

Foundations of Practice and Beyond

Plenary 5

Tuesday 1600

Sue Ruzzala, Jacqui Hall and Pat Alexander



Standards in Manual Handling

Biography

Sue Ruzzala, MSc (Physiotherapy) MCSP; SRP; DipTP; LPD Manual Handling Consultant
As an independent manual handling consultant in health and social care, I have been actively involved in the development, implementation and evaluation of manual handling policies, risk management, training strategies, accident investigation and equipment evaluation. As a regional representative on the NBE executive, I was involved with developing guidance on insurance aspects for trainers and a co-author in the NBE (2010) Standards in Manual Handling. I am editor for the *Moving and Handling People, An Illustrated Guide* (in press) and was co-author in the 4th and 5th *Guide to the Handling of People* and *Evidence-Based Patient Handling*. I have also contributed to various working groups developing manual handling guidance including the HSC, CSP and RCN Advisory Panel on Back Pain in Nurses. I am currently chair of the Local NBE Group, Somerset, Avon and Gloucester and am a Registered Member of NBE. With my background as a Manual Handling Advisor in an acute Trust for 13 years I have an active interest into the implementation and management of safe practices within organisations which evolved from my interest as a Physiotherapy Tutor in training and development.

Jacqui Hall (TD) MSc (Health Ergonomics) MSc (Health and Social Research) RNT, RGN, Cert Ed, NNEB, Cert in Patient Handling and Moving, NEBOSH Cert. Advanced Course in NMA, Fellow of the Higher Education Academy.

Senior Lecturer University of Northumbria

As a Senior Lecturer at the University of Northumbria I am involved in teaching pre and post registration students in Patient Handling and Moving and General Nursing studies. I left school to pursue a career as a Nursery Nurse and was soon guided to University to embark on a teaching qualification, only to end up qualifying and then train to be an SRN! I have worked as a Staff Nurse in General Surgery, acute trauma and orthopaedics and later became a Ward Sister in Elderly Care before going into the School of Nursing as a Nurse Tutor.

My position on the National Back Exchange Executive Board, as North West Regional Representative, allows me access to Manual Handling Practitioner/Advisers who can keep me up to date with the changes in the NHS and Social Services provision for Manual Handling resources. As a result I have recently been involved in co-authorship of the NBE (2010) Standards for Manual Handling. I have also contributed to the 4th and 5th editions of The guide to the handling of patients/people.

As a Senior Nursing Officer in the TA, I have been fortunate to be part of the nursing force which has culminated in my recent attachment to 201 Field Hospital on deployment to Afghanistan from October 2007 until January 2008.

Pat Alexander MSc LPD PGCE MCSP CMIOSH

I have worked in a variety of health care settings, a general hospital, with children with cerebral palsy under Dr Bobath, in a mental health hospital, in the community and as a Back Care Adviser for the NHS, and now as a Consultant Back Care Adviser.

I have studied and gained a post-graduate award in Physiotherapy in Occupational Health and an MSc in Physiotherapy with my research on Risk Management of manual handling in Community Nursing, I have gained a post graduate certificate and Diploma in Back Care from Loughborough University and a post-graduate certificate in Education. I am also a Registered Member of National Back Exchange.

I devise courses at all levels, for care staff, assessors, Key Trainers and Management. I have been involved in writing manual handling policies and in strategic planning in manual handling matters. I provide a service of manual handling risk assessments in hospital and the community and provide training in risk management and manual handling to teach staff strategies to ensure that their safety is compatible with the safety and needs of their clients. I teach on under and post-graduate at several universities and am a tutor for the Disabled Living Foundation in London and the British Safety Council. I have contributed to several authoritative texts in manual handling. I also work as an expert witness in lifting injuries, including for the HSE..

Abstract

The presentation will discuss the application of the updated guidance on manual handling and the relevance of the content to employers and employees in both people and materials handling situations. It supports organisations and individuals in the provision of an appropriate level of service and provides guidance on the necessary requirements in order to achieve this. For the first time the roles of the Back Care Advisor, Manual Handling Trainer and Key Worker and other familiar titles are brought together under the umbrella term of 'Manual Handling Practitioner' with a development pathway to outline a career structure. The pathway is based on the Dreyfus model of Novice to Expert, and illustrates the different practitioner levels based on their level of skill and ability. Examples of the role expectation, the inter-relationship and movement between the levels will be explored including the necessary support required. Standards are an important guide to best practice, and the guidance supports the minimum standards and links closely with those required for NBE Registered Membership status. Within the NHS, the Knowledge and Skills Framework (KSF) are linked to the job evaluations so there is an expectation that certain standards will be achieved in order to deliver the care for a certain level of competency. The KSF Dimensions for Manual Handling Practitioners reflect existing practice, and though they are limited to the NHS, the recommended core outcomes provide a guide that is transferable to other organisations.

Existing standards for Manual Handling Trainers and Training have been thoroughly revised and these now reflect the career pathway for a Manual Handling Practitioner and the expertise required at each level. Clearer and more specific guidance on training at an organisational, department and individual level are supported with a template for risk assessment in practical training situations, examples of best practice and the essential role of evaluation. The rationale supporting the trainer to trainee ratios and time requirements for practical sessions will be discussed alongside the responsibility to ensure that all staff receive suitable initial and update training to meet the needs of their individual workplaces.