

# NAM Action Collaborative on Clinician Well-Being and Resilience: The Role of SPHM

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  - Charlee M. Alexander, BA  
National Academy of Medicine (NAM)  
November 14, 2018

# Learning Objectives

- To explain the goals of the NAM Action Collaborative on Clinician Well-Being and Resilience
- To discuss how SPHM is a critical component in achieving these goals
- To discuss the past, current and future efforts and desired outcomes of the collaborative
- To learn the involvement of the ASPHP to date, current and future efforts and desired outcomes



# A Multitude of Factors Affect Clinician Well-Being and Resilience

## External Factors

- Rules and regulations
  - Reimbursement environment
- Learning and practice environment
  - Digital health environment
- Organizational factors
- Society and culture
  - Culture of silence
- Stigma and fear of vulnerability
- Health care responsibilities

## Individual Factors

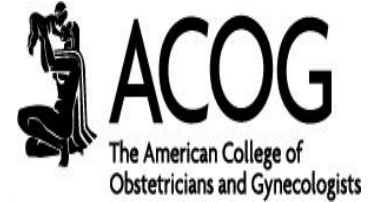
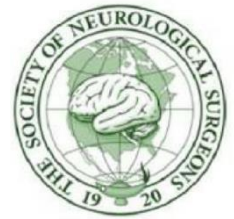
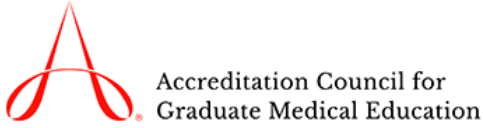
- Personal factors
- Skills and abilities of the clinician



# Action Collaborative Goals

- Raise visibility of clinician burnout, depression, stress, and suicide
- Improve baseline understanding of challenges to clinician well-being
- Advance evidence-based, multidisciplinary solutions that will improve patient care by caring for the caregiver





# Working Groups

1. Research, Data, and Metrics
2. Conceptual Model
3. External Factors and Work Flow
4. Messaging and Communications
5. External Publications and Art Show



# Make up of the Working Groups

~65 participants representing:

- Medicine, nursing, pharmacy, dentistry
- Professional societies and membership organizations
- Government agencies
- Health IT vendors
- Large health care centers
- Payers
- Researchers
- Trainees and early career professionals
- Patient and consumer perspectives



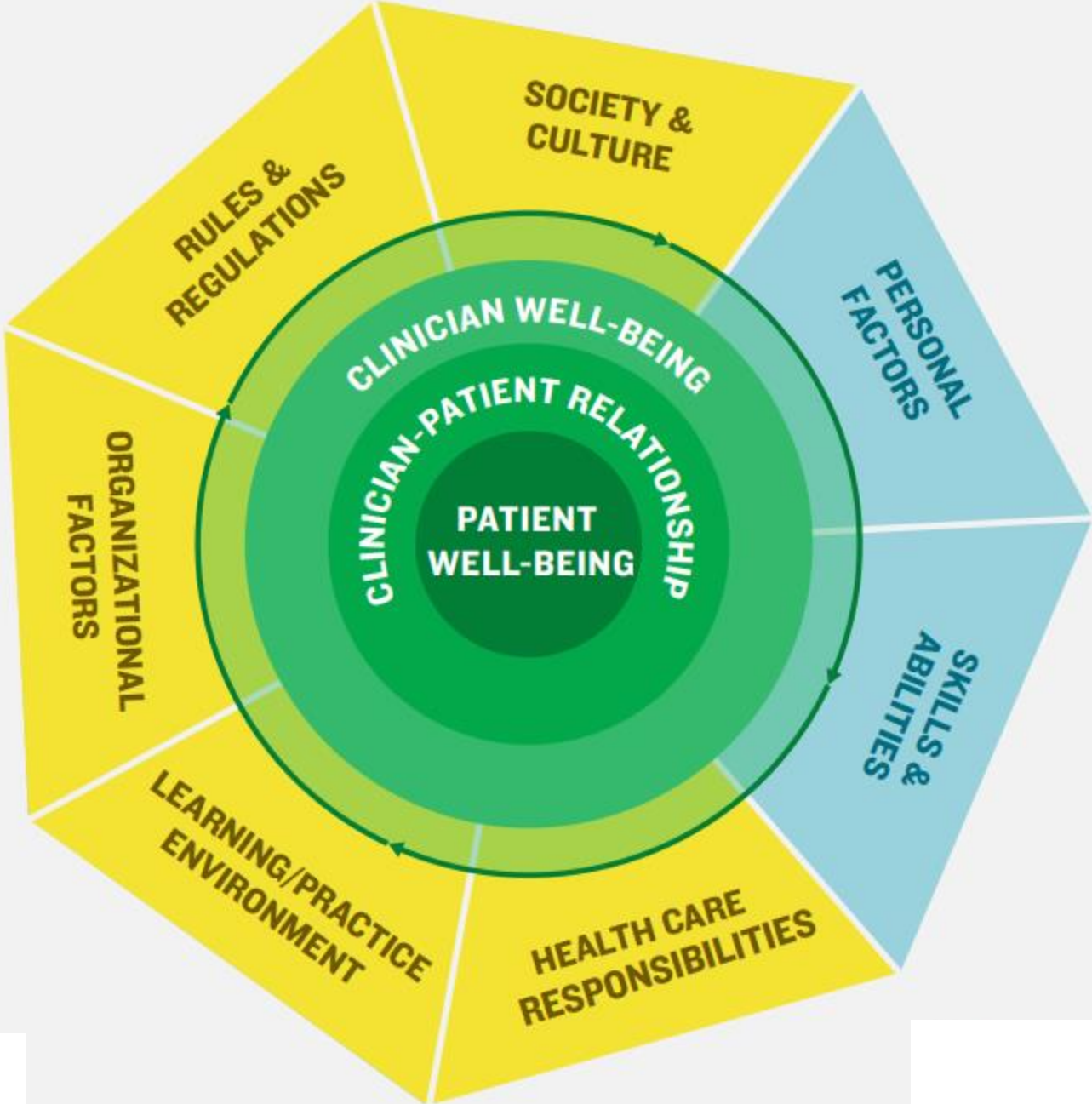
# Research, Data, and Metrics

- Completed:
  - Discussion Paper: “[Burnout Among Health Care Professionals](#): A Call to Explore and Address This Underrecognized Threat to Safe, High-Quality Care”
  - Compilation of validated [survey instruments](#) to assess work-related dimensions of well-being
  - Discussion Paper: “[A Pragmatic Approach for Organizations to Measure Health Care Professional Well-Being](#)”
- Forthcoming:
  - Financial cost of burnout among nurses
  - Gender differences in burnout and related factors





