



simple solutions
for complex times

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Structure, Empowerment and Change to Positive Results



Structure Development A – P – I – M

- **Assess**



- **Plan**



Structure Development A – P – I – M

- **Implement**



- **Manage**



Structure Development Summary Thoughts

- Executive management ~~support~~ participation is critical to success.
- Engage personnel who will help your efforts (recruit from within if needed).
- Be prepared to make difficult decisions.



Structure Development Summary Thoughts

- Be prepared to work hard.
- Be prepared to celebrate.
- Review your goals frequently.
- Begin with the end in mind (Vision).





**Structure,
Empowerment and
Change to Positive
Results**



Sally Zuel, RN, MS, SPHR

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Agenda

- Introduction
- Structure and Empowerment
- Data
- Format for Success



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Union Hospital, Inc.

- 2 Facilities and Multiple Physician Offices
 - 2350 Employees
 - Large facility with 347 patient beds
 - Small Critical Access facility with 25 beds
 - 14 off site clinics/offices
- Highest Industry Injury Rate
 - Healthcare



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Structure and Empowerment

- Senior Leader Champion
 - Consistency in maintaining the structure
 - Keep Employee Safety as a focus
 - 100% high level review of all events
- Engagement & Empowerment
 - Listen to employees
 - Hold them accountable
 - Respond and follow through on ideas and suggestions
 - Empower staff and leadership to follow up

Data – Drives Decision

- Data
 - Track and trend monthly and yearly
 - Focus on one indicator per year
- 3 areas of primary focus
 - Lifting
 - Bloodborne pathogen exposure
 - Falls

Data

- Benchmarking
 - OSHA
 - Peers
 - Prior Year
- Communicate results consistently
 - Flyers (bulletin boards and bathrooms)
 - E-mails
 - Newsletters
 - Unit / Department Data

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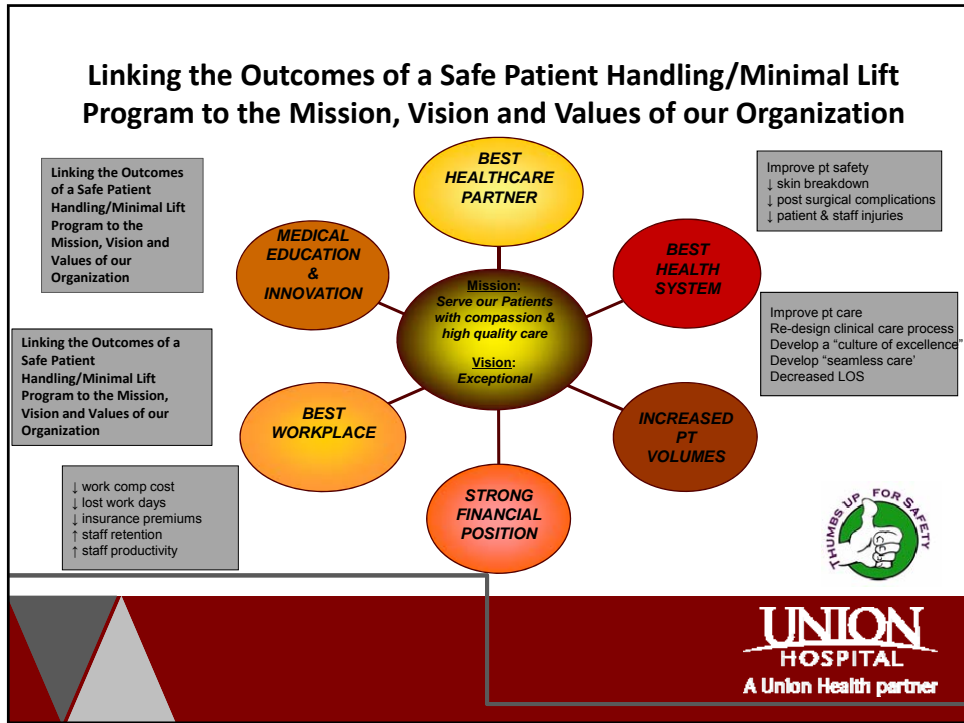


Using the Maxi Sky Ceiling Lift



- Maxi Sky 1000 uses **reusable** bariatric slings. Bariatric slings are **NOT DISPOSABLE**
- Slings are located in the unit's linen carts
- There is 1 reusable sling per unit
- Call **Laundry at x7551** if a sling is not available in your unit
- Send the bariatric sling to Laundry when soiled or if no longer needed
- The bariatric reusable sling is available in extra large size only

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- ## Format for Success
- Update leadership with new information
 - Reporting any hospitalization
 - Potential for CMS to reimburse hospitals based upon employee injuries
 - Continually provide data and information
 - Maintain the structure and format
 - Give credit publically to those who do the work!
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2011 Governor's
Workplace Safety
Award

Celebrate Success



Becker's Hospital Review/Becker's ASC Review

150 Great Places to Work in Healthcare

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