

## Penny Docherty

**Penny Docherty:** Penny is a qualified physiotherapist with 26 years experience in the health service both in the UK and abroad. Penny trained at Kings College Hospital, London and after a year working at The London Hospital went abroad. She worked in Hong Kong at a Rehabilitation Centre for 2 ½ years before moving to Australia in 1987 where she worked for the Commonwealth Rehabilitation Service providing an occupational health physiotherapy service and community rehabilitation for spinal injuries. Returning to the UK in 1989 she worked in Out-patients whilst completing her Certificate in Occupational Health Physiotherapy and in 1993 commenced the establishment of the Manual Handling Service for Royal Infirmary of Edinburgh. The following years were spent developing, preparing and delivering manual handling training and education to a multi-disciplinary group of staff and undertaking manual handling risk assessments. She also secured the funding to establish a pilot occupational health physiotherapy service following experience gathered working in Australia. During this time she completed the BEBOH accredited Ergonomics module at the Roebens Institute. In 2000 Penny was appointed Manual Handling Advisor of NHS Lothian - University Hospitals Division and was responsible for managing the delivery of a standardised Manual Handling Service and for securing permanent funding for the Staff Injuries Physiotherapy Service.



Following the NHS re-organisation Penny was appointed as Head of Manual Handling and is responsible for providing a Manual Handling Service for NHS Lothian and external contracts including Napier and Edinburgh Universities.

### Manual Handling Assessors' Pilot

In 2004 a review was undertaken to look at the potential benefits from collaboration with the Divisions across NHS Lothian and the Higher Education Institutions.

The project included:

- A scope of current practice
- A literature review around methods of manual handling training
- Standardisation of manual handling training across NHS Lothian
- Option appraisal for manual handling service provision

The preferred option was the Manual Handling Assessor model which can be described as follows:

- Initial manual handling training at induction or in the case of students, with their Higher Education Institution
- A locally based Manual Handling Assessor who will assess staff annually for competency
- Staff not reaching the required competency will be re-assessed or directed to the Manual Handling Department as necessary.

A literature review investigating the effectiveness of competency assessment was undertaken.

It was agreed that this model should initially be piloted. This session will describe the implementation and outcomes of that pilot. It will also look at work undertaken in relation to Objective Subjective Clinical Examinations for medical students and review the format of manual handling competency assessment forms.