# Factors Affecting Clinician Well-Being and Resilience



# External Factors

## **SOCIETY & CULTURE**

- Alignment of societal expectation and clinician's role
- Culture of safety and transparency
- Discrimination and overt and unconscious bias
- Media portrayal
- Patient behaviors and expectations
- Political and economic climates
- Social determinants of health
- Stigmatization of mental illness

## **RULES & REGULATIONS**

- Accreditation, high-stakes assessments, and publicized quality ratings
- Documentation and reporting requirements
- HR policies and compensation issues
- Initial licensure and certification
- Insurance company policies
- Litigation risk
- Maintenance of licensure and certification
- National and state policies and practices
- Reimbursement structure
- Shifting systems of care and administrative requirements

## **ORGANIZATIONAL FACTORS**

- Bureaucracy
- Congruent organizational mission and values
- Culture, leadership, and staff engagement
- Data collection requirements
- Diversity and inclusion
- Harassment and discrimination
- Level of support for all healthcare team members

## **ORGANIZATIONAL FACTORS**

- Power dynamics
- Professional development opportunities
- Scope of practice
- Workload, performance, compensation, and value attributed to work elements

## **LEARNING/PRACTICE ENVIRONMENT**

- Autonomy
- Collaborative vs. competitive environment
- Curriculum
- Health IT interoperability and usability/Electronic health records
- Learning and practice setting
- Mentorship program
- Physical learning and practice conditions
- Professional relationships
- Student affairs policies
- Student-centered and patient-centered focus
- Team structures and functionality
- Workplace safety and violence

## **HEALTH CARE RESPONSIBILITIES**

- Administrative responsibilities
- Alignment of responsibility and authority
- Clinical responsibilities
- Learning/career stage
- Patient population
- Specialty related issues
- Student/trainee responsibilities
- Teaching and research responsibilities



# External Factors and Work Flow

- Completed:
  - Discussion paper: [Care-Centered Clinical Documentation in the Digital Environment: Solutions to Alleviate Burnout](#)
  - Discussion paper: [“A Vision for a Person-Centered Health Information System”](#)
  - Discussion paper: [“Implementing Optimal Team-Based Care to Reduce Clinician Burnout”](#)
- Forthcoming:
  - Streamlined suggestions to CMS re. E/M documentation guidelines



“We have yet to design systems to support the premise that clinical documentation exists to support the care clinicians deliver to patients, and other functions should be a secondary goal.”

Care-Centered Documentation in the Digital Environment: Solutions to Alleviate Burnout  
A National Academy of Medicine Discussion Paper

#ClinicianWellBeing

nam.edu/Perspectives

”

The person-centered health information system of the future leverages information technology **enhanced by artificial intelligence to support better, safer, and more affordable health care**. This system has less cognitive and administrative burden on clinicians than current systems, and provides **seamless usability for patients and the multidisciplinary teams that care for them**.



