



**DO YOU HAVE A LIFT PROGRAM  
OR  
DO YOU HAVE A SAFE PATIENT HANDLING AND MOBILITY (SPHM) PROGRAM?**

X	ELEMENTS OF A SAFE LIFTING PROGRAM	ELEMENTS OF A SPHM PROGRAM	X
	Lift equipment purchased and vendor led training at time of purchase	Overall goals: 1) Improve resident and staff satisfaction 2) Decrease resident and staff injuries 3) Decrease costs associated with facility acquired pressure ulcers 4) Decrease in resident falls	
	Policy in place that equipment should be used	SPHM Program policy driven with manual lifting limit of 35 lbs. or less.	
	All employees undergo body mechanics training during new hire orientation and annually.	One FTE for SPHM Coordinator/ Program Manager with multiple Unit Peer Leaders to ensure program success	
		Highly trained SPHM Coordinator/Program Manager who: ✓ Teaches others how to safely lift and mobilize residents. ✓ Evaluates equipment and decides which items best meet the needs of each INDIVIDUAL unit. ✓ Monitors staff competencies: new hire and annual competencies ✓ Reinforces the importance of maintaining dignity for the resident	
		Interdisciplinary team members who are highly trained in proper use of lifting equipment and other mobility aids mobilize the residents.	
		Ergonomic assessments completed for resident rooms and all clinical areas where residents are assessed and/or receive care.	
		SPHM equipment needs are identified based on findings of ergonomic assessment.	
		Prior to purchase, equipment is piloted or trialed. Staff evaluation and written feedback is obtained before purchase of equipment and then once purchased, vendor training is provided.	
		Resident mobility assessment completed on admission, readmission, and upon change of status.	
		Algorithms are utilized to determine safest way to mobilize resident utilizing equipment proven best to do so.	



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		The purpose and resident benefits of a SPHM program are clearly communicated as an advantage to new residents and their families to gain acceptance and support of the program, for example, through a brochure.	
		Safety huddles are conducted following each lifting incident, fall, and/or staff injury.	
		Investigations are completed to determine root cause(s) of resident and staff injuries.	
		SPHM Program demonstrates improvement of resident and staff satisfaction and outcomes	
		Outcome measures to monitor include: <ul style="list-style-type: none"> <li>✓ Facility Acquired Pressure Ulcers</li> <li>✓ Staff Injury</li> <li>✓ Staff turnover</li> <li>✓ Resident and Staff Satisfaction</li> <li>✓ Falls</li> </ul>	
		Encourages resident autonomy, ability to assist in movement, confidence, strength, endurance, and conserves energy	
		Maximizes therapy outcomes and rehab potential	

ASPHP [www.asphp.org](http://www.asphp.org)  
ANA [www.nursingworld.org](http://www.nursingworld.org)  
VISN 8 Patient Safety Center of Inquiry [www.visn8.va.gov](http://www.visn8.va.gov)  
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