

**SCHIPP TWO-YEAR PROJECT 2009-2011
WCB COMMUNITY INITIATIVE AND RESEARCH PROGRAM (CIRP)
(RESEARCH AND WORKPLACE INNOVATION PROGRAM)
FINAL REPORT - MAY 15, 2011**

BACKGROUND INFORMATION:

The following is an update on the Home Care Worker Musculoskeletal Injury (MSI) Prevention Project that our Region initiated in May, 2009.

The Regional Health Authority Central supports workplace prevention programs and builds partnerships with the community to ensure that the people in our Region are AS HEALTHY AS CAN BE. We recognize that RHA Central employees are the most important resource in carrying out our mandate. Guided by our Core Values, Board ENDS, Strategic Health Plan, and Community Healthy Assessment, we are committed to the personal wellbeing and professional development of our staff.

Throughout the Term of the Project, we have received generous and collegial support from the Workers Compensation Board, specifically Bruce Cielen, Manager, and Janine Swanson, both from the Research and Workplace Innovation Program (RWIP) Portfolio. The Workers Compensation Board has been fabulous in funding this two-year project, a .6 EFT Musculoskeletal Injury (MSI) Prevention Educator, (an Occupational Therapist by Profession), and a .3 EFT for Administrative support.

The overall goal of the Home Care Worker Musculoskeletal Injury Prevention Project was to reduce workplace injuries for our Region's Home Care Workers through training and education. We wanted to ultimately reduce the number of Home Care Workers suffering from repetitive strain injuries and hopefully, increase job satisfaction amongst this group. This includes **anyone related to the Home Care Program**, i.e.) Home Care Aides; Case Coordinators; Resource Coordinators; Home Care Direct Service Nurses; Additional Nurses with a home site/primary position in a facility who also work extra hours as a Home Care Nurse.

Central Region consists of over 400 Home Care staff with diverse backgrounds and experiences from 12 Home Care areas covering more than 18,900 square kilometers of South-Central Manitoba, which includes 37 Municipalities, 6 First Nations and 8.5 per cent of Manitoba's total population, making it the most populous of the Province's Rural and Northern Regions. RHA Central serves the 2nd largest population base outside of the WRHA.

DEVELOPMENT OF THE PROJECT / MILESTONES:

In May of 2009, the initial scope of the Project was to target Home Care Workers in the Southern portion of our Region. After a couple of months into the Project there were other areas within the Region wishing to join in as well, which we were more than pleased to accommodate.

The framework of the Education Program involved training for Managers / Directors, followed by Peer Leader Training. Once this was complete, the education was rolled out to the Front Line Workers.

The long term plan is that the Peer Leaders trained will be able to continue providing review sessions with seasoned staff and to train new staff when the two-year project is complete.

Year-to-date, 85% of employees in the Home Care Program have received training across RHA Central MB Inc.

MEDIA EVENTS and PUBLICATIONS:

1. Winnipeg, MB – RWIP Media Event – April 5, 2011
2. Winnipeg, MB – 2011 Annual SAFE Healthcare Conference – May 9th and 10th, 2011 (Presentation made on May 10th, 2011)
3. “As A Matter Of Fact” RHA Central MB Inc., Staff Newsletter:
 - a) Body Mechanics - January, 2011
 - b) Home Care Worker Musculoskeletal Injury Prevention Project – May, 2011 (Front Page Story)
4. Manitoba Council of Healthcare Unions (MCHCU) WS&H Committee Newsletter – Upcoming Edition
5. “Healthy As Can Be” Regional RHA Central MB Inc., Community Newsletter – Upcoming Edition

IMPLEMENTATION OF PROJECT’S OUTCOMES / RESULTS:

The Musculoskeletal Injury Prevention Educator, an Occupational Therapist, was responsible for coordinating and delivering the education. Over the two-year Project, in collaboration with RHA Central’s SCHIPP Team, the MSI Educator has reviewed, revised and improved the Program.

The training was delivered in a classroom training lab style setting to ensure that employees had the theory along with the practical (hands on) instruction. The Regional Health Authority’s Safe Client Handling and Injury Prevention Program (SCHIPP) had an existing Education Program that was utilized to support the training. Each Home Care Station was equipped with Training Props and we partnered with Safe Moves Injury Prevention Solutions Inc., to access video clips to support our

existing material. The program materials, along with the video clips have been placed on Central Region's employee intranet for access.

KEY FINDINGS / STEPS REQUIRED TO ACHIEVE A SAFER WORKPLACE FOR HOME HEALTHCARE WORKERS:

One of the unique aspects of the Project was that Home Care Case Coordinators had immediate access to the MSI Educator's expertise. If they were on site and had client mobility concerns with respect to safe client handling approaches, they could call the MSI Educator, and receive immediate help regarding safe work practices.

From April, 2009 – February, 2011, WCB Time loss injuries are down 46.3%, Days paid are down 53.5 %, and Direct costs are down 48.7 %.

The benefits of this Project have been evident through the decrease in the number of WCB time loss injuries, cost savings, positive employee feedback and the evidence of movement toward a culture of safety across our entire Region.

WCB's commitment along with our Regions' commitment (in-kind contributions), has been outstanding as evidenced by the measurable results that this training initiative has been able to produce in a very short period of time.

This Project has truly been a significant highlight in our Region's Human Resource initiatives to date. Thank you to everyone on the Team who worked so hard to make this Project Proposal become a reality.

RHA CENTRAL CONTACT INFORMATION:

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Respectfully submitted,

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