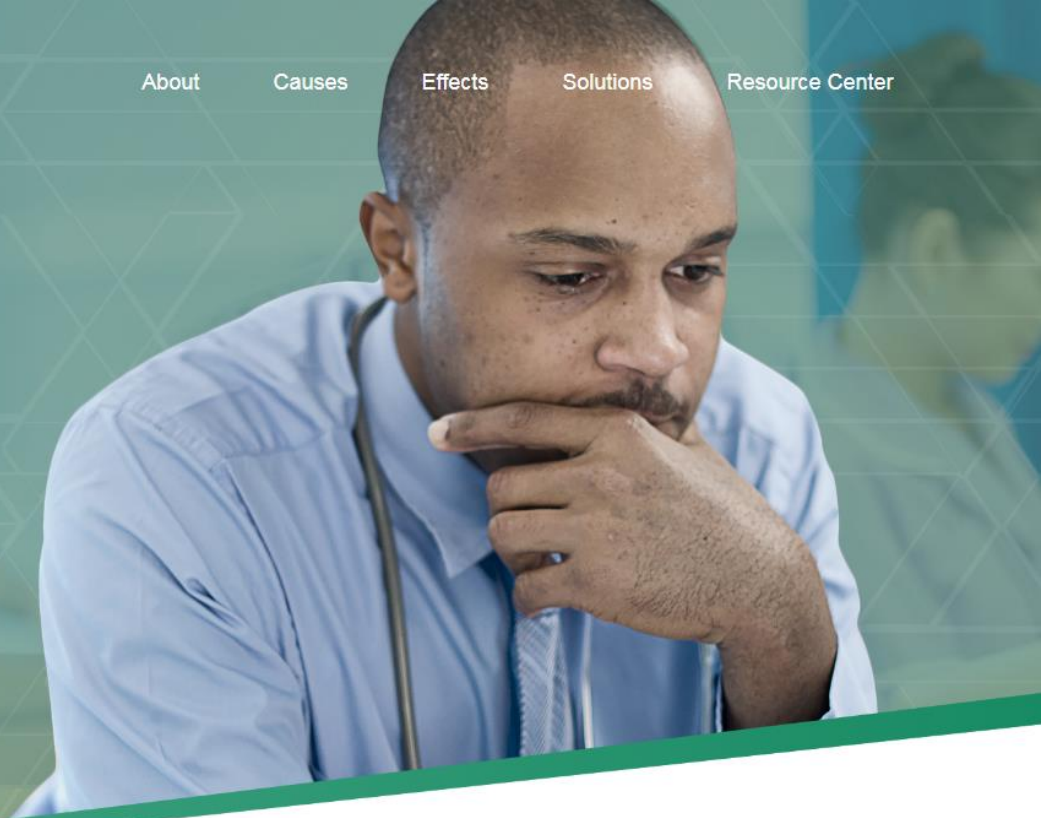
NATIONAL ACADEMY OF MEDICINE



## Sharing Knowledge to Combat Clinician Burnout

Find articles, research studies, and other resources

Search Resources



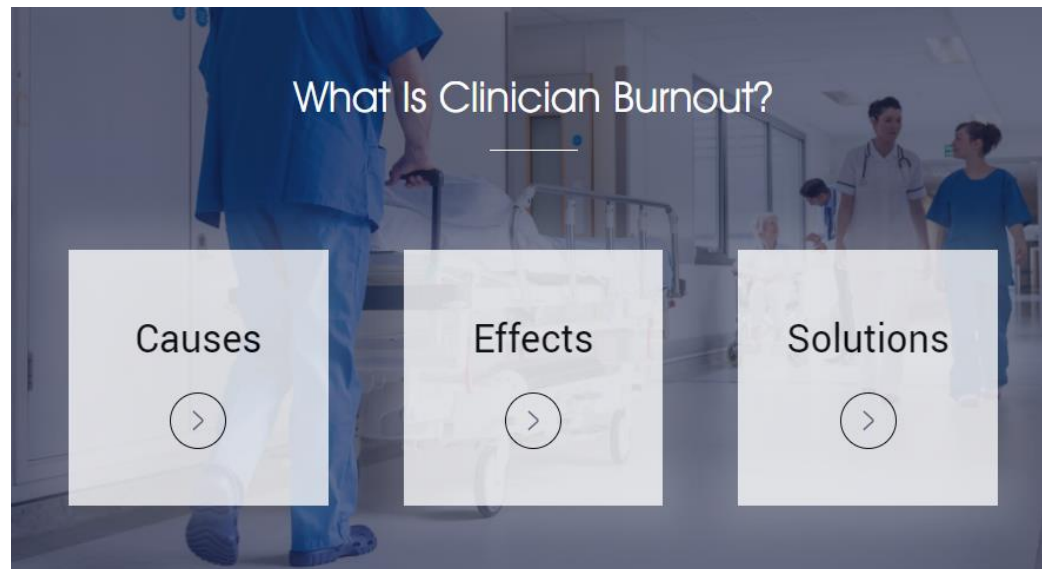
**Healthy clinicians provide better patient care.  
Let's build a better system that helps clinicians thrive.**

[nam.edu/clinicianwellbeing](https://nam.edu/clinicianwellbeing)



# Knowledge Hub is organized around three main topics

- **Causes:** Organizational factors, learning environment, practice environment, society and culture, personal factors, rules and regulations
- **Effects:** Safety and patient outcomes, clinician well-being, turnover and reduction of work effort, health care costs
- **Solutions:** Organizational strategies, measuring burnout, individual strategies



# Case Studies in Spring 2019

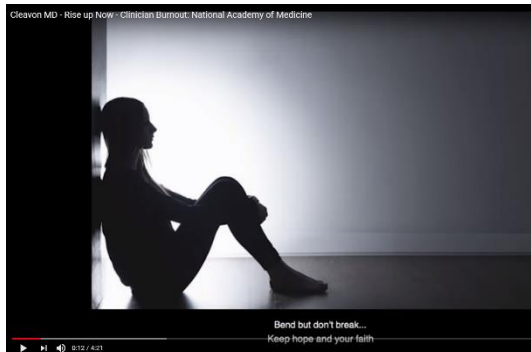
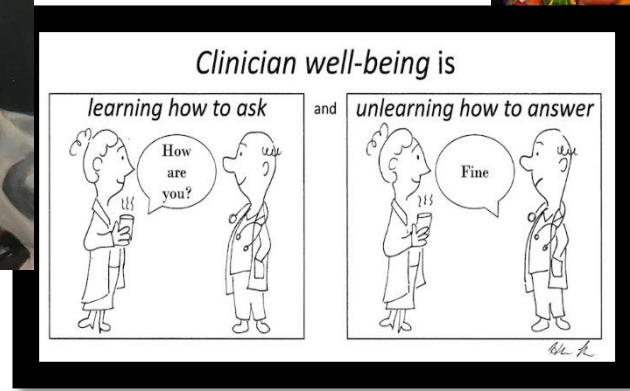
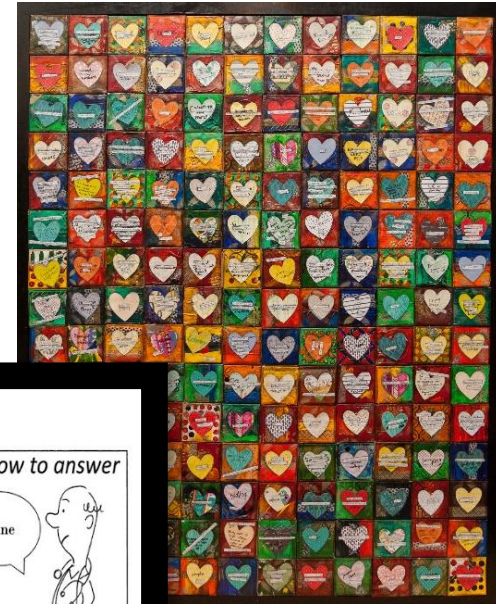
- 5-8 case studies highlighting programs that are engaging in promising practices to reduce clinician burnout and improve well-being
- Goal is to provide actionable guidance for organizations seeking to implement clinician well-being programs
- Diverse array of programs
- Four criteria for inclusion
- Community of shared learning; webinars



# Expressions of Clinician Well-Being

[nam.edu/expressclinicianwellbeing](http://nam.edu/expressclinicianwellbeing)

- > 350 submissions including paintings, music, and written word
- 10 art pieces available for traveling art show
- 100 featured in a permanent digital gallery



# Achievements to date



- Over 180 network organizations
  - 150+ commitment statements
- Conceptual model of the factors affecting clinician well-being and resilience
- Clinician Well-Being Knowledge Hub
- Discussion papers and tools
- Compilation of validated instruments to assess burnout and well-being
- [Expressions of Clinician Well-Being Art Show](#)
- NEJM Perspective, [To Care is Human – Collectively Confronting the Clinician Burnout Crisis](#)
- Suggestions to CMS re E/M documentation guidelines
- New question guidelines for FSMB House of Delegates





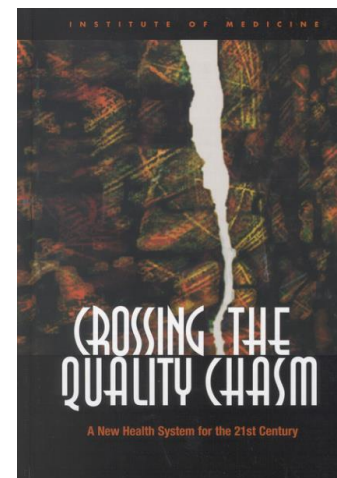
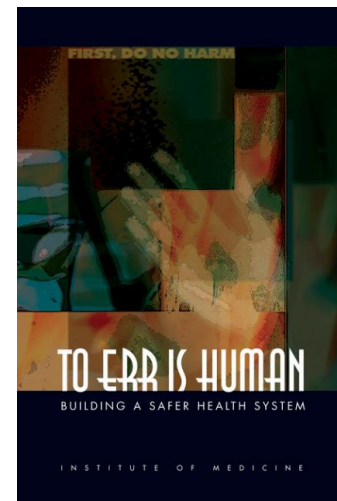
# Systems Approaches to Improve Patient Care by Supporting Clinician Well-Being

A consensus study from the National Academy of Medicine

An ad hoc committee will examine the scientific evidence regarding the causes of clinician burnout as well as the consequences for both clinicians and patients, and interventions to support clinician well-being and resilience. The committee will examine components of the clinical training and work environment that can contribute to clinician burnout in a variety of care settings, as well as potential systems interventions to mitigate those outcomes. The committee will identify promising tools and approaches to support clinician well-being, identify gaps in the evidence base, and propose a research agenda to address areas of uncertainty.

