

ABBREVIATED

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SPHM
Safe Patient Handling & Mobility

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The Challenge of Change: Why are Staff Resistant to Using Safe Patient Handling Equipment?

- People's fear, helplessness, loss of control, lack of involvement, loss of control and fear of not being able to make the change are all reasons that may show up in what is perceived as being resistant to the change.
- Even though you show people how to use the equipment, and they know why they should use it, the above reasons may mean a high level of non-compliance.
- Changing a culture can take upwards of eleven years. SPHM is a big change so it needs time, gentle reinforcement, and staff engagement throughout.
- For some making a change is like going through the grieving process.
- **Effective Communication = Less Resistance = Successful**

Safe Patient Handling and Mobility Equipment Purchasing Checklist

- A comprehensive and detailed tool of what your clients may ask you when looking to try out and/or purchase equipment
- The checklist reminds purchasers that "One size does not fit all" and they should complete a comprehensive risk assessment of their patient groups needs before deciding what they need.
- Remember that vendors are being judged on how they follow up with areas such as equipment installation, or lifting equipment still under guarantee.
- As a vendor make sure you can answer all the questions in the checklist and be proactive in sharing the knowledge.

Making Safe Patient Handling and Mobility Training Effective. Part 2. Assessing Competent Practice

- Competency is defined as a person's capacity to apply or use a set of related knowledge, skills, and abilities to successfully perform critical job functions or tasks
- It is important not to use the term competency when referring to the equipment training you provide as a vendor, but can be very helpful and credible to identify that the training you provide is the first stage in healthcare workers moving toward competency with equipment use.
- Competency can be assessed in a number of ways including case studies, presentations, written tests, reflection, and simulation to name a few.
- Competence is transient and may be lost when the skill is not used. Advise your purchasers to make sure staff are only introduced to SPHM equipment they will actually use. It saves the organization money in training time and increases your credibility.



Coming June 2020:

Featured Issue Focused on COVID 19 and SPHM

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Special Feature: Prone Positioning Using a Ceiling Lift

- Prone positioning is often recommended for patients with severe acute respiratory distress syndrome (ARDS) to improve gas exchange and for preventing ventilator-induced lung injury.
- Some patients with COVID-19 develop ARDS, thus prone positioning may play a critical role in their treatment and recovery.
- The following guide provides a method of proning a patient using 2 rectangular repositioning slings (46 inches wide x 86 inches length) and a ceiling lift.
- This method requires less staff than manual proning technique and facilitates turning of the patient once in a prone position to reduce the risk of pressure injuries.