positive results	Maintenance

Program Audit – accurate, data-based and current results, benchmarking	Maintenance
Unit Specific Customization – adjust the course of the program, transition the program to more unit specific approaches	Maintenance

And, finally, there is a specific process through which applicants are rated vis a vis these aforementioned core competencies.

Certification Process

Each CSPHP applicant is reviewed by a team of three persons. According to the organization’s bylaws, each person who reviews the CSPHP applications must have achieved the CSPHP designation. If there is any disagreement within the review team regarding the evaluation outcome, decisions are made by the entire group in conversation. If additional information is deemed necessary by at least two of the reviewers, a Request for Additional Information (RAI) is issued to the applicant and the process is renewed when the requested information is received.

Value of the CSPHP Certification

A recent article published in the SafeLifting Portal sums up the importance of the ASPHP certification from the eyes of those who are credentialed. Several points within the article, however, also clearly define why the certification is of value to the employer who will be asked to meet the requirements of AB 1136:

The Value of the ASPHP Certification

- **Immediate Credibility.** Those letters by your name provide everyone with specific information about the level of your knowledge and expertise. The ASPHP Certification Committee that will award your certification is made up of the premier professionals in the field. Noteworthy.
- **Marketability.** The CSPHP signifies that you continue to gain expertise and knowledge beyond your degree and the CSPHA demonstrates that you are working to elevate your status in the field. Through gaining an ASPHP Certification, you are working to increase your professional standing.
- **Hiring.** What better way to quickly demonstrate your skills, abilities and overall knowledge required of the position? When the paper review is being conducted, key words and certifications will be noted and push your application to the top of the pile. Consider that Safe Patient Handling is just now emerging as a recognized profession. Your ASPHP Certification puts you in a very elite group among applicants.

- **Public Acknowledgement of your Competency.** When you add letters beside your name, everyone knows that you have achieved beyond the norm in your field.
- **Self Esteem.** Achievement. Excellence. Raising the Bar.
- **Increases Knowledge.** The catch phrase, “life-long learner” applies here. The ASPHP Certification demonstrates that you are one.

Conclusion

The ASPHP and the Certification Committee feel that it would be of benefit to both Cal/OSHA and the organization and its certificants to work together in the effort to develop the interpretation of AB 1136, especially with regard to leadership and staff competency in creating, implementing and maintaining a successful SPH program.