Project website:

<https://www8.nationalacademies.org/pa/projectview.aspx?key=HMD-HCS-17-09>



# Vision for the Future



- A campaign of systems change
- Evidence based solutions
- Leveraging networks of organizations committed to improving clinician well-being
- Building a community of empowerment
- Creating healthy clinicians for healthy patients



# Join the movement!

[nam.edu/SupportClinicianWellBeing](https://nam.edu/SupportClinicianWellBeing)

To provide an opportunity for organizations to discuss and share plans of action to reverse clinician burnout and promote clinician well-being, the NAM is collecting statements describing organizational goals or commitments to action.

***"ACP is committed to ongoing measurement and tracking of internist burnout and well-being to help guide efforts in this area."***

**The ACP is committed to combating clinician burnout. Join them!**

Submit your statement at  
[nam.edu/SupportClinicianWellBeing](https://nam.edu/SupportClinicianWellBeing)

**More than 130 organizations have committed to combating clinician burnout.**

**Will you join them?**

[nam.edu/SupportClinicianWellBeing](https://nam.edu/SupportClinicianWellBeing)

**National Academy of Medicine**  
Action Collaborative on  
Clinician Well-Being and Resilience

***"The FSMB is committed to considering the impacts that licensing and disciplinary policies and processes can have on physicians."***

**The FSMB is committed to combating clinician burnout. Join them!**

Submit your statement at  
[nam.edu/SupportClinicianWellBeing](https://nam.edu/SupportClinicianWellBeing)



# Attend our next public meeting!

The next public meeting is focused on redesigning the clinical learning environment.

This meeting will take place on **Wednesday, May 29th** at the ACGME headquarters in Chicago, IL.

For meeting updates, visit [nam.edu/CW](https://nam.edu/CW)



# ASPHP Activities to Date

- Onsite attendance at the first public meeting of the collaborative on July 14, 2017 and provided resource materials prior to and since that meeting.
- Provided commitment statement
- Remote attendance at October 1, 2018 web conference
- Advertise collaborative in ASPHP newsletters and on website

# Commitment Statement

- **Association of Safe Patient Handling Professionals**
- **Commitment Statement on Clinical Well-Being**
- The mission of the Association of Safe Patient Handling Professionals (ASPHP) is *to improve the safety of caregivers and their patients by advancing the science and practice of safe patient handling and mobility.* Inherent in our mission statement is the close link between care giver and care recipient (patient) safety and well-being.
- The Board of Directors, certificants and members of the ASPHP represent a multi-functional, inter-disciplinary team of healthcare professionals who are dedicated to the recognition of safety for patients and clinicians across all healthcare settings.

# Commitment Statement

- We are committed to providing support to the National Academy of Medicine's Action Collaborative on Clinical Well-Being and Resilience in their efforts to reverse clinician (care giver) burnout and promote well-being. We hope to work together to bring about change, including legislation and best practice recommendations, that meet our mission and that of the Collaborative. We would be honored to provide input whenever requested and/or warranted.
- We attended the first public meeting of the collaborative on July 14, 2017 and provided resource materials prior to and since that meeting. Our website ([www.asphp.org](http://www.asphp.org)) provides a great deal of information, demonstrating the link between patient and clinician safety and well-being, as well as information that identifies and quantifies the negative impact of care giver burnout. The Learning Center of our website contains a wealth of knowledge regarding these issues and is continually refreshed as new content becomes available.

# NAM Action Collaborative

The screenshot shows a web browser window displaying the 'Clinician Well-Being Knowledge Hub' website. The browser's address bar shows the URL 'https://nam.edu/clinicianwellbeing/'. The website's navigation menu includes 'About', 'Causes', 'Effects', 'Solutions', 'Resource Center', and 'Conceptual Model'. The main content area features a large image of a male doctor in a blue scrubs, looking thoughtful with his hand on his chin. Overlaid on the image is the text 'Sharing Knowledge to Combat Clinician Burnout' and 'Find articles, research studies, and other resources'. A search bar contains the text 'safe patient handling' and a blue 'Search Resources' button. The Windows taskbar at the bottom shows the time as 2:07 PM on 11/2/2018.

https://nam.edu/clinicianwellbeing/ National Academy of Sciences [US] Clinician Well-Being Knowl...

Amazon.com - Online Sh... TripAdvisor

Clinician Well-Being Knowledge Hub

About Causes Effects Solutions Resource Center Conceptual Model

Sharing Knowledge to Combat Clinician Burnout

Find articles, research studies, and other resources.

safe patient handling Search Resources

2:07 PM 11/2/2018



# NAM Action Collaborative

The screenshot shows a web browser window displaying the NAM Action Collaborative Resource Center. The browser's address bar shows the URL: [https://nam.edu/clinical-well-being/resource-center/\\_id\\_in\\_safe\\_patient\\_handling](https://nam.edu/clinical-well-being/resource-center/_id_in_safe_patient_handling). The page features a green navigation bar with the following menu items: About, Causes, Effects, Solutions, Resource Center, and Conceptual Model. Below the navigation bar is a large banner image of a person's hands writing on a document. The main heading is "Resource Center", followed by a sub-heading: "This resource center provides a searchable database for research, toolkits, educational materials, and other resources relevant to clinician well-being and resilience." Below this is a search bar with the text "safe patient handling" and a magnifying glass icon. To the right of the search bar, it says "Search Results: 92 resources". Below the search bar is a "Sort By" dropdown menu set to "Relevance". The main content area displays a search result titled "Link between safe patient handling and patient outcomes in long-term care". Below the title is a brief description: "This study examined the relationship between safe patient handling and quality of care measures. 10 quality domains were compared before and after implementation of...". A "Report" link is visible below the description. At the bottom of the page, there is a "Topics" section. The Windows taskbar at the bottom shows the time as 2:53 PM on 11/3/2018.

https://nam.edu/...  
Amazon.com - Online Sh... TripAdvisor

## Link between safe patient handling and patient outcomes in long-term care

Type: Report

[Go to Resource](#)

This study examined the relationship between safe patient handling and quality of care measures. 10 quality domains were compared before and after implementation of a comprehensive patient care ergonomics program. After implementation, the authors found lower levels of depression, improved urinary continence, higher engagement in activities, lower fall risk, and higher levels of alertness during the day. Additionally, four areas showed a decline in function: pain, combativeness, locomotion, and cognition. Findings from this study may be useful in enhancing organizational support for safe patient-handling programs and could be used to build a business case for improving caregiver safety.

