



PRO VITA
CARE MANAGEMENT

OH&S

Musculoskeletal Injury Prevention (MSIP)



Trainer's Guide to MSIP

Supplies Needed:

- Slider sheet
- Pill crusher
- 2 volunteers
- Lifts
- Belts
- Flip chart paper
- Hand outs

Time required for session: 30 minutes

The following are the instructions for MSIP Training:

Step 1 – How much do we know?

Step 2 – Recognizing hazards

Step 3 – Minimizing hazards

Step 4 – What NOT to do (including when to call for help)

The Key Point of this training is:

- Hazard recognition & methods of minimization

Step 1: What do the staff know?

Ask staff the following questions to determine their level of understanding. Write the answers on the flip chart paper.

- 1) What is an MSI?
 - a. Musculoskeletal Injury – any injury of the soft tissue, including sprains, strains and inflammation
 - b. This includes carpal tunnel, tendonitis, back pain, etc...

- 2) Why do we care?
 - a. There were more than 30,000 MSI's reported to Worksafe BC in 2009.
 - b. There were more than 1.6 million days lost in BC last year due to MSI's
 - c. **Because it isn't just US we have to worry about.... Inappropriate procedures can seriously injure our residents.**

- 3) Can we ever ELIMINATE MSI hazards?
 - a. No. So many of the tasks that we do are physical, and we are constantly moving. The best we can do is minimize the hazards by using the proper tools and equipment, and asking for help when we need it.

- 4) What are some tools and equipment that we have that minimize risk of injury to ourselves and the residents?
 - a. Lifts
 - b. Slings
 - c. Belts
 - d. Slider sheets
 - e. Etc...

Taking adequate rest breaks will also minimize the risk of injury.

Steps 2 & 3: Hazard Recognition and Minimization

What are the 4 Physical Risk Factors and how can we minimize these risks?

(Create chart on flip chart paper and have the employees fill it in)

	Force	Repetition	Work Posture	Local Contact Stress
Definition	Muscle and tendons can be overloaded when you apply a strong force against an object	Involves doing a task that uses the same muscles over and over with little chance for rest or recovery	Awkward posture occurs when any joint of your body bends or twists outside of a comfortable range of motion	When a hard or sharp object comes in contact with the skin. The nerves and the tissues beneath the skin can be injured by the pressure
Examples	Moving linen carts, lifting or lowering or carrying heavy items, gripping small items, moving beds with brakes on, manual lifts	Repeatedly using a pill crusher, lifting items, blister packs, disinfecting tubs	Bending at the waist, leaning sideways, reaching. For example: putting on socks when not at foot level, reaching into tight spaces, when bed is against the wall, and reaching across to complete a task.	Kneeling, gripping small objects, pill crushing
Minimization or Prevention	Mechanical lifting devices, higher or lower storage, lighter carts	Adequate breaks to allow muscle recovery, alternating jobs	Adjustable work station heights, different tools, adequate breaks	padding, micro-breaks, alternating jobs, tools with springs

Steps 4: Some unsafe behaviors

What should we NEVER do? When do we call for help?

Write input on flip chart paper.

Discuss:

1) What are some unsafe behaviors with:

- a) Lifting
- b) Transferring
- c) Repositioning
- d) Moving equipment

Answer:

- a. Manual lift and transfers
- b. Lifting from floor
- c. Bending at the waist
- d. Twisting the torso
- e. Overreaching
- f. Using arm strength, instead of the legs
- g. Putting unnecessary and hazardous pressure onto resident's body parts (hands in armpits, etc...)

2) What can we do to make these safer?

Answer:

- a. Keep your body in its natural, neutral position.
- b. Move your feet... don't overreach
- c. Use mechanical lifts
- d. Call for help
- e. Assess the resident

3) When do you call for help?

Answer:

- a. Any time you need it.
- b. Your safety and the residents safety is the priority. Always.

4) What are the possible consequences of ignoring hazards and hazardous behaviors?

Answer:

- a. You may get injured
- b. Your resident may get injured



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Pre-Handling Check

Ask these questions before every manual transfer

Strength: Can the person...	<p>If no to any of these, you and/or the resident are at risk of injury. Use an overhead/mechanical lift.</p>
In bed: with knees bent, lift their hips off the bed and hold for 5 seconds?	
Sitting: hold up each foot, straight knee and hold for 5 seconds?	
Balance: Can the person...	
Sit upright on the side of the bed without help?	
Sit or lean forward in a chair with minimal help?	
Cognitive: Can the person...	
Understand and follow instructions appropriately and cooperatively?	
Is their cognitive status "normal", compared to usual?	

Steps 5: Stretching

Stretching

An important way to minimize the risk of getting an MSI is to stretch regularly throughout your shift to keep your muscles warm and loose.

Instructions to Manager: run through the various stretches, practicing them with your staff. Provide workers with resources (time) to stretch daily at the beginning of their shift.

Instructions to Manager: Post stretch posters in the location where workers are most likely to perform the stretches.

Results:

Staff Feedback:

1.
2.
3.
4.
5.
6.
7.
8.
9.
10.

Follow up Completed:

Manager / Trainer Signature

Date