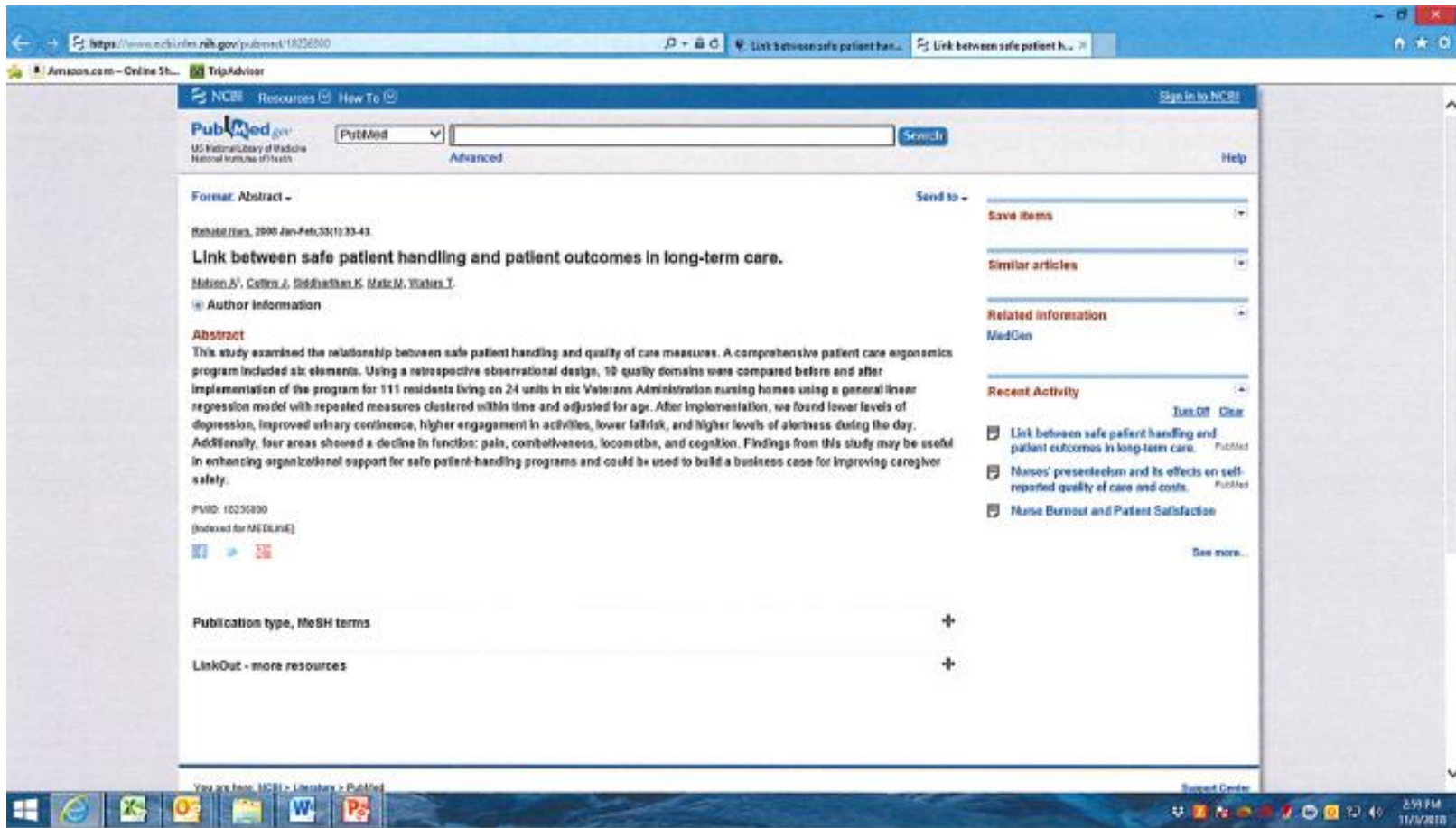
Year Published:  
2008

Source:  
US National Library of Medicine

Share this page:  
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Was this resource helpful?

# NAM Action Collaborative



The screenshot shows a web browser window displaying a PubMed article. The address bar shows the URL: <https://www.ncbi.nlm.nih.gov/pubmed/18236800>. The page header includes the NCI logo and navigation links for Resources and How To. The PubMed logo is prominently displayed, along with a search bar and a 'Search' button. The article title is 'Link between safe patient handling and patient outcomes in long-term care.' by Nelson A, Collins J, Siddharthan K, Malin M, Ylleskou T. The abstract text reads: 'This study examined the relationship between safe patient handling and quality of care measures. A comprehensive patient care ergonomics program included six elements. Using a retrospective observational design, 10 quality domains were compared before and after implementation of the program for 111 residents living on 24 units in six Veterans Administration nursing homes using a general linear regression model with repeated measures clustered within time and adjusted for age. After implementation, we found lower levels of depression, improved urinary continence, higher engagement in activities, lower fall risk, and higher levels of alertness during the day. Additionally, four areas showed a decline in function: gait, combativeness, locomotion, and cognition. Findings from this study may be useful in enhancing organizational support for safe patient-handling programs and could be used to build a business case for improving caregiver safety.' The page also features a 'Send to' sidebar with options like 'Save items', 'Similar articles', and 'Related information'. The Windows taskbar at the bottom shows the time as 2:59 PM on 11/3/2010.

<https://nam.edu/care-staff-wellbeing-resources/healthcare-staff-w-being-burnout> - National Academy of Sciences [US] Healthcare Staff Wellbeing, ...

Amazon.com - Online Sho... TripAdvisor

## Healthcare Staff Wellbeing, Burnout, and Patient Safety: A Systematic Review

Type: [Peer-Reviewed Literature](#)

[Go to Resource](#)

The following study, published in *PLoS* sought to determine whether there is an association between health care professionals' well-being and burnout, with patient safety. 46 studies were identified for the review. 16 of the 27 studies that measured wellbeing found a significant correlation between poor wellbeing in health care professionals and worse patient safety. 21 out of 30 studies that measured burnout found a significant association between burnout and patient safety. While this systematic review shows a correlation between burnout and lower patient safety, more studies are needed to determine causality.

Year Published:  
2016

Source:  
PLOS One

Topics:  
[Safety and Patient Outcomes](#)

Tags:

Was this resource helpful?

Share this page:  
[f](#) [t](#) [in](#) [e](#)

8:02 PM 11/3/2018

# NAM Action Collaborative

The screenshot shows a web browser window with the following content:

- Browser Tabs:** <https://nam.edu/.../improving-patient-and-worker-safety>, National Academy of Sciences [US], Improving Patient and Wor...
- Browser Address Bar:** Amazon.com - Online Sh..., TopAdvisor
- Page Title:** Improving Patient and Worker Safety: Opportunities for Synergy, Collaboration and Innovation
- Type:** Toolkit
- Action Button:** Go to Resource
- Description:** The following report, created by The Joint Commission, intends to stimulate greater awareness of the potential synergies between patient and worker health and safety activities. Using actual case studies, it describes a range of topic areas and settings in which opportunities exist to improve patient safety and worker health and safety activities. It includes information about benefits to improving safety for both patients and workers, key themes and action steps to meet challenges and achieve success, and management strategies that may advance safety and contribute to high reliability.
- Topics:** Safety and Patient Outcomes
- Tags:** Physician
- Feedback:** Was this resource helpful? Yes No
- Metadata:** Year Published: 2012; Source: The Joint Commission
- Share Options:** Facebook, Twitter, LinkedIn, Email
- Taskbar:** Windows 8 taskbar with icons for Internet Explorer, File Explorer, Office, and other applications. System tray shows 1:08 PM 11/3/2018.

# NAM Action Collaborative

Through the Eyes of the Workforce: Creating Joy, Meaning, and Safer Health Care

Type: [Report](#)

[Go to Resource](#)

Workplace safety is inextricably linked to patient safety. Unless caregivers are given the protection, respect, and support they need, they are more likely to make errors, fail to follow safe practices, and not work well in teams. This report looks at the current state of health care as a workplace, highlights vulnerabilities common in health care organizations, discusses the costs of inaction, and outlines what a healthy and safe workplace would look like. The report concludes with seven recommendations for actions that organizations need to pursue to effect real change.

Topics:  
[Organizational Strategies, Safety and Patient Outcomes](#)

Tags:  
[Nurse, Physician](#)

Was this resource helpful?

Year Published:  
2012

Source:  
[Institute for Healthcare Improvement](#)

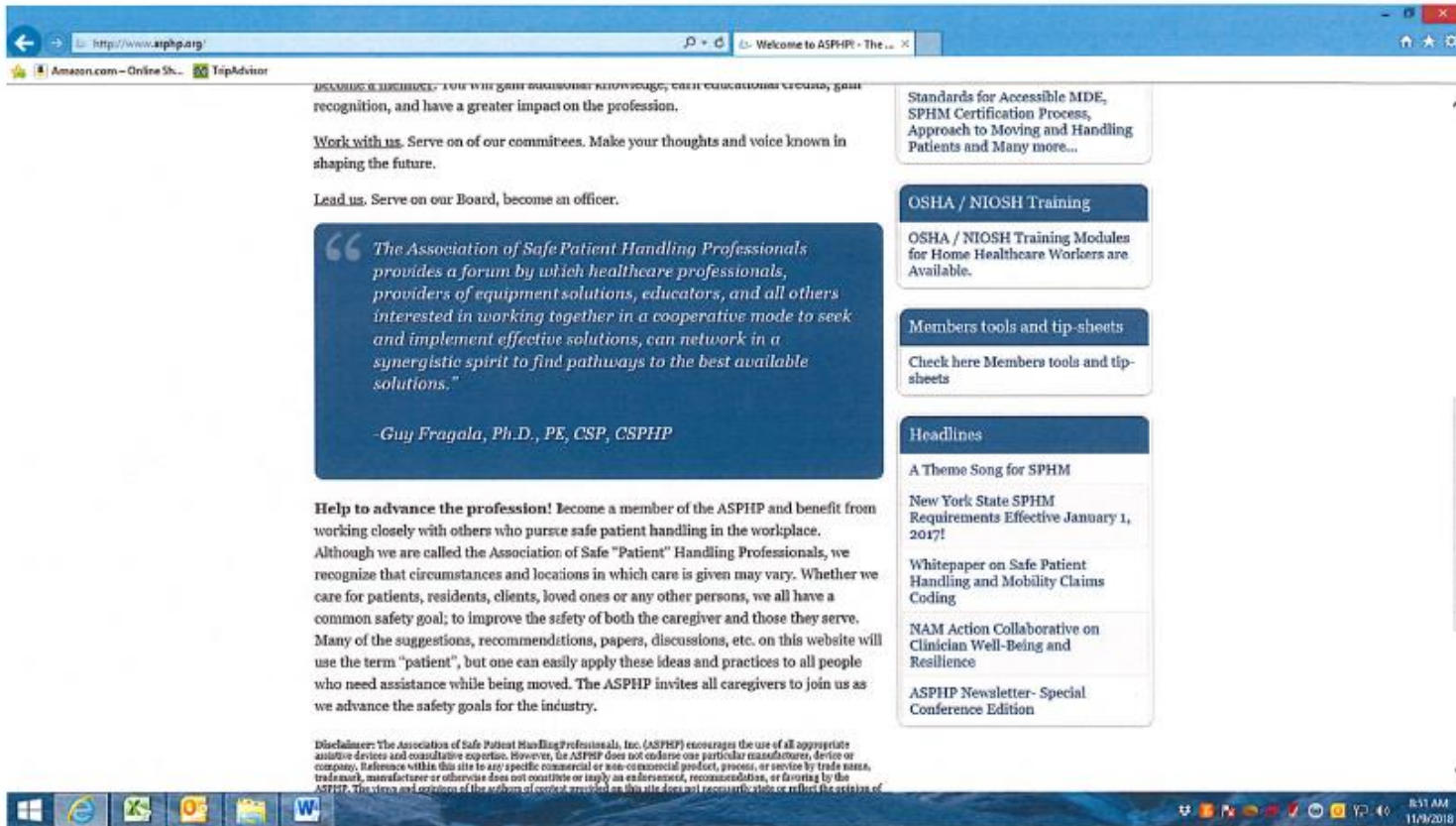
Share this page:  
[f](#) [t](#) [in](#) [e](#)

3:10 PM  
1/3/2018

# ASPHP Website



# ASPHP Website





# ASPHP Website



The screenshot shows a web browser window displaying the ASPHP Learning Center website. The browser's address bar shows the URL <http://www.aspghp.org/learning-center/>. The website header includes the ASPHP logo, navigation links for Member Login, Home, Contact Us, and Careers, and social media icons for Facebook and LinkedIn. A red button labeled 'Resources Page' and a 'Members Only Area' with an 'Update Profile' link are also visible.

The main navigation menu includes: About Us | Membership | Certification | Learning Center | Events | Long Term Care | Sponsors and Partners.

The 'Learning Center' section features a description: "The ASPHP wants to provide you with helpful information that will assist you in planning and instituting the daily practice of safe patient handling. If you are an Association member, you will find additional information in the Member Learning Center." It includes social sharing options for Facebook and LinkedIn.

On the right side, there is a video player with a play button and the text "Watch Our Video!". Below the video player is a section for "Archived webinars" with a link to "Standards for Accessible MDE, SPHM Certification Process, Approach to Moving and Handling Patients and Many more...".

At the bottom, there is a section for "OSHA / NIOSH Training" with the text "OSHA / NIOSH Training Modules for Home Healthcare Workers are Available.".

The Windows taskbar at the bottom shows the system tray with the date and time: 4:01 PM, 11/4/2013.

# ASPHP Website

The screenshot shows a web browser window displaying the ASPHP Learning Center website. The address bar shows the URL <http://www.asphp.org/learning-center/>. The page content is organized into a main article area and a right-hand sidebar.

**What you need to know about current and pending regulation**

Dec 2017

**ASPHP Commitment Statement on Clinical Well-Being**

The mission of the Association of Safe Patient Handling Professionals (ASPHP) is to *improve the safety of caregivers and their patients by advancing the science and practice of safe patient handling and mobility*. Inherent in our mission statement is the close link between care giver and care recipient (patient) safety and well-being.

The Board of Directors, certificants and members of the ASPHP represent a multi-functional, inter-disciplinary team of healthcare professionals who are dedicated to the recognition of safety for patients and clinicians across all healthcare settings.

We are committed to providing support to the National Academy of Medicine Action Collaborative on Clinical Well-Being and Resilience in their efforts to reverse clinician (care giver) burnout and promote well-being. We hope to work together to bring about change, including legislation and best practice recommendations, that meets our mission and that of the Collaborative. We would be honored to provide input whenever requested and/or warranted.

We attended the first public meeting of the collaborative on July 14, 2017 and provided resource materials prior to and since that meeting. Our website ([www.asphp.org](http://www.asphp.org)) provides a great deal of information, demonstrating the link between patient and clinician safety and well-being, as well as information that identifies and quantifies the negative impact of care giver burnout. The Learning Center of our website contains a wealth of knowledge regarding these issues and is continually refreshed as new content becomes available.

We thank you for this opportunity and look forward to assisting the Collaborative in meeting their mission.

The National Academy of Medicine's [Action Collaborative on Clinician Well-](#)

**OSHA / NIOSH Training Modules for Home Healthcare Workers are Available.**

**Members tools and tip-sheets**  
Check here Members tools and tip-sheets

**Headlines**

- A Theme Song for SPHM
- New York State SPHM Requirements Effective January 1, 2017!
- Whitepaper on Safe Patient Handling and Mobility Claims Coding
- NAM Action Collaborative on Clinician Well-Being and Resilience
- ASPHP Newsletter- Special Conference Edition

The Windows taskbar at the bottom shows the system clock as 8:53 AM on 11/9/2018.

# ASPHP Website

## *Ode to a Healthcare Worker*

Healthcare worker is made out of love  
Care for people that came from above  
Lifting and pulling and holding hands tight  
To end up broken don't seem right!

They move 1.8 tons and what do they get?  
Another day older disabled and bent.  
St. Peter when you call them be sure to know  
The body is broken but the spirit aglow!

## *Owed to a Healthcare Worker: A Safe Workplace!*

The 1.8 tons in the lyrics above is the patient weight that the average healthcare worker must lift in a typical day. Unlike the coal worker moving coal, the healthcare worker has no handles to grab ahold of to move this weight. They are dealing with a living human being that must be handled with care. The

# ASPHP Website

patient/care recipient sometimes resists this movement, requiring the healthcare worker/care provider to generate even greater force to complete the movement or provide support.

In 2014, registered nurses ranked sixth among all occupations for the number of cases of musculoskeletal disorders resulting in days away from work, with 11,360 total cases. Nursing assistants reported 20,020 cases in 2014, the second highest of any profession. The leading cause of these health care employees' injuries is patient lifting, transferring, and repositioning injuries, which constitute a significant risk to the health and welfare of those employees under the Occupational Safety and Health Act of 1970.

This is an enormous amount of preventable harm to healthcare workers. There is also resultant harm to healthcare recipients. Effective safe patient handling and mobility (SPHM) programs prevent this harm. **Help to provide what is owed to a healthcare worker: a safe workplace!**



# Advocacy



November 2, 2018

Melissa Smith  
Division of Regulations, Legislation, and Interpretation  
Wage and Hour Division  
US Department of Labor

Subject: Comments on Expanding Employment, Training, and Apprenticeship Opportunities for 16- and 17-Year-Olds in Health Care Occupations under the Fair Labor Standards Act. *Docket Number: 2018-20996 / RIN: 1235-AA22*

# Advocacy

Dear Ms. Smith:

The Association of Safe Patient Handling Professionals (ASPHP) would like to provide comments on the subject proposed rulemaking. Through this rulemaking, the US Department of Labor proposes to remove the prohibition regarding the independent operation of power-driven patient lifts by 16- and 17-year-olds from the Department's Hazardous Occupations Orders (HO) 7. We believe this change runs counter to the scientific evidence that currently exists and may lead to increased harm to both these care giving youth and the care recipients they service.

# Advocacy

The ASPHP was developed for the sole purpose of furthering the science and practice of safe patient handling. Those anxious to join this grass roots effort and bring it to life, as evidenced by our Board of Directors and Advisors, were the pioneers and experts in the field; those impassioned about the subject of reducing injury to our healthcare workers and preventing harm to those for whom they provide care. Importantly, these experts not only rose to prominence in the field because of their educational background, they are experienced, practiced professionals who quite frankly, “get it”!

This ASPHP team represents all perspectives of the subject at hand: research, education, consulting, assistive device manufacturers, and clinicians. Some work outside of the practice environment, some work within that environment on an administrative level and many others

# Advocacy

work as caregivers in acute care, long-term care, continuous care and the home environments. . Our membership is active with us, including those who have already achieved the status of Certified Safe Patient Handling Professionals (CSPHP). Our quest includes assisting in the setting of standards for program development, implementation, sustainability and overall practice. Succinctly, *the Association represents a ready wealth of information* to provide assistance in your endeavor to develop legislation to address this crucial need.

A review of our website ([www.asphp.org](http://www.asphp.org)) will reveal the many ways in which we seek to meet our mission “To improve the safety of caregivers and their patients by advancing the science and practice of safe patient handling.” The Learning Center section of our website has a section on Legislative Updates that seeks to keep our membership and the general public informed regarding regulatory activity and our involvement with that activity.



# Advocacy

Some of our members are also members of the American Industrial Hygiene Association (AIHA) and were involved in developing the comments they provided to you on November 1, 2018 regarding this proposed regulation. We thank the AIHA for their thorough and evidence-based review. We agree with the first 3 items listed below that they offered in their comments and are adding items 4 and 5 that we also consider critical. The ASPHP urges the department to protect these young workers by:

- 1) Issuing a new rule that would prohibit 16- and 17-year-olds from manually lifting patients who cannot bear weight.
- 2) Maintaining the current conditions under which 16- and 17-year-olds can operate power-driven patient lifts under hazardous occupations order 7.
- 3) Asking NIOSH to revisit the work it conducted from 2010 to 2011, and conduct a new assessment to determine the circumstances, if any, that 16- and 17-year-olds can safely operate power-driven patient lifts, either independently or as part of a team with another employee who is at least 18 years of age.

# Advocacy

- 4) Considering the safety of both the care givers (16- and 17-year-olds) and the care recipients in this assessment, assuring there is a mutual process for protection for both parties.
- 5) Identifying a path by which this process for protection may be applied, enabling the involvement of our youth in the provision of care.

# Advocacy

The ANA publication, **Safe Patient Handling and Mobility Interprofessional National Standards: Across the Care Continuum**, 2013, provides the necessary structure to establish a process for prevention of the harm that may arise from patient handling. While the ASPHP has been working, and had success, with individual states in their efforts to develop safe patient handling standards for their respective states, we believe that none of the existing state legislation addresses all of the 8 standards included in the ANA publication, nor do they encompass all of the workplaces where the movement of care recipients presents an injury exposure to care providers.

The ASPHP is proud to have been involved in the development of this publication, with our Board and general membership well represented in the group of experts who were brought together by the ANA. We believe that federal regulations incorporating the process for protection detailed in these standards would assist in increasing employment opportunities associated with patient handling while assuring the prevention of harm to those involved in the process.



# Advocacy

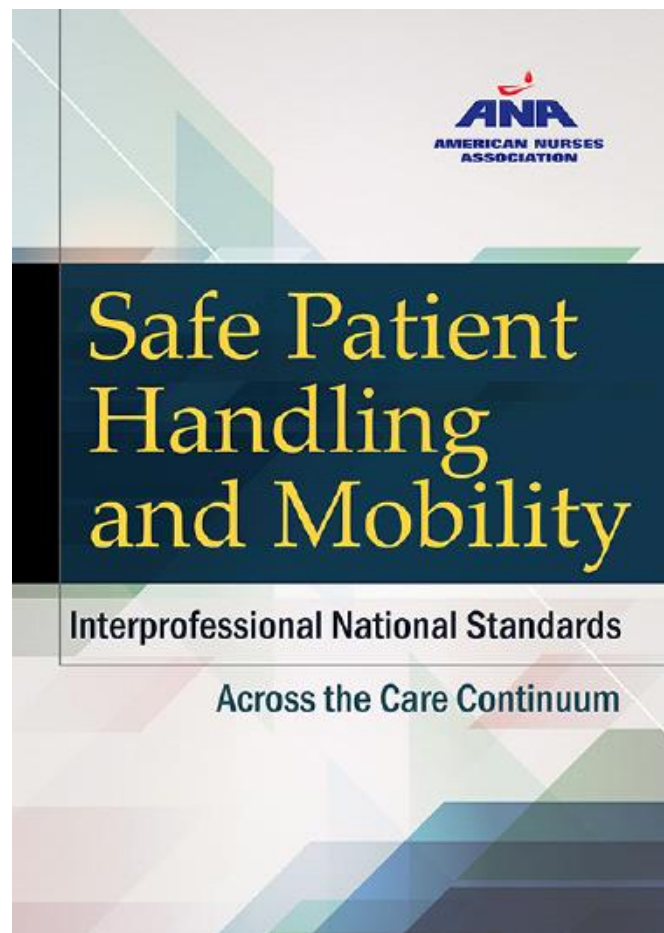
We offer our support in the development of regulations based upon our comments mentioned above. Please feel free to reach out to us (phone 610-248-9911, or email [wweaver@asphp.org](mailto:wweaver@asphp.org)) for assistance in this effort.

Regards,

Patti Wawzyniecki  
President – ASPHP

# Our Resources/Expertise

- ANA's Safe Patient Handling and Mobility Inter-professional National Standard
  - Provides best practices, not regulations
  - Eight Standards: create a culture of safety; implement and sustain a SPHM program; incorporate PTD; select, install, and maintain SPHM technology; a system for training; patient-centered assessment; RTW; program evaluation.
  - Flexible by the environment of care



# Our Resources/Expertise

## Speakers

**Suzy Harrington,**

**DNP, RN, MCHES**

Director, ANA's Department  
for Health, Safety, and  
Wellness



**Colin Brigham,**

**CIH, CSP, CPE, CPEA,  
CSPHP**

Past President, Association  
of Safe Patient Handling  
Professionals



Navigating the New Safe Patient  
Handling and Mobility

Interprofessional National Standards

Wednesday, June 19, 2013

1:00 pm - 2:00 pm ET \* 12:00 pm - 1:00 pm CT \* 10:00 am - 11:00 am PT

# Our Journey Together

- 2018 and Beyond: What are some needs?
  - Expand awareness: *Ode to a Healthcare Worker* and other resources
  - Expand efforts more fully to all environments of care

# Our Journey Together

- Closing statements:
  - We are an aging population.
  - We are a de-conditioning population.
  - We will require greater care.
  - We need to work together (collaborate).
- Closing questions:
  - What is your story or are your stories?
  - How and to whom can you tell them?
  - With whom can you collaborate?
  - What can you do to improve the process for protection?